

EEO Annual Report, April 1, 2014 - March 31, 2015

WNKU-FM, WNKE-FM, WNKN-FM, WPFB-AM

Licensee: Northern Kentucky University

The purpose of this EEO Annual Report is to comply with Section 73.2080(c)(6) of the Federal Communication Commission's EEO Rules. This report can be found in the public inspection file at the WNKU studios, and on the station's website, www.wnku.org

Northern Kentucky University SEU EEO Report

The Station Employment Unit ("SEU") operated by Licensee Northern Kentucky University ("NKU") consists of employees of the following full-service noncommercial educational radio stations: WNKU-FM (Fac. I.D. # 4280, Highland Heights, KY); WPFB-AM (Fac. I.D. # 54836, Middletown, OH), WNKN- FM (Fac. I.D. # 54833, Middletown, OH), and WNKE-FM (Fac. I.D. # 54813, New Boston/Portsmouth, OH). All employees of these stations are within the same NKU SEU, and this Public File Report applies equally to all NKU-licensed stations.

Any and all files pertaining to WNKU employment search activities during this license year were kept at the WNKU office and NKU HR offices in Highland Heights, KY.

1. Vacancies:

The NKU SEU had one full-time vacancy, for a General Manager, during this period.

2. Full Time Recruitment:

The General Manager job search began in September 2014 and ended November 2014.

General Manger Posting Sources:

CPB Job Line website

(Virtual posting – no contact)

Corporation for Public Broadcasting

401 Night Street, NW

Washington, DC 20004

202 879-9600

Enquirer Media (print)

312 Elm Street

Cincinnati, Ohio

Aaron Geiman

513-768-8501

ageiman@cincinnati.gannett.com

Job Search Focus Group

Dave Velzy

Hyde Park Community

United Methodist Church

1345 Grace Avenue

Cincinnati, Ohio 45208

513 871-0320

Kentucky Broadcasters Association

Patti Pullen

101 Enterprise Drive

Frankfort, KY 40601

888 THE-KBA1

NETA website

Maryanne Schuessler
National Educational Telecommunications Association
939 S. Stadium Road,
Columbia, SC 29201
803 799-5517

NKU Human Resources Web site

Lauren Franzen, Employment Manager
Northern Kentucky University
714 Lucas Administrative Center
Highland Heights, KY 41099
859 572-5200

PBMA website

Maryanne Schuessler
Public Broadcasting Management Association
939 S. Stadium Road,
Columbia, SC 29201
803 799-5517

[allaccess.com](#) website

[triplearadio.com](#) website

WNKU web site

Aaron Sharpe
Northern Kentucky University
301 Landrum
Highland Heights, KY 41099
859 572-6500

WNKU full-staff e-mail notification

Northern Kentucky University
301 Landrum
Highland Heights, KY 41099
859 572-6500

WNKU On-air campaign

John McGue
Northern Kentucky University
301 Landrum
Highland Heights, KY 41099
859 572-6500

Job Center Dayton

1111 S. Edwin C. Moses Blvd.
Dayton, Ohio 45422
Employers: (937) 225-5627
Phone: (937) 496-6720
<http://www.thejobcenter.org/home.html>
Mrs. Barbara Allen,
allenb@odjfs.state.oh.us
937-496-6503

Judi Kinney
Workforce Development Specialist
The Job Bank/Job Center
937-496-3134 Voice
937-225-4183 (fax)
kinnej01@odjfs.state.oh.us

Cincinnati-Hamilton County Community Action Agency
1740 Langdon Farm Road, Cincinnati, OH 45237
513.569.1840
Samuel Walker – Recruiter
swalker@cincy-caa.org

Cincinnati Works
708 Walnut Street #200, Cincinnati, OH 45202-2030
513.744.9675
Madaline Kipperman
mkipperman@cincinnatiworks.org
Everly Rose
erose@cincinnatiworks.org

Council on Aging of Southwestern Ohio
175 Tri County Parkway, Cincinnati, OH 45246
513.721.1025
John Jones
jjones@help4seniors.org

Ohio Valley Goodwill Industries
10600 Springfield Pike, Cincinnati, OH 45215
513.771.4800
Marty Mcaffery
mmcaffery@cincigoodwill.org

Job Search Focus Group
Pat Harris
Hyde Park Community United Methodist Church
1345 Grace Ave
Cincinnati, OH 45208
513 871 0320
jsfg@fuse.net

United Way of Greater Cincinnati
2400 Reading Road, Cincinnati, OH 45202
513.762.7100
Pam Haney – human resources
Pam.haney@uwgc.org

The Women's Connection
4042 Glenway Avenue, Cincinnati, OH 45205
513.471.4673
Linda Keller
lkeller@thewomensconnection.org

Urban Appalachian Council
2115 West 8th Street, Cincinnati, OH 45204
513-251-0202
Nancy Laird (Human Services Program Coordinator)
nlaird@uacvoice.org

Working in Neighborhoods Inc.
1814 Dreman Avenue, Cincinnati, OH 45223
513.541.4109
Barb Woelfel
bwoelfel@wincincy.org

Business Services Unit Industry Sectors
Mr. Bruce Bufford, GCDF
513.458.6991
bbufford@superjobs.com

3. Hiree Recruitment Source:

General Manager: The search, which began in September 2014, was finalized in late November 2014 with the interview and hire of Sean O'Mealy who reports seeing the opening on allaccess.com

4. Interviewee Recruitment Sources:

General Manager: With a pool of 45 applicants, WNKU chose three for in-person interviews in October and November 2014. The other two interviewees, like Mr. O'Mealy, reported seeing the opening on [all access.com](http://allaccess.com).

