

KCUR 89.3
Annual Equal Employment Opportunity Report
Required by the Federal Communications Commission
October 1, 2015 – September 30, 2016

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, 2015 to and including September 30, 2016 (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, 2015 – September 30, 2016**

	Full-time Positions Filled by Job Title	Date Position Opened	Date Position Filled	Number of People Interviewed	Recruitment Source for Hiree
1	Live Events Producer #65566	12/23/2015	4/4/2016	20	Non-Employee referral
2	Elections Editor #65567	12/29/2015	3/14/2016	9	Employee referral

Total number of persons interviewed during this period: 29

Appendix 2: Recruitment Source Information

KCUR 89.3 Annual Equal Employment Opportunity Report October 1, 2015 – September 30, 2016

	Recruitment Source	Total number of interviewees this source has provided during this period	Full-time positions for which this source was utilized
1.	Name of Source: KCUR website, Facebook page, and twitter account Contact Person: Briana O'Higgins Address: Kansas City, MO Phone: 816-235-1551 email: website: www.kcur.org	#65566 – 3 #65567 - 1	Live Events Producer #65566 Elections Editor #65567
2.	Name of Source: KCUR Community Advisory Board Contact Person: Nico Leone, KCUR General Manager Address: Kansas City, MO Phone: email: nicol@kcur.org website: www.kcur.org		Live Events Producer #65566 Elections Editor #65567
3.	Name of Source: All KCUR Employees Contact Person: Jeanne M. Rooney Address: Kansas City, MO Phone: 816-235-1551 Email: Website: www.kcur.org How was notification given? email What is proof of the source's publication? e-records	#65566 – 10 #65567 - 1	Live Events Producer #65566 Elections Editor #65567
4.	Name of Source: Corporation for Public Broadcasting - Job Line		Live Events Producer #65566 Elections Editor #65567

	<p>Contact Person: Address: Washington, DC Phone: 202-879-9600 email: website: www.cpb.org</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</p>		Elections Editor #65567
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>		Elections Editor #65567
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:</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>

8.	Name of Source: Kansas Association of Broadcasters Contact Person: Address: Topeka KS Phone: email: website: http://www.kab.net/		Live Events Producer #65566 Elections Editor #65567
9.	Name of Source: University of Missouri – Kansas City Contact Person: Megan Gonzalez, Human Resources Address: Kansas City, MO Phone: email: gonzalezme@umkc.edu website: www.umkc.edu	#65566 – 6 #65567 - 6	Live Events Producer #65566 Elections Editor #65567
10.	Name of Source: University of Missouri School of Journalism Contact Person: Address: Columbia, MO Phone: email: website: www.hiremissouritigers.org		Elections Editor #65567
11.	Name of Source: indeed (This website automatically picks up all job postings on UMKC’s website) Contact Person: Address: Phone: email: website: www.indeed.com		Live Events Producer #65566 Elections Editor #65567
12.	Name of Source: Nonprofit Connect Contact Person: Address: Kansas City MO Phone: email: website: www.npconnect.org		Live Events Producer #65566

13.	<p>Name of Source: Hispanic Chamber of Commerce of Greater Kansas City Contact Person: Andre Dominguez and Carlos Salazar Address: Kansas City, KS Phone: email: adominguez@hccgkc.com website: www.hccgkc.com</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>
14.	<p>Name of Source: Urban League of Greater Kansas City Contact Person: Address: Kansas City, MO Phone: email: bugoline@ulkc.org website: www.ulkc.org</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>
15.	<p>Name of Source: Women's Employment Network Contact Person: Address: Kansas City, MO Phone: email: tbomar@kcwen.org website: www.kcwen.org</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>
16.	<p>Name of Source: Full Employment Council KC Contact Person: Address: Kansas City, MO Phone: email: arobins@feckc.org website: www.feckc.org</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>
17.	<p>Name of Source: Latino Coalition KC Contact Person: Address: Phone: email: info@latinocoalitionkc.org website:</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>

