

PAUL HITCHCOCK

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## SAS Radio: Station Activity (Salary) Survey

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Survey due on 02/15/2020

Subsections	Original Submitter	Last Updated	Status
<a href="#">Employment</a> Questions: 1.1-1.7		Paul Hitchcock, Feb 11 2020	Completed
<a href="#">Average Salary</a> Questions: 2.1-2.8		Paul Hitchcock, Feb 11 2020	Completed
<a href="#">Governing Board</a> Questions: 3.1-3.2		Paul Hitchcock, Feb 11 2020	Completed
<a href="#">Community Outreach Activities</a> Questions: 4.1		Paul Hitchcock, Feb 11 2020	Completed
<a href="#">Radio Programming and Production</a> Questions: 5.1		Paul Hitchcock, Feb 11 2020	Completed
<a href="#">Local Content and Services Report</a> Questions: 6.1		Paul Hitchcock, Feb 11 2020	Completed
<a href="#">Journalists</a> Questions: 7.1		Paul Hitchcock, Feb 11 2020	Completed

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## Employment

Change Section: 1. Employment ▼

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### 1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1 ▼

Please enter the number of FULL-TIME RADIO employees in the grids below.  
The first grid includes all female employees, the second grid includes all male employees,  
and the last grid includes all persons with disabilities.

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000							0
Managers - 2000					1		1
Professionals - 3000							0
Technicians - 4000							0
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftspersons (Skilled) - 5200							0
Operatives (Semi- Skilled) - 5300							0
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
<b>Total</b>	0	0	0	0	1	0	1

Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000					1		1
Managers - 2000					1		1
Professionals - 3000							0
Technicians - 4000							0
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftspersons (Skilled) - 5200							0
Operatives (Semi- Skilled) - 5300							0
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
<b>Total</b>	0	0	0	0	2	0	2

Major Job Category /  
Job Code /  
Joint Employee

Officials - 1000

Managers - 2000

Professionals - 3000

Technicians - 4000

Sales Workers - 4500

Office and Clerical - 5100

Craftpersons (Skilled) - 5200

Operatives (Semi-Skilled) - 5300

Laborers (Unskilled) - 5400

Service Workers - 5500

**Total**

Persons with Disabilities

0

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

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### 1.2 Major Programming Decision Makers

Jump to question: **1.2** ▼

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	More Than One Race	Total
Female Major Programming Decision Makers					1		1
Male Major Programming Decision Makers					2		2
<b>Total</b>	0	0	0	0	3	0	3

### 1.3 Employment of Part-Time Radio Employees

Jump to question: **1.3** ▼

Please enter the number of PART-TIME employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000							0
Managers - 2000							0
Professionals - 3000							0
Technicians - 4000	1	1			8		10
Sales Workers - 4500							0
Office and Clerical - 5100							0

Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="8"/>	<input type="text" value="0"/>	<input type="text" value="10"/>

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Professionals - 3000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="18"/>	<input type="text"/>	<input type="text" value="18"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="19"/>	<input type="text" value="0"/>	<input type="text" value="19"/>

Major Job Category / Job Code

Persons with Disabilities

Officials - 1000

Managers - 2000

Professionals - 3000

Technicians - 4000

Sales Workers - 4500

Office and Clerical - 5100

Craftspersons (Skilled) - 5200

Operatives (Semi-skilled) - 5300

Laborers (Unskilled) - 5400

Service Workers - 5500

**Total**
  
  
  
  
  
  
  
  
  

**1.4 Part-Time Employment**Jump to question: **1.4** ▼

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

Number working less than 15 hours per week

Number working 15 or more hours per week

**1.5 Full-Time Hiring**Jump to question: **1.5** ▼

Enter the number of full-time employees in each category hired during the fiscal year.

(Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

No full-time employees were hired (check here if applicable)



Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Professionals - 3000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office / Service Workers - 5100-5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

## 1.6 Full-Time and Part-Time Job Openings

Jump to question: **1.6** ▼

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

Number of full-time and part-time job openings

## 1.7 Hiring Contractors

Jump to question: **1.7** ▼

During the fiscal year, did you hire independent contractors to provide any of the following services?

