

# EEO PUBLIC FILE REPORT

Reporting period of October 1, 2022 – September 30, 2023

Licensee	Call Signs and Type	Community of License (City/State)	FCC Facility ID Number	LMA
The Lutheran Church Missouri-Synod	KFUO/KXFN	Clayton Mo. St. Louis, Mo.	39258/74579	N/A

This report covers the above station employment unit (SEU)

## I. VACANCY LIST

The following is a list of all the vacancies of employment and positions filled during the reporting period along with the recruitment source (“RS”) that referred person hired for each vacancy:

Job ID#	Job Vacancy Title	RS Referring Hires	Religious Exemption	Date Filled	RS Contacted for Vacancy
205	FT Associate Producer	# 2 LCMS Internet	yes	10/26/2022	#1,#2,#3, #4
244	LCMS Radio Intern (s) ongoing.  LCMS Radio Intern	#2 #4  #15 #2	No	June 4th – August 2023  9, 5, 2023 -	MRSL list
150	Part Time associate Opened. 9/20/2022		No	Not Filled Position closed	
244					

**Total Applicants 43 Total Interviews during Reporting Period 17 this includes phone interviews, Zoom interviews, and in person interviews by LCMS HR and LCMS Radio management.**

## II. MASTER RECRUITMENT SOURCE LIST (MRSL)

during the reporting period, KFUO maintained the following master list of recruitment sources.

\* Denotes organizations that requested notification of vacancy information.

RS #	Recruitment Source (RS)	*	Contact Information of RS	Interviews Referred by RS
1	The Reporter		Cheryl Magness 1333 South Kirkwood Road St. Louis, Mo. 63122 Phone 314-996-1229	
2	LCMS Internet		Rudy Blank 1333 South Kirkwood Road St. Louis, Mo. 63122 314-996-1211	
3	LCMS Intranet		LCMS Human Resources 1333 South Kirkwood Road St. Louis, Mo. 63122 314-965-9000	
4	KFUO On-Air/Internet		Andy Bates 1333 South Kirkwood Road St. Louis, Mo. 63122 314-996-1519	
5	St. Louis American Newspaper		Angelita Houston 4242 Lindell Blvd. St. Louis, MO 63108 314-289-5430 ahouston@Stlamerican.com	
6	The Broadcast Center	*	Placement Department 2360 Hampton Ave. St. Louis, MO 63139 314-647-8181	
7	Harris Stowe State University	*	Patricia Butler <a href="mailto:careerservices@hssu.edu">careerservices@hssu.edu</a>	

**MASTER RECRUITMENT SOURCE LIST (Continued)**

8	Lindenwood University	*	<p>Dana Wehrli                  209 S. Kingshighway                  St. Charles, MO 63301                  636-949-4806  <a href="mailto:Careerdevelopment@lindenwood.edu">Careerdevelopment@lindenwood.edu</a></p>	
9	NAACP St. Louis	*	<p>Ina Boon                  PO Box 20382                  St. Louis, MO 63112                  314-361-8600  <a href="mailto:pruitt@stlouisnaacp.com">pruitt@stlouisnaacp.com</a></p>	
10	St. Louis Community College System	*	<p><a href="mailto:careerservices@stlcc.edu">careerservices@stlcc.edu</a></p>	
11	St. Louis University	*	<p>Patty Murray (Career Services)                  20 N. Grand, Suite 331                  St. Louis, MO 63103  <a href="mailto:career_services@slu.edu">career_services@slu.edu</a></p>	
12	Southern Illinois University	*	<p>Susan Seibert (Career Development)                  Campus Box 1620                  Edwardsville, IL 62026                  618-650-3708  <a href="mailto:cleardevelopment@siue.edu">cleardevelopment@siue.edu</a></p>	
13	University of Missouri St. Louis	*	<p>Teresa Balespreri                  1 University Blvd                  St. Louis, MO 63121                  314-516-5111  <a href="mailto:careerservices@umsl.edu">careerservices@ umsl.edu</a></p>	
14	Urban League Metropolitan St. Louis	*	<p>Sharon Johnson                  3701 Grandel Square                  St. Louis, MO 63108                  314-615-3642  <a href="mailto:sjohnson@urbanleague-stl.org">sjohnson@urbanleague-stl.org</a></p>	
15	Employee/Third party referrals Walk-in applications.		<p>Gary Duncan                  1333 South Kirkwood Rd.                  St. Louis, Mo. 63122                  314-996-1511  <a href="mailto:gduncan@kfu.org">gduncan@kfu.org</a></p>	

16	Websites		Linkedin www.linkedin.com	
17	Websites		Glassdor www.glassdor.com	
18	Websites		Paycor www.paycor.com	
19	Websites		Indeed www.indeed.com/hire	
20	Websites		ZipRecruiter www.ziprecruiter.com	

### **III. Recruitment and Outreach Initiatives**

The following outreach initiatives were offered and completed by KFUD during the reporting period.

#	Recruitment Initiative	Brief Description of Activity
1	Internship Educational initiatives	KFUD radio St. Louis maintains an ongoing internship program for the benefit students and interested community members. Our internship program allows those participating to get hands-on experience along with training in all aspects of our broadcast operation. We also offer opportunities for KFUD staff to be shadowed for a day (s) as part of our mentoring program and KFUD career days with local Schools.
Our internship program is an ongoing program with information distributed online and at various job fairs. Lea and Emily served as summer intern(s) in 2023. Aubrey serves as fall 2023 intern.		

