

EEO Annual Report, April 1, 2011 - March 31, 2012

WNKU-FM, WNKN-FM, WNKE-FM, WPFB-AM, & W233BG

Licensee: Northern Kentucky University

WNKU is licensed to Northern Kentucky University (NKU) and operates a translator (W233BG) at 94.5 FM in West Chester, Ohio as a full-time repeater of WNKU programming. WNKU also operates WPFB 910 AM and WNKN 105.9 FM in Middletown, OH, and WNKN-FM in Portsmouth, OH, all owned by NKU. For purposes of this annual report, the stations are branded as "WNKU" may be referred to as the Northern Kentucky University Station Employment Unit (SEU) as appropriate.

The FCC has established Equal Employment Opportunity (EEO) rules and policies for broadcasters. The rules prohibit discrimination in hiring on the basis of race, color, religion, national origin, or gender by broadcasters. They also require broadcasters to:

Provide notice of job vacancies;

– by widely distributing information concerning each full-time (30 hours or more) job vacancy, except for vacancies that need to be filled in demanding or special circumstances;

– provide notice of each full-time job vacancy to recruitment organizations that request notice; and

– complete two (for broadcast employment units with five to 10 full-time employees or that are located in smaller markets) or four (for employment units with more than 10 full-time employees located in larger markets) longer-term recruitment initiatives within each two-year period. These initiatives can include job fairs, scholarship and internship programs, and other community events designed to inform the public about employment opportunities in broadcasting.

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

FCC EEO rules require that this report contain the following information:

- 1) A list of the full-time vacancies filled by the reporting station during the reporting period;
- 2) For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
- 3) The recruitment source that referred the hiree for each full-time vacancy during the reporting period;
- 4) Data reflecting the total number of persons interviewed for full-time vacancies during the reporting period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;
- 5) A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(6) of the FCC's EEO Rules during the reporting period

WNKU EEO Report

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

1. Vacancies:

SEU had one full-time vacancy for a contract Sales Representative during this reporting period, occurring January 12, 2012.

2. Full Time Recruitment:

The Sales Representative job search began in January of 2012 and was finalized in March, 2012.

Sales Representative Posting Sources:

CPB job line website

Virtual posting – no contact
Corporation for Public Broadcasting
401 Night Street, NW
Washington, DC 20004
202 879-9600

DEIworksite.org

Virginia Dambach
Development Exchange, Inc.
401 N. 3rd St., Suite 370
Minneapolis, MN 55401
888 454-2314

Enquirer Media (print)

312 Elm Street
Cincinnati, Ohio
Aaron Geiman
513-768-8501
ageiman@cincinnati.gannett.com

(Ads ran in The Cincinnati Enquirer, North Clermont Community Journal, Ft. Thomas Recorder, Alexandria Recorder, Boone County Recorder, Campbell County Recorder, Community Recorder, Erlanger Recorder, Tri-County Press, Eastern Hills Journal, Loveland Herald, Northwest Press, Price Hill Press, Suburban Life Suburban Life, Northeast Suburban Life, Milford-Miami Advertiser, Clermont Community Journal, Forest Hills Journal, Western Hills Press, Delhi Press, Hilltop Press.)

Fine Arts Fund weekly jobs mailing and website

Mike Boberg
Fine Arts Fund Cincinnati
20 East Central Parkway #200
Cincinnati, OH 45202
513 871-2787

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

PRADO Listserve

Public Radio Association of Development Directors
Virtual organization List serve contact: Mary Hendley
mary@wbhm.org

Pubradio Listserve

Virtual organization serving public radio and a service
Of WDUQ Pittsburgh

Wilmington College

Ms. Barbara Kaplan, Director of Career Services
Pyle Center, Box 1306
Wilmington, OH 45177
937 382-6661
Barbara_kaplan@wilmington.edu

WNKU web site

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

WNKU Hall Display Case

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

WNKU full-staff e-mail notification

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

WNKU On-air campaign

Michael Grayson
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 Mccaffery
mmccaffery@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:

Sales Representative: The search, that began in January, 2012, was finalized in mid-March, 2012 with the interview and hire of Lisa Biello who reports a friend told her about the opening.