Check all that apply

Underwriting solicitation related activities ☐Direct Mail ☐Telemarketing ☐Other development activities ☐Legal services ☒Human Resource services ☐Accounting/Payroll ☐Computer operations ☐Website design ☐Website content ☒Broadcasting engineering ☒Engineering ☐Program director activities ☐None of the above ☐Have you completed this Section? ☒ Yes ☐ No

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## Average Salary

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### 2.1 Corporate Management

Jump to question: [2.1](#) ▼

	# of Employees	Avg. Annual Salary	Average Tenure
<a href="#">Chief Executive Officer</a>	<input type="text" value="1.00"/>	\$ <input type="text" value="54,633"/>	<input type="text" value="16"/>
<a href="#">Chief Executive Officer - Joint</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Chief Operations Officer</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Chief Operations Officer - Joint</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Chief Financial Officer</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Chief Financial Officer - Joint</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Please list the Other Job titles in this sub-category not listed above

### 2.2 Communication and Promotions

Jump to question: [2.2](#) ▼

	# of Employees	Avg. Annual Salary	Average Tenure
<a href="#">Publicity, Program Promotion Chief</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Publicity, Program Promotion Chief - Joint</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Communication and Public Relations, Chief</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Communication and Public Relations, Chief - Joint</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Please list the Other Job titles in this sub-category not listed above

### 2.3 Programming and Productions

Jump to question: 2.3 ▼

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Programming Director</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Programming Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Production, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Production, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Executive Producer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Executive Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Producer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Please list the Other Job titles in this sub-category not listed above

## 2.4 Development and Fundraising

Jump to question: 2.4 ▼

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Development, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Development, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Member Services, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Member Services, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Membership Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Membership Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>On-Air Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
On-Air Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Auction Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Auction Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Please list the Other Job titles in this sub-category not listed above

## 2.5 Underwriting and Grant Solicitation

Jump to question: 2.5 ▼

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

<u>Corporate Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Corporate Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Foundation Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Foundation Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Government Grants Solicitation, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Government Grants Solicitation, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Please list the Other Job titles in this sub-category not listed above

## 2.6 Broadcast Engineering and Information Technology

Jump to question: **2.6** ▼

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Operations and Engineering, Chief</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="43,424"/>	<input type="text" value="20"/>
Operations and Engineering, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Engineering Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Engineering Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Broadcast Engineer 1</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Engineer 1 - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Production Engineer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Production Engineer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Facilities, Satellite and Tower Maintenance, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Facilities, Satellite and Tower Maintenance, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Technical Operations, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Technical Operations, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Information Technology, Director</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Information Technology, Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Web Administrator/Web Master</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Web Administrator/Web Master - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Please list the Other Job titles in this sub-category not listed above

## 2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: **2.7** ▼

# of Employees

Avg. Annual Salary

Average Tenure



<u>News / Current Affairs Director</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="39,334"/>	<input type="text" value="3"/>
News / Current Affairs Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Music Director</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Music Librarian/Programmer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Announcer / On-Air Talent</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Announcer / On-Air Talent - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Reporter</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Reporter - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Public Information Assistant</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Public Information Assistant - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Broadcast Supervisor</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Supervisor - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Director of Continuity / Traffic</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Director of Continuity / Traffic - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Please list the Other Job titles in this sub-category not listed above

## 2.8 Education and Community Engagement

Jump to question: **2.8** ▼

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Education, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Education, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Volunteer Coordinator</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Volunteer Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Events Coordinator</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Events Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<b>Section 2. Average Salary Totals</b>	<input type="text" value="3.00"/>	\$ <input type="text" value="137,391"/>	<input type="text" value="39"/>

Please list the Other Job titles in this sub-category not listed above

Have you completed this Section? ☒ Yes ☐ No

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## Governing Board

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### 3.1 Governing Board Method of Selection

Jump to question: [3.1](#) ▼

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

Ex-Officio (Automatic membership because of another office held)

Appointed by government legislative body (including school board) or other government official (e.g. governor)

Elected by community/membership

Other (please specify below)

Elected by board of directors itself (self-perpetuating body)

Total number of board members (Automatic total of the above)

### 3.2 Governing Board Members

Jump to question: [3.2](#) ▼

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	More Than One Race	Total
Female Board Members	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text" value="6"/>
Male Board Members	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text" value="7"/>
Total	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="12"/>	<input type="text" value="0"/>	<input type="text" value="13"/>

Number of Vacant Positions

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

Number of Board Members with disabilities

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## Community Outreach Activities

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### 4.1 Community Outreach Activities

Jump to question: [4.1](#) ▼

Did the grant recipient engage in any of the following community outreach services, and, if so, did the outreach activity have a specific, formal component designed to be of special service to either the educational community or minority and/or other diverse audiences?

