

KBIA (FM), Columbia, MO
KAUD (FM), Mexico, MO

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 stations: KBIA, Columbia, MO and KAUD, Mexico, MO and is required to be placed in the public inspection file of the station, and posted on our website.

The information contained in this Report covers the time period beginning October 1, 2011 to and including September 30, 2012 (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 or over the phone.

Appendix 1 to

KBIA and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2011 to September 30, 2012

Section 1: Vacancy Information

Full-time positions filled by job title	Recruitment source of hiree	Total number of interviewees from all sources for this position
1. Reporter (Producer) Harvest Public Media - April 2012	Staff	3
2. On-air Host (Producer) - April 2012	Radio Announcements	6
3. Reporter (Producer) General Assignment - May 2012	Staff	5

Appendix 2 to

KBIA and KAUD Annual EEO Public File Report Form

Covering Period from October 1, 2011 to September 30, 2012

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
National Association of Black-Owned Broadcaster 1155 Connecticut Ave., NW, Suite 600 Washington, DC 20036	0	1, 2 and 3
National Association of Black Journalists 1100 Knight Hall College Park, MD 20742	0	1, 2 and 3
Native American Journalists Association University of Oklahoma 395 West Lindsey Norman, OK 73019-4201	0	1, 2 and 3
Radio Television Digital News Association 4121 Plank Road, #512 Fredericksburg, VA 22407	0	1 and 2
Black Culture Center – MU 813 Virginia Avenue Columbia, MO 65211-1340	0	1, 2 and 3
Missouri Broadcasters Association PO Box 104445 Jefferson City, MO 65110-4445	0	1, 2 and 3
Asian American Journalists Association 53 rd St., Ste. 1108 San Francisco, CA 94103-3212	0	1, 2 and 3
Association for Women in Communications 3337 Duke Street Alexandria, VA 22314	0	1 and 2
Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Avenue NW, 9 th Floor Washington, DC 20004	0	1 and 2
International Women's Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	0	1, 2 and 3
National Association of Black College Broadcasters bcrmail@aol.com lojelks@aol.com	0	1, 2 and 3
National Association of Hispanic Journalists 1000 National Press Building	0	1, 2 and 3

Washington, DC 20045-20001		
National Association of Minority Media Executives 7950 Jones Branch Drive McLean, VA 22102-3302	0	1, 2 and 3
National Lesbian and Gay Journalists Association 1420 K Street NW Washington, DC 20005	0	1, 2 and 3
South Asian Journalists Association Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	0	1, 2 and 3
National Association of Broadcasters 1771 North Street NW Washington, DC 20036	0	1, 2 and 3
David Houghton University of Central Missouri Wood 11 Warrensburg, MO 64093	0	1, 2 and 3
Corporation for Public Broadcasting http://www.cpb.org/jobline	0	1, 2 and 3
KBIA staff	2	1, 2 and 3
Radio Announcements	1	1, 2 and 3
KBIA website www.kbia.org	0	1, 2 and 3
Email	0	2
Twitter#PubJobs	0	3

Appendix 3 to
KBIA and KAUD Annual EEO Public File Report Form
Covering the Period from October 1, 2011 to September 30, 2012

Station Comprising Station Employment Unit: KBIA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KBIA.

1. Scholarship program designed to assist student interested in pursuing a career in broadcasting: Co-fund an annual scholarship with KOMU-TV that is administered by the School of Journalism for broadcast students. The scholarship is designated to provide financial assistance to minorities and women.

September 2011 – May, 2012, The recipient during this time period is a minority awarded the scholarship in May, 2011.

May 2012 – September 2012, The recipient during this time period is a minority awarded the scholarship in May, 2012.

2. Internships designed to assist members of the community to acquire skills needed for broadcast employment:

October 2011 – September 2012, Internship, student anchor/reporter/host worked approximately 720 hours for the KBIA newsroom. Anchored morning 'drive-time' newscasts four days a week, and also reported as needed. This one position was held by three different students at different points during this time frame, the approximation of 720 hours is the total amount of work distributed among those three students. One of the students also hosted a weekly show called "Talking Politics." Were all paid for their work.

Duties included:

- Producing and anchoring morning newscasts
- Posting stories on the station's website
- Booking and interviewing guests for weekly show
- Editing stories and working with students in the Journalism School
- Reporting – including a story aired nationally on NPR's All Things Considered

February 2012 – May 2012, Internship, two underclassmen students worked approximately 50 hours on a volunteer basis as reporters at the station. After shadowing reporters for a few shifts, they were allowed to work together on stories that aired on KBIA and were posted on the website. Unpaid.

Duties included:

- Shadowing other student reporters
- Pitching story ideas to staff
- Reporting both over the phone and out in the field
- Writing news stories

March 2012 – May 2012, Internship, high school student worked approximately 20 hours on a volunteer basis at the station. Helped with posting online; and other duties as assigned. Unpaid.

Duties included:

- Shadowing student reporters and staff
- Assisting our content manager with web production work
- Logged audio tape

October 2011 - May-2012: Internship, student assistants worked approximately 300 hours with KBIA's Content Director approx. 10 hours per week to give technical support to KBIA's several web properties. This one position was held by two different students at different points during this time frame. Students also posted and edited stories, helped to manager ad servers, and organized KBIA content archives. They learned web development in the broadcast context.

August 2011 – December 2011, Internship, student reporter worked approximately 190 hours with producer for “Thinking Out Loud Saturday Sports” website posting articles, photos to the website and creating graphic content. Student received class credit and grading for work.

Duties included:

- Booking and interviewing guests
- Editing stories
- Producing video for website use
- Write introductions to stories
- Organize program archives for the website

August 2011 to December 2011, KBIA Sports Website became the project of students in the “Multimedia Sports Reporting” class at the MU Journalism school. KBIA producer supervises work of the students in the field. For the fall 2011 semester there are seven students (one minority and one female) participating in the project working 5 – 8 hours a week. Students received class credit and grading for work.

Duties included:

- Booking and interviewing guests
- Editing stories
- Producing video for website use
- Write introductions to stories
- Organize program archives for the website

January 2012 to May 2012, KBIA Sports Website continued being the project of students in the “Multimedia Sports Reporting” class at the MU Journalism school. KBIA producer supervises work of the students in the field. For the winter 2012 semester there are ten students (three minorities and four females) participating in the project working 5 – 8 hours a week. Students received class credit and grading for work.

Duties included:

- Booking and interviewing guests
- Editing stories
- Producing video for website use
- Write introductions to stories
- Organize program archives for the website

August 2012 through Fall 2012, KBIA Sports Website continued being the project of students in the “Multimedia Sports Reporting” class at the MU Journalism school. KBIA producer supervises work of the

students in the field. For the fall 2012 semester there are ten students (three minorities and four females) participating in the project working 5 – 8 hours a week. Students received class credit and grading for work.

Duties included:

- Booking and interviewing guests
- Editing stories
- Producing video for website use
- Write introductions to stories
- Organize program archives for the website

3.Participation diversity training by personnel with substantial responsibility in hiring decisions:

September 2011 to May 2012 – participated in Chancellor's Emerging Leaders Program. The goal of the program is to provide participants with tools, experience and resources to enhance their leadership potential – including cultural competency. The Chancellor's Diversity Initiative states "...to learn, teach and thrive in a diverse and cross-cultural environment." Sally Jameson, Business Manager, is the participant in the year long program.

