

**KBIA (FM), Columbia, MO**  
**KAUD (FM), Mexico, MO**  
**KMUC (FM), Columbia, 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 KMUC, Columbia, 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, 2021 to and including September 30, 2022 (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 or email address or website and contact person, 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.

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, KAUD and KMUC Annual EEO Public File Report Form

Covering the Period from October 1, 2021 to September 30, 2022

Section 1:

Full-time positions filled by job title	Recruitment source of hiree	Total number of interviewees from all sources for this position
On-Air and News Producer		3
Long-form Audio Producer and Assistant Professional Practice Professor		2
Engagement Producer		3

## Appendix 2 to

### KBIA and KAUD Annual EEO Public File Report Form

Covering Period from October 1, 2021 to September 30, 2022

### Recruitment Source Information

<b>Recruitment Source (Name, address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions For Which This Source was Utilized</b>
National Association of Black-Owned Broadcaster nabobinfo@nabob.org	0	0
National Association of Black Journalists <a href="https://nabjonline.org/">https://nabjonline.org/</a> jhodge@nabj.org	0	2
Native American Journalists Association University of Oklahoma pamsilas@naja.com	0	2
Radio Television Digital News Association karene@rtdna.org ppelosi@ahint.com	0	3
Black Culture Center- MU bucknerv@missouri.edu	0	0
Missouri Broadcasters Association mgordon@mbaweb.org	0	3
Asian American Journalists Association national@aaja.org	0	2
Association for Women in Communications AWConnect@womencom.org	0	0
Emma L. Bowen Foundation for Minority Interests in Media Phylis.eagle-oldson@nbcuni.com	0	0
International Women's Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	0	0
National Association of Black College Broadcasters	0	0

bcrmail@aol.com lojelks@aol.com		
National Association of Hispanic Journalists NAHJ@nahj.org	0	2
National Association of Minority Media Executives info@tvjobs.org	0	0
The Association of LGBTQ Journalists mblackmun@nlgja.org	0	2
South Asian Journalists Association Columbia Graduate School of Journalism 12resident@saja.org	0	0
National Association of Broadcasters nab@nab.org	0	0
University of Central Missouri Communications Dept - <a href="mailto:JHMoore@ucmo.edu">JHMoore@ucmo.edu</a> KMOS- <a href="mailto:JLong@kmos.org">JLong@kmos.org</a> KMOS@KMOS.org	0	0
Corporation for Public Broadcasting <a href="http://www.c12b.org/jobline">http://www.c12b.org/jobline</a>	2	3
ONA (The Online News Association)	0	2
Radio Announcements	2	3
KBIA Staff	1 (promotion)	3
KBIA website <a href="http://www.kbia.org">www.kbia.org</a>	0 organic (directed to HR Website)	3
MU HRS website <a href="http://hrs.missouri.edu/find-a-job/">http://hrs.missouri.edu/find-a-job/</a>	8 (all applications processed through here)	3
Pubtech@lists.pubtech.org	0	1
Friend/Alumni Network	1	3
MUITCOMMLIST-L@PO.MISSOURI.EDU	0	0

## Appendix 3 to

### KBIA and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2021 to September 30, 2022

Station Comprising Station Employment Unit: KBIA

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

1. Scholarship program designed to assist a 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. KOMU-TV News Department Representative and Missouri School of Journalism Representative, under consultation with a staff member from KBIA, made the selection.

September 2022: The award recipient during this time period is a minority female. The scholarship was awarded in September 2022.

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

October 2021 – September 2022 Student Interns worked approximately 675 hours in KBIA's newsroom. Anchored morning 'drive-time' newscasts five days a week, and also reported as needed. This one position was held by six different students at different points during this time frame, the approximation of 675 hours is the total amount of work distributed among those six students were all paid for their work.

Duties included:

Producing and anchoring morning newscasts

Posting stories on the station's website

Editing stories and working with students in the Journalism School

Reporting

2. Participation in job fairs by personnel with substantial responsibility in hiring decisions:

Summer 2022 – We knew from trainings via General Public and NPR that other stations have had success in attracting diverse candidates by doing active recruitment and tapping their personal and professional networks – in that vein, we specifically reached out to minority-focused programs at station KOPN like One-Mic, to contacts at Lincoln University, and to the disabled community locally and made appeals through our staff to their networks.

Staff also attended local Farmer's Markets and community events as part of our Missouri on Mic community coverage. At several of these events, organic conversations happened with attendees who were recording their own Missouri stories, discussing job openings at KBIA as well as how best to record their own conversations with family and friends.

3. One position, Long-form Audio Producer and Assistant Professional Practice Professor, had two current staff members apply for the position.

4. Engineer continues participation in NAB and the SBE Engineering training program as part of ongoing training and professional development