

**KWMU (FM) - St. Louis, Missouri
WQUB (FM) - Quincy, IL
KMST (FM) - Rolla, MO
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(s): KWMU, WQUB, and KMST is required to be placed in the public inspection file of this station and its website.

The information contained in this Report covers the time period beginning October 1, 2022 to and including September 30, 2023 (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(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(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 (if available, website, and phone number (if available));
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.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended or accepted, but on the hiree's start date. A person was deemed "interviewed" whether they were interviewed in person or over the telephone.

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Covering the period from October 1, 2022 - September 30, 2023**

Section 1: Vacancy Information

Full-time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1. Talk Show Host	Staff/retiree referral	6
2. News Director	Staff/retiree referral	5
3. Development Coordinator, Membership	Internal hire	8
4. Fundraising Data Manager	STLPR website	2
5. Afternoon Host/Announcer	Internal hire	6
6. Visual Communications Specialist	UMSL website	8

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, and/or Contact Person)	Total Number of Interviewees Source Provided During This Period	Full-Time Positions for Which This Source Was Utilized
1	University of Missouri - St. Louis, 1 University Blvd., 220 Woods Hall, St. Louis, MO 63121, Phone: (314) 516-5805, https://www.umsi.edu/services/hrs/careers/index.html	1	All
2	St. Louis Public Radio website, 3651 Olive Street, St. Louis, MO 63108, Phone: (314) 516-5968, https://news.stlpublicradio.org/	5	All
3	St. Louis Public Radio social media posts (i.e. Twitter, Facebook, Instagram)		All

4	St. Louis Public Radio staff/retiree referral	7	All
5	St. Louis Public Radio on-air announcements	1	1, 5
6	Non-employee personal referral	1	All
7	Job Posting (Unspecified)	11	All
8	AIGA, 228 Park Ave S, Suite 58603, New York, NY 10003, (212) 807-1990, aiga.org	1	6
9	AIR: Association of Independents in Radio, P.O. Box 220400, Boston, MA 02122 https://airmedia.org/		1
10	African American Development Officers (AADO) Network, 4355J Suite #291, Cobb Parkway Atlanta, GA 30339, https://www.aadonetwork.com/		4
11	Asian American Journalists Association (AAJA), 575 Market Street, San Francisco, CA 94105, https://www.aaja.org/		1
12	Association of Fundraising Professionals (Global), 4200 Wilson Boulevard, Ste 480, Arlington, VA 22203, https://afpglobal.org/		3
13	Association of Fundraising Professionals (St. Louis Chapter), 8050 Watson Road, Ste 240 St. Louis, MO 63119, https://afpstl.org/		4
14	Black Career Women's Network, 1435 Vine St #326, Cincinnati, OH 45202, https://bcwnetwork.com/		4, 5
15	Chronicle of Higher Education, 1255 23rd Street, N.W., Washington, DC 20037, (202) 466-1050, hire, chronicle.com		All
16	Chronicle of Philanthropy, 1255 23rd Street, N.W. Washington, D.C. 20037, https://www.philanthropy.com/		2
17	Circa, 1000 N Water St, Suite 1200, Milwaukee, WI 53202, (800) 984-3775, circaworks.com		All
18	Corporation for Public Broadcasting (CPB Jobline), 401 9th Street, NW, Washington, DC 20004-2129, https://www.cpb.org/	1	1, 2, 4, 5
19	Current (Public Media industry publication, print and online), 4400 Massachusetts Avenue, NW, Suite LL05, Washington, DC 20016-8122, https://www.cpb.org/		2
20	DIVERSE: Issues in Higher Education, 10520 Warwick Avenue, Suite B-4, Fairfax, VA, 22030-3136, Phone: (800) 783-3199, https://diversejobs.net/		All
21	Diversity Awareness Partnership (DAP), 3030 S. Grand Boulevard, #201, St. Louis, MO 63118, Phone: (314) 257-0800, https://dapinclusive.org/		3

