

KCUR 89.3
Annual Equal Employment Opportunity Report
Required by the Federal Communications Commission
October 1, 2016 – September 30, 2017

The purpose of this EEO Public File Report (the Report) is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared by KCUR 89.3 FM, Kansas City, MO, and is required to be placed in the public inspection files of this station and posted to its website.

The information contained in this Report covers the time period beginning October 1, 2016 to and including September 30, 2017 (the Applicable Period).

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

1. A list of all full-time vacancies filled by KCUR during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which are separately identified) identified by name, address, contact person, and telephone number;
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 by each recruitment source utilized 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 that follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-Time Positions for which this Source Was Utilized" refer to the number of full-time positions listed in Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but on the first day of employment.

Appendix 1: Vacancy Information

**KCUR 89.3
Annual Equal Employment Opportunity Report
October 1, 2016 – September 30, 2017**

Full-Time Position Filled during Report Period

	Position Number	Working Title	Date Position Opened	Date Position Filled	Number of People Interviewed	Recruitment Source for Hiree
1	68229	Reporter - KCUR's Kansas News Service		1/1/2017	(a)	
2	68230	Assistant Editor - KCUR's Kansas News Service		1/1/2017	(a)	
3	68231	Reporter - KCUR's Kansas News Service		1/1/2017	(a)	
4	68232	Reporter - KCUR's Kansas News Service		1/1/2017	(a)	
5	68233	Editor - KCUR's Kansas News Service		1/1/2017	(a)	
6	68710	Assistant Producer - Up To Date	3/14/2017	5/15/2017	9	Employee referral
7	68229	Reporter - KCUR's Kansas News Service	3/15/2017	5/22/2017	8	Job posting
8	27851	Development & Office Support Assistant	4/17/2017	6/21/2017	13	Current KCUR part-time employee
9	66962	Accountant	5/22/2017	8/14/2017	7	Nonprofit Connect website
10	50956	Editor - Harvest Public Media	5/8/2017	10/2/2017	10	KCUR's website
11	58266	Reporter - KCUR's Kansas News Service	6/15/2017	Anticipated 10/2/2017	5	Corporation for Public Broadcasting Website

Total number of persons interviewed during this period: 52

(a) Existing staff of the Kansas Health Institute's Kansas News Service became employees of KCUR when the source of funding redirected the flow of funding to KCUR.

Appendix 2: Recruitment Source Information

KCUR 89.3 Annual Equal Employment Opportunity Report October 1, 2016 – September 30, 2017

	Recruitment Source	Number of interviewees this source provided during this period	Full-time positions for which this source was utilized
1.	<p>Name of Source: KCUR website, Facebook pages, and twitter accounts Contact Person: Briana O’Higgins Address: Kansas City, MO Phone: 816-235-1551 email: briana@kcur.org website: www.kcur.org</p>	68710 – 4 68229 – 4 27851 – 7 50956 – 2 58266 - 2	68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR’s Kansas News Service 27851 – Development & Office Support Assistant 66962 - Accountant 50956 – Editor – Harvest Public Media 58266 – Reporter – KCUR’s Kansas News Service
2.	<p>Name of Source: KCUR Community Advisory Board Contact Person: Nico Leone Address: Kansas City, MO Phone: 816-235-1551 email: nico@kcur.org website: www.kcur.org</p>		68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR’s Kansas News Service 27851 – Development & Office Support Assistant 66962 - Accountant 50956 – Editor – Harvest Public Media 58266 – Reporter – KCUR’s Kansas News Service
3.	<p>Name of Source: All KCUR Employees Contact Person: Jeanne M. Rooney Address: Kansas City, MO Phone: 816-235-1551 Email: jeanne@kcur.org Website: www.kcur.org</p>	68710 – 3 27851 – 2 50956 – 3 58266 – 2	68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR’s Kansas News Service 27851 – Development & Office Support Assistant 66962 - Accountant 50956 – Editor – Harvest Public Media 58266 – Reporter – KCUR’s Kansas News Service
4.	<p>Name of Source: Corporation for Public Broadcasting</p>	68229 – 1	68710 – Assistant Producer – Up To Date