4. Interviewee Recruitment Sources:

Sales Representative

With a pool of eleven applicants, SEU chose two for in-person interviews on February 8 and 9, 2012. The candidates cited the following voluntary reporting information regarding the recruitment source for this vacancy:

One reported seeing the announcement on the NKU Employment Opportunities website, the other was referred by a friend.

5. Engaging the Community:

SEU 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. We have had no response to our ongoing on-air and on-line community organization recruitment campaign. 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 Activities

Community Events:

The SEU uses participation by its personnel in a wide variety of community events, some sponsored by the stations and some sponsored by others, to disseminate information about the stations and employment opportunities at the stations and in radio generally throughout the community.

- 1) Announcer Bob Beemon along with 12 community volunteers collected 24 bags of trash for the bi-annual WNKU AA Highway cleanup in Campbell Co., KY, 4/2/2011.
- 2) News Director (ND) Craig Kopp acted as Master of Ceremonies for -Accessing Your Power- A celebration of the ADA and your voting rights. Held at the NKY Convention Center, 4/6/2011.
- 3) ND Craig Kopp served as an auctioneer at the WCET Public TV Action Auction, 4/7/2011.
- 4) Development Director (DD) Aaron Sharpe and announcer Ken Hanes distributed marketing and recruitment materials at Tunes and Blooms -Cincinnati Zoo, featuring Magnolia Mountain / Rubber Knife Gang, 4/7/2011.
- 5) Membership Manager (MM) Lori Holladay distributed marketing, recruitment and membership materials at the Bluebirds Arts and Education Alliance Jazz Concert, Highlands High School, Highland Heights, KY, 4/7/2011.
- 6) MM Lori Holladay, Announcer Pam Temple, Chief Engineer (CE) Jeff Johnson served at the Hosea House Soup Kitchen in Newport, KY, 4/12/2011.
- 7) DD Aaron Sharpe, Program Director (PD) Michael Grayson, Announcer Ken Hanes, Student Paige Dewberry distributed marketing and recruitment materials at Tunes and Blooms - Cincinnati Zoo featuring No No Knots / Walk the Moon, 4/14/2011.
- 8) Operating Engineer (OE) Bob McCoy represented WNKU at the local chapter of Business Networking International at PeeWees Grill in Crescent Springs, KY, 4/14/2011.