Yes/No

Produce public service announcements?

Yes

Did the public service announcements have a specific, formal component designed to be of special service to the educational community?

Yes

Did the public service announcements have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

Yes

Broadcast community activities information (e.g., community bulletin board, series highlighting local nonprofit agencies)?

Yes

Did the community activities information broadcast have a specific, formal component designed to be of special service to the educational community?

Yes

Did the community activities information broadcast have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

Yes

Produce/distribute informational materials based on local or national programming?

Yes

Did the informational programming materials have a specific, formal component designed to be of special service to the educational community?

Yes

Did the informational programming materials have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

Yes

Host community events (e.g. benefit concerts, neighborhood festivals)?

Yes

Did the community events have a specific, formal component designed to be of special service to the educational community?

Yes

Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

Yes

Provide locally created content for your own or another community-based computer network/web site?

Yes

Did the locally created web content have a specific, formal component designed to be of special service to the educational community?

Yes

Did the locally created web content have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

Yes

Partner with other community agencies or organizations (e.g., local commercial TV station, Red Cross, Urban League, school district)?

Yes

Did the partnership have a specific, formal component designed to be of special service to the educational community?

Yes

Did the partnership have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?

Yes

Have you completed this Section? ☒ Yes ☐ No

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Current Grantee View:

**WMKY-FM**Change Grantee: [Change Grantee](#) ▼

## Radio Programming and Production

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### 5.1 Radio Programming and Production

Jump to question: [5.1](#) ▼

#### Instructions and Definitions:

About how many original hours of station program production in each of the following categories did the grant recipient complete this year?  
(For purposes of this survey, programming intended for national distribution is defined as all programming distributed or offered for distribution to at least one station outside the grant recipients local market.)

	For National Distribution	For Local Distribution/All Other	Total
Music (announcer in studio playing principally a sequence of musical recording)	<input type="text"/>	<input type="text" value="1,626"/>	<input type="text" value="1,626"/>
Arts and Cultural (includes live or narrated performances, interviews, and discussions, in the form of extended coverage and broadcast time devote to artistic and/or cultural subject matter)	<input type="text"/>	<input type="text" value="97"/>	<input type="text" value="97"/>
News and Public Affairs (includes regular coverage of news events, such as that produced by a newsroom, and public issues-driven listener participation, interview and discussion programs)	<input type="text"/>	<input type="text" value="440"/>	<input type="text" value="440"/>
Documentary (includes highly produced longform stand alone or series of programs, principally devoted to in-depth investigation, exploration, or examination of a single or related multiple subject matter)	<input type="text"/>	<input type="text" value="5"/>	<input type="text" value="5"/>
All Other (incl. sports and religious — Do NOT include fundraising)	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Total	<input type="text" value="0"/>	<input type="text" value="2,168"/>	<input type="text" value="2,168"/>

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

Approx Number of Original Program Hours

Have you completed this Section? ☒ Yes ☐ No[Back](#)[Cancel](#)[Next](#)

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Current Grantee View:

**WMKY-FM**Change Grantee: [Change Grantee](#) ▼

## Local Content and Services Report

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### 6.1 Telling Public Radio's Story

Jump to question: [6.1](#) ▼

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occurred in Fiscal Year 2019. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. This section had previously been optional. Response to this section of the SAS is now mandatory.

**Joint licensee Grantees that have filed a 2019 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.**

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

Morehead State Public Radio (MSPR) is governed by the Board of Regents at Morehead State University (MSU) in Morehead, Kentucky. MSPR is operated by its flagship station, WMKY at 90.3FM. Since 1965, WMKY has served the communities in more than twenty counties throughout eastern Kentucky, southern Ohio and western West Virginia. MSPR also broadcasts live online through WMKY's website ([www.wmky.org](http://www.wmky.org)).