	<p>Address: Washington, DC Phone: 202-879-9600 website: www.cpb.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>	58266 - 1	<p>68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media</p>
5.	<p>Name of Source: Current (public broadcasting magazine) Contact Person: Address: Takoma Park MD Phone: 301-270-7240 email: website: www.current.org How was notification given? Posted to their website What is proof of the source's publication? E-records and invoice</p>	68229 – 1 50956 - 1	<p>68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media</p>
6.	<p>Name of Source: Greater Public Contact Person: Address: Minneapolis Phone: 888-454-2314 email: website: http://greaterpublic.org/job-line How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		<p>68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media</p>
7.	<p>Name of Source: Missouri Broadcasters' Association Contact Person: Victoria Sabatino and Terry Harper Address: Jefferson City, MO Phone: 573-636-6692 email: vsabatino@mbaweb.org tharper@mbaweb.org website: https://www.mbaweb.org/ How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		<p>68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media</p>
8.	<p>Name of Source: Kansas Association of Broadcasters Address: Topeka KS Phone: 785-235-1307 website: http://www.kab.net/ How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		<p>68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media</p>

9.	<p>Name of Source: National Association of Black Journalists Address: College Park MD Phone: 301-405-0248 website: www.nabj.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media
10.	<p>Name of Source: National Association of Hispanic Journalists Address: Washington DC website: www.nahj.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media
11.	<p>Name of Source: University of Missouri – Kansas City Contact Person: Lindsey Eaton, Human Resources Address: Kansas City, MO Phone: 816-235-5823 email: eatonli@umkc.edu website: www.umkc.edu How was notification given? Posted to their website What is proof of the source's publication? E-records</p>	66962 – 3 50956 - 2	68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR's Kansas News Service 27851 – Development & Office Support Assistant 66962 - Accountant 50956 – Editor – Harvest Public Media 58266 – Reporter – KCUR's Kansas News Service
12.	<p>Name of Source: Indeed.com (This website automatically picks up all job postings on UMKC's website) website: www.indeed.com</p>	27851 – 1 66962 – 2 50956 - 1	68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR's Kansas News Service 27851 – Development & Office Support Assistant 66962 - Accountant 50956 – Editor – Harvest Public Media 58266 – Reporter – KCUR's Kansas News Service
13.	<p>Name of Source: UMKC Human Resources automatically posts all positions with these organizations.</p> <ul style="list-style-type: none"> • American Indian Council • American Indian Enterprise & Business Council • Asian American Chamber of Commerce KC • ESGR • Full Employment Council 		68710 – Assistant Producer – Up To Date 68229 – Reporter – KCUR's Kansas News Service 27851 – Development & Office Support Assistant 66962 - Accountant 50956 – Editor – Harvest Public Media

	<ul style="list-style-type: none"> • Hispanic Advisory Board/UWGKC (Carlos Salazar) • Hispanic Kansas Works • Hispanic Chamber of Commerce • KC Hispanic Chamber of Commerce • Latino Coalition E-Newsletter • Missouri Veteran's Commission • My Disability Professionals • National Native American Chamber of Commerce • Urban League • Women's Employment Network • Connections to Success <p>What is proof of the source's publication? E-records</p>		58266 – Reporter – KCUR's Kansas News Service
14.	<p>Name of Source: Nonprofit Connect Contact Person: Address: Kansas City MO website: www.npconnect.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>	27851 – 1 66962 - 2	27851 – Development & Office Support Assistant 66962 - Accountant
15.	<p>Name of Source: University of Missouri School of Journalism Contact Person: Address: Columbia, MO Phone: email: website: www.hiremissouritigers.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media
16.	<p>Name of Source: University of Kansas School of Journalism Contact Person: Steve Rottinghaus Address: Lawrence, KS Phone: email: steve_rottinghaus@ku.edu website: www.ku.edu How was notification given? email What is proof of the source's publication? e-records</p>		68229 – Reporter – KCUR's Kansas News Service 50956 – Editor – Harvest Public Media