18.	<p>Name of Source: Rose Brooks Contact Person: Arnetta Marshall Address: Kansas City, MO Phone: email: arnetta@rosebrooks.org website: www.rosebrooks.org</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>
19.	<p>Name of Source: Metropolitan Community College Contact Person: Mandy Moore Address: Kansas City, MO Phone: email: mandy.moore@mcckc.edu website: www.mcckc.edu</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>
20.	<p>Name of Source: University of Kansas Contact Person: Address: Lawrence, KS Phone: email: lcaldwell@ku.edu website: www.ku.edu</p>		<p>Live Events Producer #65566 Elections Editor #65567</p>
21.	<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>		<p>Elections Editor #65567</p>
22.	<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</p>		<p>Elections Editor #65567</p>

	email: adl@k-state.edu website:		
23.	Name of Source: Kansas State University Contact Person: Address: Manhattan, KS Phone: email: dowens@ksu.edu website: www.ksu.edu		Live Events Producer #65566 Elections Editor #65567
24.	Name of Source: University of Central Missouri Contact Person: Address: Warrensburg, MO Phone: email: recruiter@ucmo.edu website: www.ucmo.edu		Live Events Producer #65566 Elections Editor #65567
25.	Name of Source: Pittsburg State University Contact Person: Address: Pittsburg, KS Phone: email: careers@pittstate.edu website: www.pittstate.edu		Live Events Producer #65566 Elections Editor #65567
26.	Other	#65566 – 1 #65567 - 1	

Appendix 3: Supplemental Activities

KCUR 89.3 Annual Equal Employment Opportunity Report October 1, 2015 – September 30, 2016

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
Community Engagement	Sep - Dec 2015	R. Jones	Not known
Up To Date	Sep - Dec 2015	D. Alexander, Producer	Word-of-mouth
Central Standard	Sep - Dec 2015	S. Gross, Producer	UMKC course taught by S. Kraske
Central Standard	Sep - Dec 2015	S. Gross, Producer	KCUR employee
Central Standard	Jan - May 2016	S. Gross, Producer	UMKC
Central Standard	Jan - May 2016	D. Alexander, Producer	Library event hosted by G. Kaufmann
Up To Date	Jan - May 2016	S. Gross, Producer	KCUR employee
Digital	Jan - May 2016	B. O'Higgins, Digital Director	KCUR employee
Community Engagement	Jun - Aug 2016	R. Jones, Director	MU School of Journalism professor
Health	Jun - Aug 2016	D. Margolies, Editor	kcur.org
News	Jun - Aug 2016	M. Carter, News Director	Not known
Central Standard	Jun - Aug 2016	M. Long-Middleton, Producer	kcur.org
Up To Date	Jun - Aug 2016	D. Alexander, Producer	kcur.org
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

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

1. Attended Morning Edition Graduate School. 10/31 – 11/2/2015.
 - Michael Byars, Announcer
 - Genevieve Des Marteau, Announcer
 - Cody Newill, General Assignment Reporter
 - Kyle Palmer, Morning Edition Newscaster
 - Jenny Whitty, Announcer
2. Attend by invitation NPR Political Reporting Partnership Fly-In. 10/28/2015
 - Elle Moxley, General Assignment Reporter
3. Attended PRNDI (Public Radio New Directors Inc.) training and conference. 6/21-25/2016