MSPR's mission is to provide regional programming that is educational, informative and entertaining. Through the work provided by a staff consisting

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

Operating as the flagship station for Morehead State Public Radio (MSPR), WMKY at 90.3FM offers hands-on training for Morehead State University students interested in convergent media careers. The support MSPR receives from listeners, local underwriting, Morehead State University and the Corporation for Public Broadcasting (CPB) enables MSPR to train students for careers in convergent media, purchase new equipment and develop local programs of educational, informational and entertaining significance.

Important to serving the communities in the Appalachian region is involving

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

Awards/Professional Development/Recognitions

1.MSPR staff won 13 awards from the 2019 Kentucky Associated Press Awards

2.Tildon Johnson named the recipient of MSPR's Outstanding Student Award and Jacob Lindberg received the MSPR Community Advisory Board Student Achievement Award

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of

minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2019, and any plans you have made to meet the needs of these audiences during Fiscal Year 2020. If you regularly broadcast in a language other than English, please note the language broadcast.

MSPR's mission is to provide programming that is educational, informative and entertaining to the region. It is imperative for WMKY to be responsive to the interests and needs of the diverse population served in our region.

To best serve our community and to meet eligibility criteria required by the Corporation for Public Broadcasting (CPB), the following are some of MSPR's (WMKY) diversity accomplishments during the 2019 calendar year:

Partnered with Radio Eye to provide a radio reading service to individuals

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

MSPR (WMKY) will provide high-quality news, information and entertainment programming which best serves the region. In-depth feature and investigative reporting will focus on local, regional and state issues.

MSPR will support regional community events such as concerts, festivals, workshops, book readings, exhibits and lectures. These outreach activities will enable MSPR to foster and enhance partnerships with regional organizations and the communities they serve. Connecting with these communities is a vital part of MSPR's mission to provide programming which is educational.

Have you completed this Section? ☒ Yes ☐ No

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***CPB: Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.***

Morehead State Public Radio (MSPR) is governed by the Board of Regents at Morehead State University (MSU) in Morehead, Kentucky. MSPR is operated by its flagship station, WMKY at 90.3FM. Since 1965, WMKY has served the communities in more than twenty counties throughout eastern Kentucky, southern Ohio and western West Virginia. MSPR also broadcasts live online through WMKY's website ([www.wmky.org](http://www.wmky.org)).

MSPR's mission is to provide regional programming that is educational, informative and entertaining. Through the work provided by a staff consisting of three full-time directors, several part-time personnel, Morehead State University student work-studies and community volunteers, MSPR offers regional news, public affairs and documentary programming, as well as a variety of music programs consisting of classical, jazz and Americana (bluegrass, blues, country, folk and old-time/traditional).

#### News and Information Programming (locally-produced)

1. "Open Mic" is a weekly public affairs program focusing on community issues, people and events important to the listeners in the MSPR region. Open Mic explores important topics including arts and culture, education, employment, environment, government, health and wellness, and tourism
2. "Midday News" and "Mountain Edition" are weekday newsmagazines focusing on current issues and events from the MSPR region. These programs also showcase extended features and commentaries
3. Local newscasts and sportscasts are provided weekdays during National Public Radio's "Morning Edition" and "All Things Considered"
4. "Health Matters" is a weekly public affairs program addressing medical topics and health education issues. "Health Matters" is a co-production between MSPR and the Northeast Kentucky Area Health Education Center, an outreach service of St. Claire HealthCare in Morehead

In addition, MSPR produces several daily newscasts and in-depth features on people, places and events in the region. MSPR regularly covers a variety of issues including economy, education, environment, government and politics, health and welfare, transportation, tourism and other issues important to the region. In 2019, MSPR provided more than 2,000 regional stories (scripts and audio) and more than 60 extended news features.

MSPR also provides election coverage from several counties in the broadcast region with live reports, interviews and election results during the primary, general and special elections. MSPR regularly invites regional newsmakers to WMKY's studios to discuss current events and issues.

Community event announcements are read live throughout the broadcast day by studio announcers and program hosts. A list of community events are also made available on MSPR's website. In 2019, more than 600 community announcements were provided as MSPR's public service to the region.