- 9) DD Aaron Sharpe, General Manager (GM) Chuck Miller, Sales Manager (SM) Valerie Abbott and student Paige Dewberry provide entertainment for NKU Alumni Assoc. Spring Fling, distributed marketing and recruitment materials on NKU campus, 4/15/2011.
- 10) OE Bob McCoy served on the judging panel at the KY Forensic Assoc. State Tournament at Gateway Community College. Categories were radio announcing, prose, persuasion & extemporaneous speaking, 4/16/2011.
- 11) Live Remote - Cleanup Cincinnati Announcer Brain O'Donnell, GM Chuck Miller, SM Valerie Abbott, distributed marketing and recruitment materials at clean-up base in Over the Rhine, 4/16/2011.
- 12) DD Aaron Sharpe, Announcer Ken Hanes, Assistant Kim Kaufman distributed marketing and recruitment materials at Tune and Blooms - Cincinnati Zoo, featuring The Tillers / The Seedy Seeds, 4/21/2011.
- 13) GM Chuck Miller serves on Kentucky Broadcasters Association at Board of Directors meeting, Frankfort, KY, 4/21/11
- 14) MM Lori Holladay distributed marketing, recruitment and membership materials at the Bluebirds Arts and Education Alliance children's play, Highlands High, Highland Heights KY, 4/22/2011.
- 15) Announcer Robert Beemon DJ'd a fundraiser, distributed marketing and recruitment materials, for the Springer School at Great American Ballpark, Cincinnati, OH, 4/27/2011.
- 16) PD Michael Grayson, DD Aaron Sharpe, Announcer Ken Hanes distributed marketing and recruitment materials at Tunes and Blooms - Cincinnati Zoo featuring Jake Speed and the Freddie's / The Turkeys, 4/28/2011.
- 17) MM Lori Holladay represented WNKU at the Ft Thomas Conservancy Garden Tour meeting, 5/4/2011.
- 18) GM Chuck Miller, DD Aaron Sharpe, MM Lori Holladay and CE Jeff Johnson served at the Hosea House Soup Kitchen- Newport KY, 5/10/2011.
- 19) Live Remote - Rabbit Hash KY - Announcer Mary Peale, GM Chuck Miller, CE Jeff Johnson distributed marketing and recruitment materials at fundraiser for a stage, 5/14/2011.
- 20) Reporter Matt Kelley donates voice over time for the NKU Division I Athletics bid video, 5/20/2011.
- 21) Reporter Steve Hirschberg represents WNKU as phone volunteer for Cincinnati Public Radio's Fund Drive, 5/24/2011.
- 22) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. WNKU volunteers distribute marketing and recruitment materials, 6/2/2011.
- 23) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 6/3/2011.
- 24) Announcer Matt Kelly was the featured speaker at the Kentucky Museum and Heritage Alliance annual convention at the Gateway Museum Center in Maysville KY. The presentation -entitled Exhibiting & Interpreting Tragedy: Challenges & Rewards - Matt also participated in a discussion/forum as a representative of NKU Graduate Studies/MAPH program, 6/6/2011.
- 25) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 6/9/2011.
- 26) Announcer Bob Beemon DJ's the "Local for the Globe fundraiser for Findley Market Cincinnati, OH, 6/9/2011.
- 27) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 6/10/2011.
- 28) Announcers Pam Temple & Debra Randall, SM Valerie Abbott, CE Jeff Johnson, GM Chuck Miller broadcast live from The Cincinnati Concours d'Elegance Car Show in Ault Park benefiting the Children's Arthritis Foundation. Marketing, distribute marketing and recruitment materials, 6/12/2011.

- 29) Announcers Pam Temple, Bill Hensley, Vickie Hensley, and intern Jasmine Poole, served at the Hosea House Soup Kitchen in Newport, KY 6/14/2011.
- 30) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. WNKU volunteers distribute marketing and recruitment materials, 6/16/2011.
- 31) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 6/17/2011.
- 32) MM Lori Holladay represent WNKU at Ft. Thomas Garden Tour - Highland Heights, KY, distributed membership and marketing, recruitment materials, 6/18/2011.
- 33) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 6/23/2011.
- 34) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 6/24/2011.
- 35) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 6/30/2011.
- 36) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/1/2011.
- 37) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/7/2011.
- 38) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/8/2011.
- 39) Hosea House – Intern Jasmine Poole, Announcers Bill Hensley, Vickie Hensley served at the Hosea House Soup Kitchen in Newport, KY, 7/13/2011.
- 40) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/14/2011.
- 41) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/15/2011.
- 42) Browngrass Festival Rabbit Hash, KY. DD Aaron Sharpe, OM Teresa McQueen, student Paige Dewberry, Music Director (MD) John Patrick, and announcer Ken Hanes distributed recruitment & marketing materials, 7/16/2011.
- 43) GM Chuck Miller serves on Kentucky Broadcasters Association Board of Directors meeting at Lake Cumberland, KY, 7/21/11
- 44) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/21/2011.
- 45) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/22/2011.
- 46) "Train Kept A' Rollin" - Fountain Square Cincinnati, OH – Announcer Bob Beemon served on a discussion panel about Carl Bradshaw's life and music, 7/25/2011.
- 47) WNKU sponsors "Acoustic Thursday" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/28/2011.
- 48) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 7/29/2011.
- 49) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 8/4/2011.