- Danie Alexander, Up To Date Producer
 - Maria Carter, News Director, also a panelist discussion Morning Edition Grad School
 - Sylvia Maria Gross, Senior Producer, Central Standard
 - CJ Janovy, Arts Reporter
 - Amy Jeffries, Elections Editor
 - Matthew Long Middleton, Producer, Central Standard
 - Dan Margolies, Health Editor
 - Frank Morris, National Reporter
 - Cody Newill, Digital Reporter
 - Lisa Rodriguez, Assistant Producer, Up To Date
 - Laura Spencer, Arts Reporter
 - Donna Vestal, Director of Content Strategy, also presented a training session about news collaborations
4. Attended the PRIMA (Public Radio in Mid-America Conference), 4/27-29/2016
 - Nico Leone, General Manager
 - Donna Vestal, Director of Content Strategy
 5. Attended the PMDMC (Public Media Development & Marketing conference). 8/9-12-2016
 - Kathleen Connaghan-Gross, Membership Coordinator
 - David Fulk, Director of Philanthropic Giving
 - Nico Leone, General Manager
 - Deloris Phelps, Membership Director
 - Mike Russo, Multi-Media Producer
 6. Attend MOTH tryouts, 9/10/2015
 - Gina Kauffman, Host, Central Standard
 7. Attended the Public Radio Super-Regional Meeting and NPR's Authorized Representative Meeting, 11/17-18/2015
 - Nico Leone, General Manager
 8. Attended the Online News Association Conference. 9/23-25/2015
 - Briana O'Higgins, Digital Director
 9. Attended Greater Public's Planned Giving workshop, November 2015
 - Danny Baker, Director of Development
 10. Attended conference on evidence-based medicine, November 2015
 - Dan Margolies, Editor, Heartland Health Monitor
 11. Attended Investigative Reporters & Editors conference, focus on computer-assisted research, March 2016
 - Peggy Lowe, Investigative Reporter, Harvest Public Media
 12. Attended the Knight Foundation Conference, 5/1-3,2016
 - Nico Leone, General Manager
 13. Attended Judicial Media workshop, Jun 2016
 - Dan Margolies, Editor, Heartland Health Monitor
 14. Attended Station Resource Group conference, 8/1-3/2016
 - Nico Leone, General Manager
 15. Attended several short workshops presented by the AFP (Association of Fundraising Professionals) here in Kansas City.
 - David Fulk, Director of Philanthropic Giving
 16. Pursuing a Masters of Public Administration through the UMKC Bloch School of Management, completed May 2016

- Stephen Steigman, Chief of Broadcast Operations

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

1. Hosted University of St. Mary students. Twelve guests for a tour of the station; public radio industry; producing talk shows; and the range of careers. 10/22/2015
 - Stephen Steigman, Senior Producer, Up To Date
 - Donna Vestal, Director of Content Strategy
2. Presented a session about jobs in public radio and how to be a good interviewer. Crossroads Academy, 40 students in 3rd grade. 12/1/2015
 - Sylvia Maria Gross, Senior Producer, Central Standard
3. Presented three Career Day sessions about being a public radio journalists for two schools in Central Kansas. Otis-Bison Junior-Senior High School, 45 minutes with 30 students, grades 7 – 12. St. John-Hudson Junior-Senior High School, two 30-minute sessions with 20 students each, grades 7-12 2/22/2016
 - Sylvia Maria Gross, Senior Producer, Central Standard
4. Hosted Department of State's International Visitor Leadership Program, Global Ties KC, Media Literacy: Promoting Civil Society Through New Media. Nine guests for a discussion of how social media platforms are used for engagement, public advocacy, and civic involvement. 5/5/2016
 - Bill Anderson, Program Director
 - Maria Carter, News Director
 - Briana O'Higgins, Digital Director
 - Stephen Steigman, Senior Producer, Up To Date
 - Donna Vestal, Director of Content Strategy
5. Hosted Pembroke School, Newswriting Summer Camp, grades 5-8. Ten guests for a tour of the station; discussion of news reporting; and experience with audio recording. 6/19/2016
 - Donna Vestal, Director of Content Strategy
6. Participated in the public media village at the joint conference of the National Association of Black Journalists and the National Association of Hispanic Journalists. Summer 2016
7. Participated as a member of the Advisory Board of KJHK, the student-run station at the University of Kansas-Lawrence. In addition, hosted ten of the student journalists for a tour of the station and discussions about arts reporting and approaches to programming. 8/16/2016
 - Bill Anderson, Program Director
 - Also during station visit, CJ Janovy, Arts Reporter
8. Teaching credit courses for UMKC, all semesters, 2015-2016. Led the students on tours of KCUR; introduced them to others in media; and recommended students for internships. Example of course and visit: Communication Studies 432, Press, Politics and Public Policy, twenty students at KCUR on 10/20/2014. Tour of station and presentation about the "Beyond Our Borders" series by Ron Jones, Director of Community Engagement, and Laura Ziegler, Reporter.
 - Steve Kraske, Host – Up To Date
 - Assistance from Maria Carter, News Director