#### Music Programming (locally-produced)

1. Classical music is presented Monday through Friday from 9:00am to 1:00pm. Feature segments during the weekday program include Pulse of the Planet, 90 Second Naturalist, and The Reader's Notebook
2. MSPR offers weekly blues and jazz music programs including "Big Band Boulevard," "Live From The Jazz Lounge," "Sunday Night Jazz Showcase," "Nothin' But The Blues," and "Muddy Bottom Blues"
3. Americana and other music programs include "Bluegrass Railroad" and "Bluegrass Sunday" (bluegrass), "Grant Alden's Field Notes" (Americana) and "Odd Numbers" (variety)

During MSPR's locally-hosted music programs, regional events are promoted. Musicians and songwriters are often invited to the studios to perform and discuss their music.

#### Additional Programming and Services (locally-produced)

1. "A Time for Tales" is as a weekly hour of storytelling through words and music, featuring regional and national storytellers
2. "The Golden Age of Radio" is a weekly hour of classic, old-time radio programs from the 1930's through the 1950's including westerns, comedy, adventure and suspense
3. "That Was Radio" is presented quarterly as an overview of radio programs of the 1930's through the 1950's, exploring the personalities and events that inspired those programs, as well as their importance and impact on culture and society
4. "The Reader's Notebook" is a weekday, four minute feature offering literary or historical detail on a particular subject including science, technology, philosophy, history and the arts
5. "Our Island Universe" is a weekly, four minute feature exploring our understanding of the universe through science, history, physics and pop culture
6. MSPR offers additional services on the station's website including live web-streaming, news features and stories, programming and station information. Archived audio files and podcasts of locally-produced regional programs including "Open Mic," "Health Matters," "Mountain Edition," "That Was Radio," and "The Golden Age of Radio" are also available on MSPR's website.

The support from listener contributions, local underwriting and the Corporation for Public Broadcasting (CPB) enables MSPR to purchase programming from National Public Radio (NPR) such as "All Things Considered," "Latino USA," "Morning Edition" and "Mountain Stage." Programs acquired from Public Radio International (PRI) and Public Radio Exchange (PRX) include "Classical 24," "Jazz Happening Now" and "The World." Programs purchased from the African-American Public Radio Consortium include "Café Jazz" and "Return to The Source."

MSPR also broadcasts public affairs programs produced by Kentucky Educational Television (KET) including "Comment on Kentucky," "Connections with Renee Shaw" and "Kentucky Tonight."

MSPR often presents special programming throughout the year to celebrate holidays or cultural events such as Dr. Martin Luther King, Jr. Day, Black History Month, Women's History Month, Memorial Day, Independence Day, Labor Day, Hispanic Heritage Month, Veterans Day, Thanksgiving, Hanukkah, Kwanzaa, Christmas, Winter Solstice and others.

MSPR partners with the Associated Press, Kentucky News Network and Public News Service for use of their print and audio services. A partnership with the Ledger Independent, a regional newspaper (Maysville) and The Trail Blazer (Morehead State University) provides web-based news stories for MSPR's website.

MSPR also provides web-based news stories and press releases on the station's website from Morehead State University, West Virginia Public Broadcasting, WUKY and various Kentucky governmental state agencies involving stories relating to arts and culture, education, health and wellness, legislation, public affairs and transportation.

Providing support for MSPR's programming and community service to the region are several volunteers, part-time employees and student work-studies. They provide vital operational support to MSPR's full-time staff in various roles including news reporters, program hosts, production assistants and more.

In 2019, there were 10 part-time employees and 26 student work-studies and volunteers involved at MSPR. The student work-study program is an important aspect of MSPR's mission, providing many educational opportunities in a structured, supported and professional environment.



***CPB: Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.***

Operating as the flagship station for Morehead State Public Radio (MSPR), WMKY at 90.3FM offers hands-on training for Morehead State University students interested in convergent media careers. The support MSPR receives from listeners, local underwriting, Morehead State University and the Corporation for Public Broadcasting (CPB) enables MSPR to train students for careers in convergent media, purchase new equipment and develop local programs of educational, informational and entertaining significance.