- 50) Blues Festival Cincinnati, OH -Live remote with Announcer Michael Fogleman. Marketing and recruitment materials were distributed by WNKU volunteers, 8/6/2011.
- 51) Hosea House – Intern Jasmine Poole served at the Hosea House Soup Kitchen in Newport, KY 8/10/2011.
- 52) GM Chuck Miller is featured speaker at Cincinnati Rotary Club lunch, downtown Cincinnati. A portion of the talk was educational paths to and jobs in broadcasting. Marketing and recruitment materials were distributed. 8/11/11.
- 53) WNKU sponsors “Midpoint Indie” on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 8/11/2011.
- 54) WNKU sponsors “Lyle Lovett” concert at Riverbend Cincinnati, OH. MM Lori Holladay distributed marketing and recruitment materials, 8/16/2011.
- 55) WNKU sponsors “My Morning Jacket” concert at Riverbend Cincinnati, OH. DD Aaron Sharpe, Announcers Debra Shipman and Ken Hanes distributed marketing and recruitment materials, 8/17/2011.
- 56) WNKU sponsors “Midpoint Indie” on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 8/18/2011.
- 57) Announcer Bob Beemon host 12 volunteers from NKU's law school on the semi-annual AA highway cleanup in Campbell Co., KY.8/20/2011.
- 58) GM Chuck Miller hosts 8 volunteers from NKU's law school who helped clean and organize new studio spaces at WNKU. Chuck Miller distributes recruitment and marketing materials, discusses career paths, 8/20/2011.
- 59) WNKU sponsors “Midpoint Indie” on Fountain Square, Cincinnati, OH. Marketing and recruitment materials were distributed by WNKU volunteers, 8/25/2011.
- 60) Announcer Bob Beeman provides entertainment for the annual NKU facility staff picnic. GM Chuck Miller distributes marketing and recruitment materials at NKU Student Union, 8/31/2011.
- 61) GM Chuck Miller met with the Middletown OH. administration team lead by the City Manager to introduce WNKU and to discuss local issues and partnership opportunities, 9/7/2011.
- 62) Intern Jasmine Poole served at the Hosea House Soup Kitchen Newport, KY., 9/8/2011.
- 63) Reporter Matt Kelley donates NKU NCAA Div. 1 voice track services, 9/9/2011.
- 64) “Weston Art Gallery Show” - 6th and Walnut Cincinnati, OH. Announcer Robert Beemon serves as DJ, 9/9/2011.
- 65) MM Lori Holladay serves as tour guide for the Series "Made in Cincinnati Moves" Cincinnati OH., 9/11/2011.
- 66) MM Lori Holladay represents WNKU at meeting with Fort Thomas Conservancy, 9/15/2011.
- 67) MM Lori Holladay serves as tour guide for the Series "Made in Cincinnati Moves" Cincinnati OH., 9/16/2011.
- 68) Lori Holladay serves as tour guide for the Series "Made in Cincinnati Moves" Cincinnati OH., 9/17/2011.
- 69) Lori Holladay attended meeting with Fort Thomas Conservancy. 9/21/2011.
- 70) WNKU sponsors “Midpoint Indie” on Fountain Square, Cincinnati, OH - Announcer Ken Haines distributed marketing and recruitment materials, 9/22/2011.
- 71) WNKU sponsors “Midpoint Indie” on Fountain Square, Cincinnati, OH - Announcer Ken Haines distributed marketing and recruitment materials, 9/23/2011.
- 72) WNKU sponsors “Cincinnati Celtic Festival” Cincinnati, OH - Announcer Ken Haines distributed marketing and recruitment materials, 9/23/2011.