22	Diversity in Nonprofit, 260 Peachtree Street, N.W., Ste 2200, Atlanta, GA 30303 https://www.diversityinnonprofit.com/		4
23	Greater Public, 401 North 3rd Street, Suite 601 Minneapolis, MN 55401, Phone: (800) 454-2314, https://www.greaterpublic.org/		1, 2, 5
24	Handshake App (posting on multiple college and university career center job boards), https://joinhandshake.com/		All internships, 3
25	Indeed, https://www.indeed.com/	1	All
26	Indigenous Journalists Association, 395 W. Lindsey, Norman, OK 73019, indigenousjournalists.org		2
27	HigherEdJobs, 328 Innovation Blvd, Suite 235, State College, PA 16803, (814) 861-3080, higheredjobs.com		All
28	Journalism Jobs, Phone: (510) 508-7386, https://www.journalismjobs.com/		1
29	LinkedIn, https://www.linkedin.com/	1	All
30	Livingston Associates (search firm and job posting site), 7345 South Pierce St., Suite 101, Littleton, CO 80128, (410) 243-1974, livingstonassociates.net	4	2
31	Mediabistro (Uncubed Studios), 228 Park Ave S, New York, NY 10003, mediabistro.com		2
32	The Media Job Board, (406) 445-0000, Ext. 4, mediajobboard.com		2
33	Missouri Broadcasters Association (MBA), 1025 Northeast Dr, Jefferson City, MO 65109, Phone: (573) 636-6692, https://www.mbaweb.org/		5
34	National Association of Black Journalists (NABJ), 1100 Knight Hall, Suite 3101, College Park, Maryland 20742, Phone: (301) 405-0248, https://www.nabj.org/		1, 2
35	National Association of Hispanic Journalists (NAHJ), NAHJ Career Center, PO Box 117, Windsor, CA 95492, Phone: (626) 792-3846, https://nahj.org/		1, 2
36	Public Media Business Association (PMBA), 1300 Piccard Drive, Suite LL 14, Rockville, MD 20850, Phone: (240) 844-3600, https://www.pmbaonline.org/		2
37	Public Media Journalists Association (PMJA), P.O. Box 838, Sturgis, SD 57785, https://www.pmja.org/		1, 2
38	The Rome Group, 3120 Locust, St. Louis, MO 63103, Phone: (314) 533-0930, https://www.theromegroup.com/	1	3, 4
39	South Asian Journalists Association, saja.org		2

40	Women of Color in Fundraising & Philanthropy, YFJ CONSULTING, LLC, PO BOX 415, TARRYTOWN, NEW YORK, 10591, https://www.woc-fp.com/		3
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KWMU-FM WQUB-FM KMST-FM St. Louis, MO Covering the period from October 1, 2022 - September 30, 2023 Section 3: Long-Term/Ongoing Recruitment Initiatives Implemented during the period of October 1, 2022 - September 30, 2023					
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	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/1/22 - Ongoing	myLearn Training Library (University of Missouri System)	myLearn's online learning and performance support is sponsored by the University of Missouri (UM) System Office of Human Resources. KWMU staff members can complete online training and education modules in areas such as: annual performance appraisal success factors, technical skill enhancement, certifications, and leadership.	Available to all full-time employees after completion of 6-month probationary period.	UMSL Human Resources staff and other University instructors/personnel.
2	10/1/22 - Ongoing	University of Missouri System / University of Missouri - St. Louis	Every staff member and intern at KWMU is required to complete a UM System training module in myLearn related to Title IX, mandatory reporting responsibilities, and antidiscrimination practices.	Each KWMU staff member and intern completes the annual version of this online training once a year.	UMSL Human Resources staff and other University personnel
3	October 2022 - December 2022	St. Louis Public Radio Paid Internship Program, Fall 2022 semester	Exposed college students and recent graduates to public broadcasting environment and provided paid, on-site and hands-on training and education to interns by working with KWMU department managers and other staff.	Provided a substantive and supportive learning environment for paid interns in each area of KWMU's operation across three semesters. KWMU staff provided department-specific goals, projects, and curriculum for each intern. They also provide evaluations, letters of recommendation, and networking support to participants in the KWMU internship program.	Jess Luther, Chief of Staff, and various departmental managers and other staff at KWMU.
4	10/1/22 - Ongoing	Internship Outreach Program	KWMU's outreach and engagement efforts around internship recruitment take place across multiple channels, which include extensive outreach on the station's social media channels, which reach tens of thousands of followers, posting three times annually on Midwestern university job boards directly or through Handshake, and individual emails and phone calls between STLPR staff and attendees of local job and internship fairs.	KWMU continues to engage with Midwestern colleges and universities via email, social media, and the Handshake app.	Jess Luther, Chief of Staff
5	10/01/22 - Ongoing	KWMU (St. Louis Public Radio) participates in the Public Media for All Coalition to further diversity, equity and inclusion in public media. publicmediaforall.com	Public Media for All is "a diverse coalition of public media workers, led by people of color. [They] are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all."	Senior Leadership Team of KWMU lead the effort on Public Media for All initiatives, with input from any/all staff and the KWMU DEI Working Group.	Madalyn Painter, Director of Marketing & Digital Media, and Tina Pamintuan, CEO
6	January 2023 - May 2023	St. Louis Public Radio Paid Internship Program, Spring 2023 semester	Exposed college students and recent graduates to public broadcasting environment and provided paid, on-site and hands-on training and education to interns by working with KWMU department managers and other staff.	Provided a substantive and supportive learning environment for paid interns in each area of KWMU's operation across three semesters. KWMU staff provided department-specific goals, projects, and curriculum for each intern. They also provide evaluations, letters of recommendation, and networking support to participants in the KWMU internship program.	Jess Luther, Chief of Staff, and various departmental managers and other staff at KWMU.
7	2/22/2023	Saint Louis University In-Person Career Expo	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Digital Media, Talk Show Production, Development, and Special Events, and collected resumes from interested attendees.	KWMU paid for a booth and staffed the booth at this event. KWMU staff followed up with attendees via email whose interests and qualifications matched those preferred for the internship program.	Jess Luther, Chief of Staff