Important to serving the communities in the Appalachian region is involving MSPR's Community Advisory Board (CAB) in programming, operations, engagement and outreach. The CAB consists of nine individuals representing MSPR's twenty county service region. The CAB reviews MSPR's mission, goals and programming, assists in developing and building the listening audience and expanding the operational base of support. CAB members serve a three year term and meet with MSPR staff on a quarterly basis. CAB meetings are publicized in advance through on-air and social media, including the station's website. CAB meetings are open to the public and guests are welcome to attend. Quarterly CAB meetings in 2019 were held in February, May, August and November at MSPR's studios. CAB meeting minutes are posted on MSPR's website.

MSPR is regularly involved in the community by sponsoring local and regional events and festivals. Some of the events sponsored by MSPR during 2019 were the Cave Run Storytelling Festival, First Friday Outdoor Market, Gateway Regional Arts Center, Just As I Am, Live on the Licking Summer Concerts, Morehead Antique Market, Morehead Arts and Eats Festival, Morehead Hometown Holidays, Morehead Theatre Guild, Morehead Writing Project, MSU Blue & Gold Championship of Bands, MSU Move-In Day, MSU Summer Arts Academy, Next STEP, Rowan County Arts Center, Rowan County Christmas, Rowan County Senior High School Thespians, Storybook Christmas and Writer's Day Out.

MSPR sponsored several events on the campus of Morehead State University during 2019 including music, theatre and dance productions, music clinics, lectures, art exhibitions, writing workshops, book readings and film screenings. MSPR also spotlighted more than twenty MSU faculty, staff and programs through the "Points of Pride" recognition messages and news features.

Providing news, information and education to the community is an important part of MSPR's goals and mission. In addition to daily newscasts and special programs throughout the year, MSPR also provided Kentucky Educational Television's (KET) live coverage of Kentucky's State of the Commonwealth Address, NPR's live coverage of the State of the Union Address, Robert Mueller's special report and Impeachment hearings. MSPR also provided coverage of regional primary, special and general elections.

MSPR participated in career fairs, workshops and open houses at MSU and throughout the region. MSPR staff members were featured speakers at civic luncheons, public events and MSU classrooms. MSPR also welcomed new MSU students by participating in MSU's Open Houses and Student Orientation, Advising and Registration (SOAR) sessions. Tours of MSPR's studios were given throughout the year to classroom students, community youth and other organizations.

The involvement of MSPR in community and regional activities helps to increase the awareness, learning and understanding of social, cultural and diversity issues. As MSPR's ongoing outreach and engagement efforts continue, MSPR's participation will enhance the facilitation of connecting people to needed resources and strengthening partnerships between organizations in the region.

Another important role in MSPR's operations is serving as a flagship station in the Emergency Alert System (EAS). MSPR's continued efforts to best serve listeners, especially the rural communities of MSPR's broadcast region, is to be proactive in regularly providing public safety information regarding emergencies and natural disasters.

Weekly EAS tests are administered by WMKY and the station participates in monthly Kentucky statewide tests. WMKY also participated in a National EAS Test on August 7, administered by the U.S. Department of Homeland Security and the Federal Communications Commission. An off-site back-up auxiliary transmitter is available during equipment and technical adjustments, tower inspections, power failures or severe weather.

MSPR also continued a partnership with Radio Eye, Inc. to provide a radio reading service to the blind, visually challenged and impaired. MSPR provided use of WMKY's sub-carrier to provide regional radio programming including the reading of newspapers, magazines, community events, obituaries and more. As an ongoing project, specially-designed radios are distributed free-of-charge to qualified applicants in the region. In addition, MSPR staff are frequent guests during Radio Eye's Celebrity Reader Week.