- 73) WNKU hosts In-Studio concert with Tommy Emmanuel - WNKU staff and interns distributed marketing and recruitment materials, 9/23/2011.
- 74) MM Lori Holladay serves as tour guide for the Series "Made in Cincinnati Moves" Cincinnati, OH, 9/23/2011.
- 75) MM Lori Holladay answered phones at WVXU Fund Drive, 9/23/2011.
- 76) WNKU sponsors "Midpoint Indie" on Fountain Square, Cincinnati, OH. Announcer Ken Haines distributed marketing and recruitment materials, 9/24/2011.
- 77) WNKU sponsors "Cincinnati Celtic Festival" Cincinnati, OH. Announcer Ken Haines distributed marketing and recruitment materials, 9/24/2011.
- 78) MM Lori Holladay serves as tour guide for the Series "Made in Cincinnati Moves" Cincinnati, OH, 9/25/2011.
- 79) WNKU sponsors "Cincinnati Celtic Festival" Cincinnati, OH. Announcer Ken Haines distributed marketing and recruitment materials, 9/25/2011.
- 80) GM Chuck Miller, DD Aaron Sharpe, announcer Mary Peale provide music for Combined Giving Campaign kick-off lunch at the NKU Student Union. Marketing and recruitment materials were distributed, 9/28/11.
- 81) MM Lori Holladay serves as tour guide for the Series "Made in Cincinnati Moves" Cincinnati, OH, 10/1/2011.
- 82) MM Lori Holladay serves as tour guide for the Series "Made in Cincinnati Moves" Cincinnati, OH, 10/2/2011.
- 83) Announcer Ken Hanes hosts Richard Thomson/Pieta Brown at 20th Century Theatre, Cincinnati, OH, 10/5/2011.
- 84) Announcer Ken Hanes hosts Jimmie Vaughn/Gele Family at Southgate House, Newport, KY, 10/6/2011.
- 85) Announcers Ken Hanes and Jeff Menke Host Ray's Music Exchange 2nd Annual Reunion, distributes marketing and recruitment materials, 10/8/2011.
- 86) Announcers Ken Hanes, Pam Temple, Bill Hensley, and CE Jeff Johnson served at the Hosea House Soup Kitchen in Newport, KY. 10/11/2011.
- 87) Announcer Ken Hanes host G Love and Special Sauce at the Madison Theatre, Covington, KY. Haines and student Paige Dewberry distributed marketing and recruitment materials. 10/14/2011.
- 88) GM Chuck Miller speaks about WNKU at Middletown City Council meeting, discusses partnerships and local issues, 10/18/11.
- 89) DD Aaron Sharpe volunteers for Rusty Ball, a benefit concert supporting 119 area non-profits, Cincinnati, OH, 10/22/11.
- 90) Announcer Ken Hanes hosts Arlo Guthrie at Aranoff Center, Cincinnati, OH, 10/24/2011.
- 91) WNKU partners with People Working Cooperatively and the City of Middletown to present Prepare Affair, a community clean-up, on Sat. Nov. 12th, 10/27/2011.
- 92) WNKU partners with the Clay Alliance to present Empty Bowls; a benefit for the Kid's Café division of the Freestore/Foodbank Nov 6th, Cincinnati, OH, 10/27/2011.
- 93) Announcers Ken Hanes, Pam Temple, CE Jeff Johnson, MM Lori Holladay served at the Hosea House Soup Kitchen in Newport, KY, 11/8/2011.
- 94) GM Chuck Miller attends Kentucky Broadcasters Association news planning meeting in Frankfort, KY, 11/15/2011.
- 95) DD Aaron Sharpe and MM Lori Holladay host a studio tour for 8th graders with NKU Community Connections, distributed marketing and recruitment materials, 11/16/2011.

