

EEO Report 2014-2015

KMST(FM), Rolla, Missouri

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 station: KMST(FM), Rolla, Missouri, and is required to be placed in the public inspection file of the station, and posted on their website.

The information contained in this Report covers the time period beginning October 1, 2014 to and including September 30, 2015 (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, 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 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, over the phone or by e-mail.

Appendix 1 to

KMST Annual EEO Public File Report Form

Covering the Period from October 1, 2014 to September 30, 2015

Full-time positions filled by job title	Recruitment source of hiree	Total number of interviewees from all sources for this position
General Manager	Missouri University of Science and Technology	3
Program Director	Missouri University of Science and Technology	3

Appendix 2

KMST Annual EEO Public File Report Form

Covering Period from October 1, 2013 to September 30, 2014

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
Corporation for Public Broadcasting www.cpb.org/jobline	0	General Manager
Hire Mizzou Tigers www.myinterfase.com/umcolumbia/job.aspx	0	General Manager
Missouri Broadcaster's Association Terry Harper (tharper@mbaweb.or)	0	General Manager
Public Radio KMST John Francis 400 W. 14 th St, G-6 Library Rolla, MO 65409-0130 573-341-7819 On-air radio spots and website advertising	1	General Manager Program Director
Missouri University of Science and Technology- On-Line Application- HR http://hraadi.mst.edu/hr/employment/ Missouri Jobs: http://jobs.mo.gov/	0	General Manager Program Director
Missouri University of Science and Technology- Employees	0	General Manager Program Director

Indeed.com	1	General Manager
HigherEd.com	0	General Manager

Appendix 3 to

KMST Annual EEO Public File Report Form

Covering Period from October 1, 2014 to September 30, 2015

Recruitment Initiatives

Since October 2012 KMST has been teamed up with the Missouri Career Center and the Central Ozarks Private Industry Council (COPIC) program. The COPIC program is designed to allow students to get hands on experience in the workplace, focusing on broadcasting and allows the students to utilize the radio station's current technology. During this report period we did not have any students but it is still an active collaboration.

In June of 2015, a survey was prepared for all staff in Missouri S&T's "University Advancement" division, of which KMST is a part. The survey measured staff satisfaction on a variety of levels. Administrators then met to discuss the results and suggest changes to better serve the needs of employees.

On September 16, 2015 John Francis, General Manager of KMST, attended a webinar sponsored by Greater Public on properly filling out the EEO document.