***CPB: What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.***

#### Awards/Professional Development/Recognitions

- 1.MSPR staff won 13 awards from the 2019 Kentucky Associated Press Awards
- 2.Tildon Johnson named the recipient of MSPR's Outstanding Student Award and Jacob Lindberg received the MSPR Community Advisory Board Student Achievement Award
- 3.Paul Hitchcock appointed to Morehead State University's ADA Task Force and the Kentucky Associated Press Board of Directors
- 4.Greg Jenkins completed Morehead State University's Safe Zone training program
- 5.Leeann Akers participated in Radio Eye's Celebrity Reader Week
- 6.MSPR staff completed Workplace Harassment Training
- 7.MSPR full-time staff participated in various webinars hosted by Associated Press, Corporation for Public Broadcasting, Non-Comm Music Alliance, National Public Radio and Public Radio Satellite Service
- 8.WMKY passed the Alternative Broadcast Inspection Program administered through the Kentucky Broadcasters Association

***CPB: Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2019, and any plans you have made to meet the needs of these audiences during Fiscal Year 2020. If you regularly broadcast in a language other than English, please note the language broadcast.***

MSPR's mission is to provide programming that is educational, informative and entertaining to the region. It is imperative for WMKY to be responsive to the interests and needs of the diverse population served in our region.

To best serve our community and to meet eligibility criteria required by the Corporation for Public Broadcasting (CPB), the following are some of MSPR's (WMKY) diversity accomplishments during the 2019 calendar year:

- Partnered with Radio Eye to provide a radio reading service to individuals with developmental disabilities such as blindness, visually challenged and/or impaired
- Provided employment opportunities for individuals with developmental disabilities to promote independence, personal growth and empowerment

- Latino USA (NPR) airs Saturdays at 7:00am with insight into the experiences of Latino communities and as a window on the current and merging cultural, political and social ideas impacting Latinos
- Participated in Open House events at Morehead State University (October 5 and November 2)
- Broadcast cultural music and spoken word specials for Dr. Martin Luther King, Jr. Day, Black History Month, Memorial Day, Independence Day, Thanksgiving, Christmas, Hanukkah, and Winter Solstice
- Promoted cultural events at Morehead State University including art exhibitions, book readings, concerts, film screenings, lectures, plays, writing workshops, and spoken-word programs
- Sponsored and promoted cultural events in the region including Appalachian Holiday Arts & Crafts Fair, Cave Run Storytelling Festival, Cave Run Symphony Orchestra, First Friday Outdoor Market, Live on the Licking Summer Concerts, Morehead Hometown Holidays, Morehead Theatre Guild, Osher Lifelong Learning Institute, and Writer's Day Out
- Partnered with the Morehead Writing Project to improve student writing in Eastern Kentucky schools
- Partnered with A Storybook Christmas to collect new books for children from low-income families
- WMKY staff completed Corporation for Public Broadcasting (CPB) Workplace Harassment Training
- Leeann Akers served as a writing mentor for Morehead State University's Summer Journalism Camp
- Leeann Akers served as an interviewer for the Next STEP (Successful Training for Emerging Professionals) program at Rowan County Senior High School (September 25)
- Leeann Akers volunteered at Radio Eye for Celebrity Reader Week (November 6)
- Greg Jenkins completed Morehead State University's Safe Zone training program
- Paul Hitchcock continued to serve on the Commonwealth Council on Developmental Disabilities
- Paul Hitchcock volunteered at the "Just As I Am" event in Morehead for individuals and their families with developmental disabilities (March 21)
- Paul Hitchcock attended a Community Conversation workshop sponsored by the University of Kentucky Human Development Institute and Wellness4KY on building partnerships for individuals with disabilities to live healthier lives in a supportive community (May 3)
- Paul Hitchcock attended the Technology Enhancing Capabilities Conference in Naperville, IL (June 5)
- Paul Hitchcock gave a presentation to the Morehead Optimist Club on customized and supportive employment for individuals with developmental disabilities (July 9)

The following are some of MSPR's (WMKY) Diversity Goals for the 2020 calendar year:

- Broadcast diverse programs for a broader understanding of people, places and cultures
- Support diversity in the community through various outreach and engagement projects
- Sponsor local and regional cultural events to attract diverse audiences
- Recruit individuals representing diverse groups for internships, volunteers and work-studies
- Partner with Radio Eye to provide a radio reading service to individuals with developmental disabilities such as blindness, visually challenged and/or impaired
- Provide employment opportunities for individuals with developmental disabilities to promote independence, personal growth and empowerment

***CPB: Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?***

MSPR (WMKY) will provide high-quality news, information and entertainment programming which best serves the region. In-depth feature and investigative reporting will focus on local, regional and state issues.