- 96) GM Chuck Miller meets with Portsmouth, OH community leaders to discuss relationships with WNKU and how WNKU can better serve the area. Attendees included representatives from Main St Portsmouth, Southern Ohio Medical Center, Shawnee State University student and faculty representatives, the Portsmouth Daily Times, Portsmouth City Council, Mayor David Malone, and WNKU listeners at Portsmouth Welcome Center, 11/16/2011.
- 97) Announcer Ken Hanes, assistant Kim Kaufman, SM Valerie Abbott, GM Chuck Miller, OM Teresa McQueen and Reporter Steve Hirschberg served Soup Deserts and Drinks for NKU Benevolent Assoc. benefit at the Student Union Ballroom. Aaron Sharpe was the DJ for the event. 12/6/2011.
- 98) MM Lori Holladay represented WNKU at Fort Thomas Forest Conservancy meeting 12/7/2011.
- 99) Announcer Ken Hanes, assistant Kim Kaufman, Announcer Bill Hensley, MM Lori Holladay served at the Hosea House Soup Kitchen in Newport, KY, 12/13/2011.
- 100) GM Chuck Miller speaks at Middletown Chamber of Commerce luncheon. A discussion of community Issues followed the presentation. Marketing and recruitment materials were distributed. 1/5/2012.
- 101) Announcers Ken Hanes, Pam Temple, MM Lori Holladay served at the Hosea House Soup Kitchen in Newport, KY, 1/10/2012.
- 102) GM Chuck Miller serves on Kentucky Broadcasters Association Board of Directors, Frankfort, KY 1/11/12.
- 103) GM Chuck Miller host a station tour of 17 7th graders, from a wide variety of regional schools, sponsored by the NKU Community Connections program. Career and educational goals were discussed. 1/27/2012.
- 104) MM Lori Holladay answered phones for WVXU's Fund Drive 2/3/2012.
- 105) Announcer Ken Hanes hosted Cincinnati Winter Blues Festival - distributed marketing and recruitment materials 2/10 -2/11/2012.
- 106) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and live on-air/in person concert series, crewed by 16 students presents Hadden Sayers. DD Aaron Sharpe, intern Carrie Vehr distribute marketing and recruitment materials, 2/13/2012.
- 107) Announcers Ken Hanes, Pam Temple, assistant Kim Kaufman, SM Valerie Abbott served at the Hosea House Soup Kitchen in Newport, KY 2/14/2012.
- 108) WNKU presents the Heartless Bastards in the NKU Student Union for an early lunch time show welcoming students and WNKU members. Intern Veronica Ruschman and DD Aaron Sharpe distribute marketing and recruitment materials 2/17/2012.
- 109) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in person concert series, crewed by 16 students presents Buxton. DD Aaron Sharpe, MM Lori Holladay and intern Carrie Vehr distribute marketing and recruitment materials, 2/20/2012.
- 110) GM Chuck Miller represents WNKU at NKU Career Development Center Job Fair on NKU campus. Marketing and recruitment materials were distributed, lengthy discussions about career paths conduction, 2/22/12.
- 111) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in person concert series, crewed by 16 students presents Josh Eagle. DD Aaron Sharpe, MM Lori Holladay and intern Carrie Vehr distribute marketing and recruitment materials, 2/27/2012.
- 112) GM Chuck Miller conducted a station tour for Cub Scout Pack 395 of Alexandria, KY and discussed education paths 3/1/2012
- 113) DD Aaron Sharpe, CE Jeff Johnson, announcers Brian O'Donnell and Mary Peal work live broadcast from Bockfest in Downtown Cincinnati, OH. Distribute marketing and recruitment materials. 3/3/2012
- 114) GM Chuck Miller, Sales representative Shaun Higgins attend Middletown, OH, Chamber of Commerce Expo, distribute marketing and recruitment materials, discuss issues with business leaders, 3/3/12.

- 115) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents Julian Velard. DD Aaron Sharpe, MM Lori Holladay and intern Carrie Vehr distribute marketing and recruitment materials, 3/19/2012.
- 116) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents Robin Lacy & DeZydeco. DD Aaron Sharpe, MM Lori Holladay and intern Carrie Vehr distribute marketing and recruitment materials, 3/19/2012.
- 117) Studio 89, a joint WNKU, NKU College of Communications (EMB 425) live audio/video production class and on-air/in-person concert series, crewed by 16 students presents The Western. DD Aaron Sharpe and intern Veronica Ruschman distribute marketing and recruitment materials, 3/26/2012.
- 118) DD Aaron Sharpe, OM Teresa McQueen, Assistant Kim Kaufman, announcer Ken Hanes serve at the NKU Benevolent Association Chili Cook-off, distribute marketing and recruitment materials, 3/27/12.
- 119) GM Chuck Miller meets with board of historic Russell Theater, Maysville, KY, seeking restoration partnership for the non-profit organization, distribute marketing and recruitment materials, 3/28/12.
- 120) Intern Veronica Ruschman leads a group of 14 NKU student volunteers on the bi-annual AA highway clean-up as part of Spring Into Service, Wilder, KY., distributes marketing and recruitment materials, 3/30/12.