17.	<p>Name of Source: Kansas State A.Q. Miller School of Journalism and Mass Communications Contact Person: Aribell Leo-Lynn Address: Manhattan, KS Phone: 785-532-6890 email: adl@k-state.edu website:</p>		<p>68229 – Reporter – KCUR’s Kansas News Service 50956 – Editor – Harvest Public Media</p>
18.	<p>Name of Source: University of Missouri – Kansas City – Bloch School of Management – Career Services Contact Person: Steve Rottinghaus Address: Kansas City MO Phone: 816-235-5529 email: christensener@umkc.edu website: https://bloch.umkc.edu/students/bloch-career-network/ How was notification given? email What is proof of the source’s publication? e-records</p>		<p>66962 - Accountant</p>
19.	<p>Name of Source: Rockhurst University – Helzberg School of Management – Career Services Address: Kansas City MO Phone: 816-501-4861 website: https://ww2.rockhurst.edu/helzberg/about/jobs How was notification given? email What is proof of the source’s publication? e-records</p>		<p>66962 - Accountant</p>
20.	<p>Name of Source: Park University Address: Kansas City MO email: brad.kleindl@park.edu website: https://advancing.park.edu/pages/career-home How was notification given? email What is proof of the source’s publication? e-records</p>		<p>66962 - Accountant</p>
21.	<p>Name of Source: Benedictine College Address: Atchison KS email: jfabaz@benedictine.edu website: https://www.benedictine.edu/academics/success/careers/index How was notification given? email What is proof of the source’s publication? e-records</p>		<p>66962 - Accountant</p>

22.	<p>Name of Source: University of Central Missouri – Harmon College of Business Address: Warrensburg MO email: klimek@ucmo.edu cavanah@ucmo.edu website: https://www.ucmo.edu/career/ How was notification given? email What is proof of the source’s publication? e-records</p>		66962 - Accountant
23.	<p>Name of Source: University of Missouri – Trulaske College of Business Address: Columbia MO website: https://business.missouri.edu/programs-and-admissions/undergraduate/student-development/business-career-services How was notification given? email What is proof of the source’s publication? e-records</p>		66962 - Accountant
24.	Other	68710 – 1 68710 – 1 68229 – 2 27851 – 1 27851 – 1 50956 - 1	Public Media Journalists Glassdoor Non-employee referral Non-employee referral Higher Ed Jobs Non-employee referral

Appendix 3: Supplemental Activities

KCUR 89.3 Annual Equal Employment Opportunity Report October 1, 2016 – September 30, 2017

Activity: Intern Program (#5)

On-going training in public radio programming and news for students and other members of the community.

POSITION	DATES	SUPERVISOR	RECRUITMENT SOURCE
Central Standard	Sep - Dec 2016	M. Long-Middleton, Producer	Word-of-mouth
Up To Date	Sep - Dec 2016	D. Alexander, Producer	KU School of Journalism Professor
Up To Date	Sep - Dec 2016	D. Alexander, Producer	UMKC course taught by S. Kraske
Digital	Sep - Dec 2016	B. O'Higgins, Director	MU School of Journalism professor
Arts	Sep - Dec 2016	CJ Janovy, Arts Reporter	KCUR Free-lancer
News	Sep - Dec 2016	M. Carter, News Director	kcur.org
Arts	Jan - May 2017	CJ Janovy, Arts Reporter	KU School of Journalism Professor
Central Standard	Jan - May 2017	M. Long-Middleton, Producer	MU Career Services
Health	Jan - May 2017	D. Margolies, Editor	UMKC Communications Class
News	Jan - May 2017	K. Palmer,	KU School of Journalism Professor
News	Jan - May 2017	E. Moxley,	MU Career Services
News	Jan - May 2017	E. Moxley,	MU Career Services
Up to Date	Jan - May 2017	D. Alexander, Producer	kcur.org
Up to Date	Jun - Aug 2017	D. Alexander, Producer	UMKC Communications Class
Central Standard	Jun - Aug 2017	M. Long-Middleton, Producer	kcur.org
Digital	Jun - Aug 2017	B. O'Higgins, Director	kcur.org
Central Standard	Sep - Dec 2017	M. Long-Middleton, Producer	kcur.org
Up to Date	Sep - Dec 2017	D. Alexander, Producer	UMKC course taught by S. Kraske