MSPR will support regional community events such as concerts, festivals, workshops, book readings, exhibits and lectures. These outreach activities will enable MSPR to foster and enhance partnerships with regional organizations and the communities they serve. Connecting with these communities is a vital part of MSPR's mission to provide programming which is educational, informative and entertaining.

MSPR will collaborate with Radio Eye to offer a radio reading service to the blind, visually challenged and impaired. MSPR will also promote the reading service and distribution of radios to qualified applicants through on-air broadcast announcements and placement on the station's website.

MSPR will work with community partners to provide employment opportunities for individuals with developmental disabilities to promote independence, personal growth and empowerment.

MSPR will partner with local, state and regional news agencies such as the Associated Press, Kentucky News Network and Public News Service for use of their print and audio services.

MSPR will partner with the Ledger Independent, Morehead State University, The Trail Blazer, West Virginia Public Broadcasting, WUKY and various agencies of Kentucky government to provide web-based news stories for MSPR's website.

MSPR will improve its website by providing an interactive outlet for listeners through podcasting, web-streaming and audio downloads, as well as other interactive media. Improvements to WMKY's studios will continue to be enhanced through equipment upgrades and utilization of new technology. The purchase and installation of a new audio board for WMKY's master control room, computers for newsroom editing stations and website enhancements are examples of several improvements planned in the coming months.

MSPR will provide an educational and supportive workplace for student work-studies as audio engineers, news reporters and production assistants. The student work-study program is an important aspect of MSPR's mission, providing educational opportunities in a structured, supported and professional environment.

Important to MSPR's success in programming and outreach activities, is developing a knowledgeable and trained professional staff. Opportunities for MSPR's staff to attend workshops, seminars and conferences will be available to enhance professional training, career education and peer-networking opportunities. As a result, MSPR's staff can be better informed and skilled to share their knowledge with other staff members.

The funds we receive from the Corporation for Public Broadcasting are vital for WMKY to provide unmatched regional news coverage, informational public affairs and cultural, music and entertainment programming. CPB funding covers the majority of WMKY's operational expenses, part-time salaries, purchase of national programming and network memberships, transmitter (main and auxiliary) electrical and tower rental fees.

WMKY's Community Service Grant accounts for approximately one-half of WMKY's total operational budget. CPB funding is extremely critical to WMKY's existence, serving as an important supplement to locally-generated revenue through fundraising and underwriting. WMKY could not operate at its current level without the support of the CPB.

CPB funding makes it possible for MSPR to focus our energy on addressing our goals and mission, serving our community, informing our listeners and creating programming that reflects the community's diversity on multiple levels, including (but not limited to) age, culture, economics, education and ethnicity.

MSPR's goals and mission depend on CPB grants to develop diverse and independent voices in promoting civic and cultural participation in the community. Without CPB funding, MSPR would not be able to achieve our mission and goals

and likewise, MSPR's non-profit partners would be left without a media voice. Ultimately, their missions and goals would also be significantly and negatively affected if CPB funding were to be cut or eliminated completely.

MSPR views collaboration as a key element in significantly increasing our impact in the region, despite limited resources. CPB's support keeps us focused on our mission, our goals, our audience and our community. Without the support of the CPB, the diversity of programming, community engagement and outreach would be in jeopardy.

Morehead State Public Radio (WMKY) greatly appreciates the generous support from the Corporation for Public Broadcasting. MSPR understands this is an equal partnership and is dedicated to serving the listeners in eastern Kentucky by offering educational, informational and entertainment programming as a valuable resource to the communities served by MSPR in sustaining a unique sense of community, heritage and culture.

PAUL HITCHCOCK

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Journalists

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7.1 Journalists

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This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	White, Non-Hispanic	More Than One Race	Other
News Director	1				1					1		
Assistant News Director												
Managing Editor												
Senior Editor												
Editor												
Executive Producer												
Senior Producer												
Producer												
Associate Producer												
Reporter/Producer												
Host/Reporter												
Reporter												
Beat Reporter												
Anchor/Reporter		2		2						2		
Anchor/Host												
Videographer												
Video Editor												
Other positions not already accounted for												
Total	1	2	0	2	1	0	0	0	0	3	0	0