Internships & Student Employment:

The SEU encourages participation by interns & student employees in a wide variety of station opportunities, providing hands-on training and resume building experience. The SEU supports this activity with personal mentorships discussions on educational paths toward a career in broadcasting.

- 1) NKU student Stephanie Lang, supervised by GM Chuck Miller, started a summer internship with WNKU- She will be learning to write news copy and proofing other marketing material and firming up EMA contact information, 5/10/2011.
- 2) French foreign exchange student Julien Bayle, supervised by MM Lori Holladay, starts four week summer internship will be working Tuesday Wednesday and Thursday each week with WNKU, 7/26/2011.
- 3) Jasmine Poole, supervised by GM Chuck Miller, finishes Scripps Howard Foundation internship, 8/12/2011. Duties were wide ranging including audio automation content management, on-site marketing, audio production, audio engineering.
- 4) Miami of Ohio intern Carrie Vehr, supervised by GM Chuck Miller, starts a 10 week internship. Training will focus on audio production, marketing and management. 11/2/2011.
- 5) Assistant Veronica Dixon, supervised by MM Lori Holladay, last day with WNKU 12/19/2011. Duties including membership data entry, accounting support, on-site marketing and events planning.
- 6) NKU Student Brandon Barb, supervised by Assignment Editor Steve Hirschberg, started his internship with WNKU - Brandon will be working with the news team editing AP copy, managing the news web site, and writing news stories, 1/10/2012.
- 7) Veronica Ruschman, supervised by GM Chuck Miller, begins Scripps Howard Foundation internship, 1/27/2012. Duties will include: audio and on-line content management, events planning, membership support, on-site marketing, and other logical duties as assigned.
- 8) NKU student Paige Dewberry last day with WNKU, 3/1/12, The was the Student Marketing and Outreach slot whose duties including on-campus marketing, off campus events, and social media.
- 9) Miami of Ohio Carrie Vehr finishes internship with WNKU, 3/14/2012.

Educational institutions:

The SEU uses participation by its personnel in a wide variety of educational opportunities, some sponsored by the SEU licensee and some sponsored by other area education institutions, to disseminate information about the stations and employment opportunities at the station, also providing hands-on training, personal mentorships and educational paths toward a career in broadcasting.

- 1) In-Studio: Patty Larkin - Student volunteers for filming were Josh Bates and Tommy Goodlet- supervised by OE Bob McCoy, 4/14/2011.
- 2) In-Studio: Elizabeth & The Catapult Student volunteers for filming were Josh Bates and Tommy Goodlet - Supervised by OE Bob McCoy, 4/15/2011.
- 3) In Studio: Colin Hay Students volunteers for filming were Josh Bates, Tommy Goodlet, Eric Edens, Mike Seppelt, Charlie Mattingly, Brandon Webb, Tim McDaniel - supervised by OE Bob McCoy, 4/27/2011.
- 4) GM Chuck Miller and CE Jeff Johnson attend presentations of NKU Construction Management Class Senior capstone project (commissioned in Jan.) – proposed upgrades to the WNKN, Middletown, OH site. One presentation is used to support a grant application for the work, 5/2/11.
- 5) GM Chuck Miller, DD Aaron Sharpe, MM Lori Holladay, PD Michael Grayson, SM Valerie Abbott attend final presentations of NKU Senior level Marketing Class research capstone project (commissioned in Jan.), 5/3/11.
- 6) DD Aaron Sharpe, MM Lori Holladay, PD Michael Grayson, SM Valerie Abbott attend final presentations of NKU Senior level Marketing Class research capstone project (commissioned in Jan.), 5/5/11.
- 7) GM Chuck Miller serves as NKU Commencement on-site transportation host, 5/8/11.
- 8) GM Chuck Miller spoke to two hour long sessions of area High School students at the NKU Media Arts Fair on the NKU campus. The discussion included educational and career paths in broadcasting, 5/13/2011.
- 9) In Studio Guest - Heartless Bastards -private concert for members and underwriters NKU-Student Union building OE Bob McCoy supervised NKU students Eric Edens, Thomas Goodlet, Mike Seppelt with filming, 7/28/201.
- 10) In Studio Guest- Band of Heathens OE Bob McCoy Supervised NKU Students Eric Edans, Mike Seppelt filming, 7/29/2011.
- 11) In Studio Guest - Reverend Peyton- OE Bob McCoy Supervised NKU Students Eric Edans and Mike Seppelt Filming, 8/1/2011.
- 12) OE Bob McCoy Assisted NKU Student Michelle Palmer from APB with filming of a video for welcome week Orientation. 8/2/2011.
- 13) OE Bob McCoy met with Norse code radio students to talk about collaborations with WNKU and to offer engineering, 8/8/2011.
- 14) OE Bob McCoy assisted society of professional journalists and also Norse Code Radio Charlie Mattingly and Rachel Manning about sound needs and help for Fresh Fusion, 8/19/2011.
- 15) GM Chuck Miller hosts Applied Photography senior Elaina Catanese in WNKU studios for a photo shoot with air staff and discussion on media, 9/14/2011.
- 16) GM Chuck Miller discusses "Writing for Radio" with NKU EMB 260 Writing for Media Class, distributes marketing and recruitment materials, and discusses career paths, 9/19/2011.
- 17) WNKU hosts Seedy Seeds concert on NKU Campus - distributed marketing and recruitment materials. OE Bob McCoy supervised NKU Students Thomas Goodlet, Kyle Breitenstein, Jake Motz, and Adam Buchanon with video-taping, 9/21/2011.
- 18) WNKU hosts Bella Ruse concert on NKU Campus - distributed marketing and recruitment materials.