Activity: Training Program designed to enable station personnel to acquire skills that could qualify them for higher-level positions. (#8)

1. Attended the National the Public Radio Fly-In Conference in Washington, D.C., September 26-30, 2016
 - Frank Morris, National Correspondent and Senior Editor
2. Attended the Public Radio Super-Regional Meeting and NPR's Authorized Representative Meeting in Pittsburgh, Pennsylvania, October 25-26, 2016
 - Nico Leone, General Manager
3. Attended the Poynter Engage Conference in Chicago, Illinois, November 10-12, 2016
 - Maria Carter, News Director
4. Attended the Third Coast Audio Conference in Chicago, Illinois, November 11-13, 2016
 - Sylvia Maria Gross, Storytelling Editor
 - Laura Ziegler, Special Correspondent
5. Attended conference on evidence-based medicine
 - Alex Smith, Health Editor

6. Attended the National Public Radio Rural Development Conference, March 7-9, 2017
 - Frank Morris, National Correspondent and Senior Editor
7. Attended a Professional Development Seminar in Washington, D.C., March 15-17, 2017
 - Nico Leone, General Manager
8. Attended workshop with PBS, Newshour and NPR, Washington, D.C., April 4-5, 2017. Reported on year-long video grant to various stakeholders; developed connections with PBS and PBS Newshour; and developed connections and plan further projects with journalists at NPR.
 - Jeremy Bernfeld, Harvest Public Media Editor
9. Attended the Association of Health Care Journalists Conference in Orlando, Florida, April 20-23, 2017
 - Jim McLean, Kansas News Service Editor
 - Megan Hart Wingerter, Kansas News Service Reporter
 - Bryan Thompson, Rural Health & Agriculture Reporter, who also moderated panel discussion on social workers in primary care setting
 - Dan Margolies, Health Editor
 - Alex Smith, Health Reporter
10. Attended a National Public Radio Training in Washington, D.C., May 16-19, 2017
 - Frank Morris, National Correspondent and Senior Editor
11. Attended the PRIMA (Public Radio in Mid-America) Conference in New Orleans, Louisiana, May 15-17, 2017
 - Nico Leone, General Manager
 - Donna Vestal, Director of Content Strategy
12. Attended the Education Writer's Association National Seminar in Washington, D.C., May 30-June 2, 2017
 - Elle Moxley, Reporter
13. Attended the PRNDI (Public Radio New Directors Inc.) Training and Conference in Ft. Lauderdale, Florida, June 22-25, 2017
 - Donna Vestal, Director of Content Strategy
 - Amy Jeffries, Kansas News Service Editor
 - Maria Carter, News Director
 - Kyle Palmer, Morning Edition Newscaster
 - Petty Lowe, Investigative Editor
14. Attended the PMDMC (Public Media Development & Marketing Conference) in San Francisco, California, July 5-6, 2017
 - Nico Leone, General Manager
 - David Fulk, Director of Philanthropic Giving
 - Briana Dwyer, Digital Director
 - Bill Anderson, Fundraising Director
 - Mike Russo, Multi-Media Producer
15. Attended the Station Resource Group Retreat in Northport, Maine, August 7-9, 2017
 - Nico Leone, General Manager
16. Attended the National Association of Black Journalists Conference in New Orleans, Louisiana, August 9-13, 2017
 - Sylvia Maria Gross, Storytelling Editor
17. Attended the PRPD (Public Radio Program Directors) Conference in Washington, D.C., August 14-17
 - Stephen Steigman, Chief of Broadcast Operations