8	3/10/2023	University of Missouri - St. Louis Spring In-Person Career Fair	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Digital Media, Talk Show Production, Development, and Special Events, and collected resumes from interested attendees.	KWMU paid for a booth and staffed the booth at this event. KWMU staff followed up with attendees via email whose interests and qualifications matched those preferred for the internship program.	Jess Luther, Chief of Staff
9	June 2023 - September 2023	St. Louis Public Radio Paid Internship Program, Summer 2023 semester	Exposed college students and recent graduates to public broadcasting environment and provided paid, on-site and hands-on training and education to interns by working with KWMU department managers and other staff.	Provided a substantive and supportive learning environment for paid interns in each area of KWMU's operation across three semesters. KWMU staff provided department-specific goals, projects, and curriculum for each intern. They also provide evaluations, letters of recommendation, and networking support to participants in the KWMU internship program.	Jess Luther, Chief of Staff, and various departmental managers and other staff at KWMU.
10	8/2/23 - 8/6/23	KWMU (St. Louis Public Radio) provided Public Media Village sponsorship and participation at the 2023 National Association of Black Journalists (NABJ), National Association of Hispanic Journalists (NAHJ), and Asian American Journalists Association (AAJA). thinkpublicmedia.org	The Public Media Village is a coalition of more than 30 public media organizations that band together at journalism conferences to strengthen recruitment efforts for journalists in public media who are members of marginalized communities. KWMU (St. Louis Public Radio) provided sponsorship of the Public Media Village and sent staff members to represent the station at NABJ and NAHJ conferences.	Financial sponsorship of Public Media Village, staff presence and participation at NABJ and NAHJ conferences.	Jess Luther, Chief of Staff, organized the effort and reporting and editing staff attended NABJ and NAHJ conferences to represent the station and participate in the conferences.
11	9/15/2023	University of Missouri - St. Louis Fall In-Person Career Fair	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Digital Media, Talk Show Production, Development, and Special Events, and collected resumes from interested attendees.	KWMU paid for a booth and staffed the booth at this event. KWMU staff followed up with attendees via email whose interests and qualifications matched those preferred for the internship program.	Everis Clarke, Senior Development Officer, and Jess Luther, Chief of Staff
12	9/17/2023 - 9/22/2023	Next Generation Radio, nextgenradio.org	Next Gen Radio is a 5-day, audio-focused, digital journalism project. The hybrid (some people in-person, some not) program is designed to give competitively selected participants the opportunity to learn how to report and produce a non-narrated audio piece and a companion multimedia story. Those chosen for the program are paired with a professional journalist, who serves as their mentor for the week, and the chosen participant is paid a stipend for their work.	KWMU hosted the project at the station building and provided full financial sponsorship and staff support, including mentorship, editing and visuals for the Next Generation Radio project in St. Louis.	Jess Luther - Chief of Staff, Brian Heffernan - Interim News Director, Brian Munoz - Photojournalist, Sarah Fentem - Reporter, Brant Jones - Senior Data Visual Specialist, Kate Grumke - Senior Reporter
13	9/27/2023	Harris-Stowe Fall In-Person Internship and Career Fair	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Digital Media, Talk Show Production, Development, and Special Events, and collected resumes from interested attendees.	KWMU paid for a booth and staffed the booth at this event. KWMU staff followed up with attendees via email whose interests and qualifications matched those preferred for the internship program.	Jess Luther, Chief of Staff