OE Bob McCoy supervised NKU Students Thomas Goodlet, Alex Derickson and Adam Buchanon with videotaping, 9/22/2011.

- 19) GM Chuck Miller discusses studio designs, recruitment and career paths with juniors from University of Cincinnati Industrial Product Design class, 9/27/2011.
- 20) GM Chuck Miller discusses non and for-profit journalism/radio, business models and career paths with NKU Journalism 101 student Lauren Holcombe for class project, 10/3/2011.
- 21) Nathab Garbig, Calvary Christian High School Senior visited WNKU, Toured facilities discussed career paths with FT staff, 11/4/2011.
- 22) OE Bob McCoy met with the Studio 89 EMB class to answer questions and give information about studio 89 1/9/2012.
- 23) Student Thomas Goodlet assisted OE Bob McCoy in testing audio cables and boards in LA 303, Studio 89 EMB class to answer questions and give information about Studio 89 as well as light set up for an in studio in Landrum 305, 1/17/2012.
- 24) Student Don Dannemiller assisted OE Bob McCoy in videotaping an in studio session with Faux Frenchmen in Landrum 305, 1/21/2012.
- 25) OE Bob McCoy met with the Studio 89 class to discuss set up and give information/answer questions about production, 1/23/2012.
- 26) OE Bob McCoy met with student Don Dannemiller to review his work from the in studio shoot on 1/21 for critique and review, 1/24/2012.
- 27) OE Bob McCoy met with EMB/JOU students to assist and offer engineering advise for a tech run for a remote event for the students who ran Norse coder radio for an upcoming live event they are hosting on NKU Campus, 1/26/2012.
- 28) GM Chuck Miller speaks with Studio 89 class about upcoming season and career paths, 2/6/12.
- 29) GM Chuck Miller guest lectured a NKU Writing for Radio class, discussed career and educational paths, 2/14/2012.

WNKU is licensed to Northern Kentucky University (NKU) and operates a translator (W233BG) at 94.5 FM in West Chester, Ohio as a full-time repeater of WNKU programming. W233BG's facility identifier is 147557 and is licensed to Northern Kentucky University. WNKU also operates WPFB 910 AM and WNKN 105.9 FM Middletown, OH, and WNKN-FM in Portsmouth, OH, all owned by NKU. The WNKU studios and offices are located on the Northern Kentucky University Campus, Nunn Drive, Landrum Hall, Highland Heights, KY 41099

An EEO/Affirmative Action employer, Northern Kentucky University and WNKU provide equal opportunities in employment and programming, including Title IX and ADA requirements.