18. Attended the Podcast Movement Conference in Anaheim, California, August 23-25, 2017.
 - Sam Zeff, Education Reporter
19. Attended the Orientation for New Members of NPR's Board of Directors in Washington, D.C., September 2017
 - Nico Leone, General Manager
20. Attended workshops presented by the Association of Fundraising Professionals in Kansas City, Missouri. October 2016, April 2-5, 2017, August 2017.
 - David Fulk, Director of Philanthropic Giving
 - Deloris Phelps, Director of Membership
 - Kathleen Connaghan-Gross, Membership Coordinator
 - Jeanne Rooney, Business & Fiscal Operations Manager

Activity: Other activities designed to disseminate information about employment opportunities. (#16)

1. The Corporation for Public Broadcasting awarded a grant, "Improving Diversity in Public Media Newsrooms: A Collaborative Approach," to KCUR, KWMU/St. Louis Public Radio, Oregon Public Broadcasting, and WNPR/Hartford. CPB seeks to support the recruitment of minority editorial leaders and reporters for local and regional positions, as well as coverage and engagement efforts by local stations around issues of race, ethnicity, and culture in their communities. The grant period is 3/1/2017 – 5/31/2019. This project will impact the entire KCUR organization, especially the journalists.
2. KCUR's reporting team on the series on violence, The Argument; the Kansas City Public Schools; and playwright Nathan Louis Jackson (writer for popular Netflix series Luke Cage and 13 Reasons Why, among other things) are working together to shine a light on how violence is impacting students. Central High School has created a special class for the project with an English teacher, KCUR and Mr. Jackson. We'll be working throughout the semester with students helping them convey their experiences with gun violence through poetry, music, art and other media. Listening to KCUR content, working with Jackson and actors he's bringing in, as well as KCUR producers all semester, students will present their works in December.
 - Peggy Lowe, Investigative Reporter
 - Andrea Tudhope, free-lance reporter
3. Board member of the Jackie Engel Foundation which supports High School Journalism and Teacher Training in Kansas.
 - Celia Llopis-Jepsen, Reporter
4. Panel participant for the Kansas City Metropolitan Bar Association, September 30, 2016, addressing relations between lawyers and the media.
 - Dan Margolies, Health Editor
5. Teaching credit courses for UMKC, all semesters, 2016-2017. Led the students on tours of KCUR; introduced them to others in media; and recommended students for internships. Courses: Intro to Journalism; Art of the Interview; Press, Politics & Public Policy; News Practicum, Multi-Platform Practicum
 - Steve Kraske, Host – Up To Date
 - Assistance from Maria Carter, News Director
6. Hosted the Missouri National Guard on a tour of KCUR studios as part of a training exercise, October 21, 2016.
 - Stephen Steigman, Chief of Broadcast Operations
 - Jeanne Rooney, Business & Fiscal Operations Manager

7. Panel participant for the Women's Political Caucus of Kansas City, March 15, 2017.
 - Dan Margolies, Health Editor
8. Speaker at the Hyman Brand Hebrew Academy, March 15, 2017.
 - Dan Margolies, Health Editor
9. Panel participant at the Media and the Law Conference, May 5, 2017, on the topic of "Technology, Truth, and the First Amendment."
 - Dan Margolies, Health Editor
10. Moderator at a Healthy Communities Panel in Kansas City, Kansas that includes Kansas Lt. Gov Colyer, KCK Mayor Mark Holland, KDHE Secretary Susan Mosier, Healthcare Foundation CEO Bridget McCandless, and REACH Foundation CEO Brenda Sharpe, June 29, 2017.
 - Dan Margolies, Health Editor
11. Attended the National Association of Black Journalists Conference in New Orleans, Louisiana, August 9-13, 2017
 - Sylvia Maria Gross, Storytelling Editor
12. Speaker at the fall conference for Kansas High School Journalists in Topeka, Sept 25-26, 2017. Workshop to navigate state and federal data sets online.
 - Celia Llopis-Jepsen, Reporter