

Annual EEO Public File Report

Covering the Period from October 1, 2017 to September 30, 2018

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: KRCU-FM, Cape Girardeau, MO 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, 2017 to and including September 30, 2018 (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.

EEO Public File Report

**KRCU-FM, Cape Girardeau, Missouri
October 1, 2017 through September 30, 2018**

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired
1	Associate Director of Development	04/01/17	11/27/17	Southeast Missourian newspaper		
				Southeast Missouri State university website	3	1
				LinkedIn		
				Cape Girardeau Area Chamber of Commerce		
				Jackson Area Chamber of Commerce		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	The Southeast Missourian 301 Broadway Cape Girardeau, MO 63701	Katelyn Fritz Recruitment Marketing Specialist Southeast Missourian kfritz@semissourian.com (573) 388-2762 http://semo.jobs		
2	Southeast Missouri State University One University Plaza Cape Girardeau, MO 63701 www.semo.edu/employment	Leann Stinson lkstinson@semo.edu		
3	LinkedIn.com Online posting at https://www.linkedin.com/talent/jobs	Posted by Jennifer Smith jnsmith@semo.edu		
4	Cape Girardeau Area Chamber of Commerce http://www.capechamber.com/cape-area-employment-opportunities/	Kim Voelker Vice President, Community Development 220 North Fountain St. Cape Girardeau, MO 63701 (573) 335-3312 kvoelker@capechamber.com		
5	Jackson Area Chamber of Commerce Weekly email to all Chamber members, with job announcement as attachment	Rosa Green Executive Assistant 125 East Main St., Jackson, MO 63755 (573) 243-8131 assistant@jacksonmochamber.org		

**Prong 3 Longer-Term Recruitment Initiatives
Implemented from October 1, 2017 through September 30, 2018**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	ongoing	Student Intern Program	Expose college students to public broadcasting environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Utilize students in various areas including program editing, development and program development.	General Manager Development Director Operations Director Feature Reporter
	--	student news interns	Utilize Southeast University students to help station cover news around the region	KRCU recruited students from Southeast Missouri State University's student newspaper to cover university news under the direction of our part-time reporter and General Manager.	Student Reporter General Manager

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
2	--	Events with educational institutions relating to broadcasting employment opportunities.	Share broadcasting basics and employment opportunities with students at Southeast Missouri State University.	Take class period to talk with students. The groups visit the KRCU studios and are given tours, schedule information and ask questions about broadcasting.	General Manager Operations Director
	10/19/17		MC101 Intro to Mass Media Class visit	Talked with one section of the class (approximately 25 students total). Told them about public broadcasting in general, about KRCU as a public radio station; shared current job opportunities and talked about our program schedule. Gave tour to the group.	General Manager Operations Director
	04/03/18		MC101 Intro to Mass Media Class visit	Talked one section of the class (approximately 20 students total). Told them about public broadcasting in general, about KRCU as a public radio station; shared current job opportunities and talked about our program schedule. Gave tour to group.	General Manager Operations Director

**Prong 3 Longer-Term Recruitment Initiatives
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No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
3	ongoing	Host Student Job Fair	Southeast Missouri State University Career Linkages hosted a job fair for recruitment of part-time workers (the station employs Southeast students as announcers)	Set up table and station staff have students interested fill our applications and give them chance to talk about opportunities in broadcasting and production at station.	General Manager Operations Director Feature Reporter
	10/12/17	Host Career and Internship Fair	Southeast Missouri State University Career Linkages hosted a fair for recruitment of interns (the station employs Southeast students as news reporters, web producer and radio producers)	Set up table and station staff have students interested fill our applications and give them chance to talk about opportunities in broadcasting and production at station.	Operations Director General Manager
4	ongoing	Training program designed to enable station personnel to acquire skills that could enable them to obtain higher level positions	Southeast Missouri State University provides employees, including KRCU employees, with opportunities to attend relevant training programs and seminars through their respective departments. In addition, staff members of Southeast Missouri State receive a comprehensive educational benefit program. Employees are able to pursue academic learning in their area of interest or career path.	Available to all full-time employees.	Office Manager
	August/Sept. 2018	Harrasment Prevention Training	Focusing on the forms of harrasment prohibited by federal law, the course will provide an overview of the types of behaviors that can give rise to harrasment claims, including those based on sex (including transgender status and gender identity), race, color, national origin, religion, age, and disability.	All employees are required to take the online course.	General Manager Office Manager Operations Director Development Director Announcing Staff Part-Time Employees Interns