

**KBIA (FM), Columbia, MO**

**KAUD (FM), Mexico, MO**

**KMUC (FM), Columbia, MO**

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KBIA, Columbia, MO, KAUD, Mexico, MO and KMUC, Columbia, MO and is required to be placed in the public inspection file of the station, and posted on our website.

The information contained in this Report covers the time period beginning October 1, 2018 to and including September 30, 2019 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address or email address or website and contact person, if available.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the information required.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the phone.

Appendix  
1 to

KBIA, KMUC and KAUD Annual EEO Public File  
Report Form Covering the Period from October 1,  
2018 to September 30, 2019

Section 1:

Full-time positions filled by job title	Recruitment source of hiree	Total number of interviewees from all sources for this position
1		
2.		

Appendix 2 to

KBIA, KMUC and KAUD Annual EEO Public File Report Form Covering Period

from October 1, 2018 to September 30, 2019

## Recruitment Source Information

Recruitment Source (Name, address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source was Utilized
National Association of Black-Owned Broadcasters nabobinfo@nabob.org	0	0
National Association of Black Journalists jhodge@nabj.org	0	0
Native American Journalists Association University of Oklahoma pamsilas@naja.com	0	0
Radio Television Digital News Association karens@rtmatorg	0	0
Black Culture Center- MU bucknerv@missouri.edu	0	0
Minority Broadcasters Association mibc@mba.org	0	0
Asian American Journalists Association national@aaia.org	0	0
Association for Women in Communications AWConnect@womencom.org	0	0
Emma L. Bowen Foundation for Minority Interests in Media bhydiaeagle-oldson@nbcuni.com	0	0
International Women's Media Foundation 1625 K Street, NW, Suite 1000 Washington, DC 20006	0	0
National Association of Black College Broadcasters bcrmail@aol.com lojelks@aol.com	0	0
National Association of Hispanic Journalists NAHI@nahi.org	0	0
National Association of Minority Media Executives info@tvjobs.org	0	0
National Lesbian and Gay Journalists Association mblackmun@nlgja.org	0	0

South Asian Journalists Association Columbia Graduate School of Journalism 12resident@saja.org	0	0
National Association of Broadcasters nab@nab.org	0	0
University of Central Missouri Communications Dept— JHMoore@ucmo.edu KMOS— JLong@kmos.or g KMOS@KMOS.or g	0	0
Corporation for Public Broadcasting <a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	0	0
Radio Announcements	0	0
KBIA Staff	0	0
KBIA website <a href="http://www.kbia.org">www.kbia.org</a>	0	0
MU HRS website <a href="http://hrs.missouri.edu/find-a-job/">http://hrs.missouri.edu/find-a-job/</a>	0	0
<a href="mailto:pubtech@lists.pubtech.org">pubtech@lists.pubtech.org</a>	0	0
Friend	0	
		2

Appendix 3 to  
KBIA, KMUC and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2018 to September 30, 2019

Station Comprising Station Employment Unit: KBIA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KBIA.

1. Scholarship program designed to assist a student interested in pursuing a career in broadcasting: Co-fund an annual scholarship with KOMU-TV that is administered by the School of Journalism for broadcast students. The scholarship is designated to provide financial assistance to minorities and women. KOMU-TV News Department Representative and Missouri School of Journalism Representative, under consultation with a staff member from KBIA, made the selection.

September 2019: The award recipient during this time period is a minority female. The scholarship was awarded in September 2019.

2. Internships designed to assist members of the community to acquire skills needed for broadcast employment: (during October 2018 - September 2019 student interns worked approximately 975 hours for KBIA's newsroom.

October 2018 - September 2019, Internship, student anchor/reporter/host worked approximately 675 hours for the KBIA newsroom. Anchored morning 'drive-time' newscasts two-five days a week, and also reported as needed. This one position was held by six different students at different points during this time frame, the approximation of 675 hours is the total amount of work distributed among those six students were all paid for their work.

Duties included:

- Producing and anchoring morning newscasts
- Posting stories on the station's website
- Editing stories and working with students in the Journalism School
- Reporting

October 2018 -September 2019, one underclassmen student worked approximately 150 hours on as a part time producer for the talk show Intersection at the station.

Duties included:

- Pitching story ideas to staff
- Reporting both over the phone and out in the field
- Editing talk show together for air
- Other duties as assigned

October 2018 -September 2019, one underclassmen student worked approximately 150 hours on as a part time producer for the True/False Podcast at the station.

Duties included:

- Pitching show ideas to staff
- Coordinating recordings and editing sessions
- Editing podcasts together for air
- Other duties as assigned

3. Care program

We participated in the CARE program over the summer which offers high school students the opportunity to get their first employment experience. We had a student, Nick Swartz, who worked 4 hours a day doing office work.