KFUO Radio participates in the Missouri Broadcasters Association Scholarship program by distributing applications for the MBA scholarship program at various career fairs and events which were fewer available due to Covid.

#	Recruitment Initiative	Brief Description of Activity
2	Job Fair Career Networking	KFUO radio St. Louis participates in a variety of Job Fairs and career networking events. Each event is attended by a member of the KFUE staff.

During this reporting period KFUE Radio had three Interns.

LCMS Radio hosted a Young Broadcasters academy/ Job Fair on 6/27/2023. There were 6 people in attendance. 5 School age students and 1 adult.

Sarah Gulseth presented at a Career Day 3/23/2023 at Lutheran High School North St. Louis County. Information regarding careers in broadcasting and our internship program presented.

#	Recruitment Initiative	Brief Description of Activity
3	Management and Staff Training	KFUO radio through the LCMS Human Resources Department offers management and staff the opportunity for both personal and career growth with variety of development, business, and management training sessions. These include a mandatory session during the reporting period for all managers and available to all KFUE personnel regarding EEO policies and FCC compliance. Listed on this report are the relevant courses enrolled and/or completed by those on the KFUE management team.

On September 12, 2023, Executive Director Gary Duncan hosted a meeting with all the KFUE staff about EEO and LCMS workplace policies concerning Respect and Professionalism in the workplace with emphasis on Discrimination policies. Gary shared with the staff the EEO rules that are applicable as an FCC licensed radio station.

Associate Executive Director Andy Bates is enrolled in Business Skills for Faith Based Organizations at Concordia University Wisconsin/Ann Arbor, August 2023 – August 2024

Social Media Manager Sarah Gulseth is currently enrolled in a Master of Arts in Organizational Leadership program at Concordia University Irvine.

During this period Executive Director Gary Duncan completed the Linked In Learning Courses provided by LCMS “How to speak so people want to listen”, Creating a great work place for all” and “Talent Management”.

#	Recruitment Initiative	Brief Description of Activity
4	Community Events	KFUO hosts events for the community to educate individuals on the various career opportunities within the field of broadcasting. These include station tours, career days and public lectures from KFUE employees. Dates See list below.

**Type of Activity: Tours**

Type of Activity: Tour

Date of Station Participation: 9/07/2023

LCMS Radio Tour Hosts Mary Schmidt

Participants Vern Vandercar and guest from Seymour, IN.. During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 8/25/2023

LCMS Radio Tour Hosts Mary Schmidt

Participants Amy Colvin and Libby Gutberlet from Lutheran Elementary School Association.. During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 8/24/2023

LCMS Radio Tour Hosts Mary Schmidt and Doug Griebenaw

Participant 51 Students from Concordia Seminary St. Louis. During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 8/2/2023

LCMS Radio Tour Host Dan Darnell

Participant Austin Martin. During the tour he learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 6/15/2023

LCMS Radio Tour Host Rev. Doug Griebenaw

Tour Participants Kevin Harms and Danial Harms. During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 5/21/2023

LCMS Radio Tour Host Rev. Doug Griebenaw

Tour Participant (s) from Immanuel Lutheran School 13 student 3 adults in attendance. During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 5/14/2023

LCMS Radio Tour Host Rev. Doug Griebenaw Tour Participant (s) from St. Paul's Lutheran School 17 student 3 adults in attendance During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 3/28/2023

LCMS Radio Tour Host Rev. Doug Griebenaw

Tour Participant (s) Steve and Grayson Wolters. They learned about LCMS Radio Operations and the many types of careers available within the broadcast industry.

Type of Activity: Tour

Date of Station Participation: 2/21/2023

LCMS Radio Tour Host Rev. Doug Griebenaw

Tour Participant (s) James Buchanan During the tour he learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

**KFUO/KXFN, The Lutheran Church – Missouri Synod, 1333 S. Kirkwood Rd, St. Louis, Mo. 63122**

The Purpose of the EEO Public File Report ("report") is to comply with Section 73.2080(c) (6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KFUA AM, Clayton, MO and KXFN St. Louis it's required to be placed in the public inspection file of these stations and posted on the station's website.

**The information contained in this Report covers the time period beginning October 1, 2022 - September 30, 2023**

The FCC's EEO Rule requires that this Report contain the following information: A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the applicable period for each such vacancy, the recruitment source 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 by name, address, contact person and telephone number the recruitment source that referred the hire for each full-time vacancy during the Applicable Period; 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 a list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

For the purposes of the Report, a vacancy was deemed "filled" not when the offer was extended but when the hire accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone or internet.

**LCMS Radio EEO PLAN**

In compliance with the FCC EEO rule and to ensure a diverse workplace LCMS Radio Stations 1333 S. Kirkwood Road, St. Louis, Missouri have implemented this EEO program.

- Maintain a master recruitment source list and send each organization on the list information regarding any non-religious exempt job opening.
- Participate in at least two job fairs per year and conduct additional career networking initiatives.



- **Provide training to management and staff for personal and career growth along with mandatory training each year on EEO policies, discrimination prevention, workplace ethics and HR policies.**
- **Maintain an ongoing Internship program along with additional educational initiatives.**
- **Present community outreach events to educate regarding career opportunities within broadcasting.**
- **Work with the Missouri Broadcasters Association to distribute their scholarship program information.**