

WQUB(FM) is licensed to Quincy, Illinois, but is included in the station employment unit with the licensee's next closest station, KWMU(FM) in St. Louis, Missouri, which will not file its license renewal application with the EEO Public File Report reflecting full 2019-2020 data until the October 1, 2020 deadline.

The stations have developed an extensive list of sources from which they recruit when full-time job vacancies occur. These include the St. Louis Public Radio website, station on-air announcements, station internal postings, the University of Missouri's website, other educational institutions, numerous local and national journalism and business organizations including organizations specifically dedicated to advancing women and minorities in broadcasting, and popular online job posting sites frequented by job seekers.

The stations have an active paid internship program in each of the departments responsible for News, Marketing, Web Design & Development, Talk Show Production and Special Events. The program is not only for students of the University of Missouri - St. Louis, but also several other area universities including Webster University, the University of Missouri - Columbia, Southeast Missouri State University, Lindenwood University, and Washington University. The stations have developed a specific campaign to reach out to numerous educational institutions and alert them to the availability of the internship program. During each semester of the reporting period, there has been at least one, but most often more than one, student actively being trained in one or more of the stations' departments.

In addition, station personnel are actively involved in numerous outreach and recruitment activities in the stations' communities. For example, the stations participate annually in job fairs held at UMSL, St. Louis University and Webster University. The stations have also attended the National Association of Black Journalists/National Association of Hispanic Journalists Convention and staffed a booth at the Public Media Village recruitment and networking event. It is believed that these outreach efforts not only educate the public as to employment opportunities in the broadcasting industry in general, but also result in many job inquiries that the stations routinely receive.

Finally, employees of the stations are also provided with many opportunities to attend training programs and seminars to enhance their career opportunities. The stations' employees are eligible to participate in the University's comprehensive educational benefit program allowing them to enhance their educational background for career advancement. Hiring and diversity training is regularly provided to all employees. Station representatives also attend industry-specific conferences and programs, such as the Public Radio Super-Regional Conference, Public Media Development and Marketing Conference, Public Media Business Association Conference, and Missouri Broadcasters Association, which provide a variety of skills development and informational sessions such as in the areas of EEO compliance, nonprofit fundraising and grant writing.