

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 and KAUD, Mexico, 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, 2015 to and including September 30, 2016 (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, 2015 to September 30, 2016

Section 1:

Full-time positions filled by job title	Recruitment source of hiree	Total number of interviewees from all sources for this position
No positions filled		

Appendix 2 to

KBIA, KMUC and KAUD Annual EEO Public File Report Form

Covering Period from October 1, 2015 to September 30, 2016

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 Broadcaster 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 karene@rtdna.org ppelosi@ahint.com	0	0
Black Culture Center – MU bucknerv@missouri.edu	0	0
Missouri Broadcasters Association mgordon@mbaweb.org	0	0
Asian American Journalists Association national@aaja.org	0	0
Association for Women in Communications AWConnect@womencom.org	0	0
Emma L. Bowen Foundation for Minority Interests in Media Phylis.eagle-oldson@nbcuni.com	0	0
International Women’s Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	0	0
National Association of Black College Broadcasters bcrmail@aol.com lojelks@aol.com	0	0
National Association of Hispanic Journalists NAHJ@nahj.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 president@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.org KMOS@KMOS.org	0	0
Corporation for Public Broadcasting http://www.cpb.org/jobline	0	0
Radio Announcements	0	0
KBIA Staff	0	0
KBIA website www.kbia.org	0	0
MU HRS website http://hrs.missouri.edu/find-a-job/	0	0
pubtech@lists.pubtech.org	0	0
Friend	0	0
MUITCOMMLIST-L@PO.MISSOURI.EDU	0	0

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

Covering the Period from October 1, 2015 to September 30, 2016

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 2016: The award recipient during this time period is a minority female. The scholarship was awarded in September, 2016.

2. Internships designed to assist members of the community to acquire skills needed for broadcast employment: (during October 2015 – September 2016 student interns worked approximately 1,138 hours for KBIA's newsroom.

October 2015 – September 2016, Internship, student anchor/reporter/host worked approximately 408 hours for the KBIA newsroom. Anchored morning 'drive-time' newscasts four days a week, and also reported as needed. This one position was held by three different students at different points during this time frame, the approximation of 408 hours is the total amount of work distributed among those three 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 2015 -September 2016, two underclassmen students worked approximately 340 hours on as a part time producers 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 2015 -September 2016, one graduate student worked approximately 210 hours on as a part time reporter for the "Missouri Environment" show at the station.

Duties included:

- Pitching story ideas to staff
- Reporting both over the phone and out in the field
- Reporting news stories

October 2015 -September 2016, one graduate student worked approximately 180 hours on as a part time editor at the station.

Duties included:

- Running story pitch meetings
- Managing student reporters
- Editing scripts

3. Internships designed to assist members of the community to acquire skills needed for broadcast employment: (during October 2015 – September 2016 student interns worked approximately 234 hours for KBIA in the studio with on-air staff.

October 2015 – September 2016, three students worked approximately 234 hours as on-air announcers.

Duties included:

- Monitoring network
- Recorded programming
- Producing local on-air breaks

4. Newsroom staff attended various hiring diverse staff sessions at PRNDI as described below:

Friday, June 24, 2016 at PRNDI

8:45 - 10:15 a.m. – Opening Remarks & Main Session – Covering race in your community - Starlight Room - It's one of the nation's most volatile issues. How do you tell stories about race and ethnicity in a meaningful, authentic way that's true to our mission of public service? We'll identify some of the best strategies in the system to help sharpen your coverage. Our panelist will be Kameel Stanley, Reporter and Producer with St. Louis Public Radio; Tim Lloyd, Education Reporter at St. Louis Public Radio; Shereen Miraji, Code Switch Reporter for NPR; Judy Valente, Reporter with WGLT Radio. The panel will be moderated by Keith Woods, Vice President, Diversity in News and Operations at NPR.

Saturday, June 25, 2016 at PRNDI

8:30 a.m. – 9:45 a.m. – Diversity in the newsroom - Starlight Room - Public radio is often criticized for its lack of diversity. As we continue to reach the goal of "sounding like America", what are newsrooms doing or need to do to attract and hire more journalists of color. Moderated by Andrew Ramsammy, Director, Content Projects & Initiatives at PRI Public Radio International. Our panelists will be Kris-Vera Philips, Senior Producer at KPBS San Diego; Karen Henderson, Morning Edition Host at WRKF in Baton Rouge, Louisiana; Mark Simpson, Managing Editor at Ideastream Ohio; Tim Eby, General Manager at St. Louis Public Radio; Doug Mitchell, Founder and Project Director for NPR's Next Generation Radio. (Ryan

2:45 – 4:00 – Breakouts

PRI Presents: Finding Women's Voices in Media - Maryland A - Women make up 50% of the world's population, but, according to research, they are seen and heard only 24% of the time in global news media today. So, where do we find the other half of women? Find out what public media is doing to ensure that women are fully represented in our content and in our leadership. Join Kathy Merritt, VP of Content Strategy and Development at Public Radio International, for a discussion of ideas and efforts underway to bring awareness and action to this issue. Kathy's guests include Joyce MacDonald, VP of Journalism at CPB; Kerry Donahue, Director of the Radio Program at Columbia University's Graduate School of Journalism; Keith Woods, Vice President for Diversity in News and Operations at NPR News.