5. Engaging the Community:

WNKU continues to encourage community organization participation through our web site and on-air announcements as we build our resource list of organizations to be notified about job openings. Through direct outreach we welcome the following organizations into our recruitment efforts:

Aronoff Center for the Arts
650 Walnut Street, Cincinnati, OH 45202-2517
513.721.3344
Kathline Webber
kwebber@cincinnatiarts.org

Cincinnati-Hamilton County Community Action Agency
1740 Langdon Farm Road, Cincinnati, OH 45237
513.569.1840
Samuel Walker – Recruiter
swalker@cincy-caa.org

Cincinnati Works
708 Walnut Street #200, Cincinnati, OH 45202-2030
513.744.9675
Madaline Kipperman
mkipperman@cincinnatiworks.org
Everly Rose
erose@cincinnatiworks.org

Council on Aging of Southwestern Ohio
175 Tri County Parkway, Cincinnati, OH 45246
513.721.1025
John Jones
jjones@help4seniors.org

Educational Theatre Association
2343 Auburn Avenue, Cincinnati, OH 45219-2815
513.421.3900
Harper Lee
hlee@schooltheatre.org

Ensemble Theatre of Cincinnati
1127 Vine Street, Cincinnati, OH 45202
513.421.3555
Richard Diehl
rick.diehl@cincyetc.com

Hamilton County Jobs & Family Services / Super Jobs
1916 Central Parkway, Cincinnati, OH 45214
513.731.9800
Kathy Nienaber
knienaber@superjobs.com

Homeless Veteran's Transition Program
275 East Main Street, 2W-A, Frankfort, KY 40601
Northern KY One Stop: 859.292.6670
Florence One Stop: 859.371.0808
Create employer account on line: e3.ky.gov

Mercy Franciscan at St. John
1800 Logan Street, Cincinnati, OH 45202
513.981.5800
Ericka Copeland-Dansby, director
elcopeland@health-partners.org

Ohio Valley Goodwill Industries
10600 Springfield Pike, Cincinnati, OH 45215
513.771.4800
Susan Mayberry
smayberry@cincigoodwill.org

Pat Harris
Job Search Focus Group
Hyde Park Community United Methodist Church
1345 Grace Ave
Cincinnati, OH 45208
513 871 0320
jsfg@fuse.net

United Way of Greater Cincinnati
2400 Reading Road, Cincinnati, OH 45202
513.762.7100
Pam Haney – human resources
Pam.haney@uwgc.org

The Women's Connection
4042 Glenway Avenue, Cincinnati, OH 45205
513.471.4673
Linda Keller
lkeller@thewomensconnection.org

United Cerebral Palsy
3601 Victory Parkway, Cincinnati, OH 45229-2298
513.221.4606
Amy Wylie
awylie@ucp-cincinnati.org

Urban Appalachian Council
2115 West 8th Street, Cincinnati, OH 45204
513-251-0202
Nancy Laird (Human Services Program Coordinator)
nlaird@uacvoice.org

Working in Neighborhoods Inc.
1814 Dreman Avenue, Cincinnati, OH 45223
513.541.4109
Barb Woelfel
bwoelfel@wincincy.org

(6) Outreach Initiatives:

Station Tours:

- DD Aaron Sharpe conducted a station tour with local Cub Scout troupe, March 2015
- DD Aaron Sharpe hosted a station tour with NKU Freshmen honors students from the Highland Heights KY campus 11/18/2014

Programs with Educational institutions:

- Working with NKU faculty, WNKU staff members co-taught an audio/video program production course. The students from this program obtained hands-on clinical experience by working as crew members for the WNKU in-concert program, Studio 89. During the recording of these programs, WNKU recruitment information materials were also distributed to the audience. Programs produced with these students working as crew members were recorded on 4/7/2014, 4/14/2014, 4/28/2014, 5/5/2014, 9/15/2014, 9/22/2014, 9/29/2014, 9/30/2014, 10/14/2014, 10/27/2014, 10/29/2014, 11/10/2014, 11/17/2014, 11/24/2014, 12/01/2014. 12/08/2014. The staff coordinator for this educational program was John McGue.
 - OD Gary Keegan works with students in the Environmental Science program at NKU regarding effective science communication 9/29/2014
- *An EEO/Affirmative Action employer, Northern Kentucky University and WNKU provide equal opportunities in employment and programming, including Title IX and ADA requirements.*