

## **KBIA (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 station: KBIA, 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, 2008 to and including September 30, 2009 (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, 3 and 4 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 Annual EEO Public File Report Form

Covering the Period from October 1, 2008 to September 30, 2009

Section 1: Vacancy Information

Not applicable because no full-time positions open during the time period covered.



Appendix 2 to  
KBIA Annual EEO Public File Report Form  
Recruitment Sources  
Covering the period from October 1, 2008 to September 30, 2009

Not applicable because no full-time positions open during the time period covered.



Appendix 3 to

KBIA Annual EEO Public File Report Form

Recruitment Source Information

Covering the period from October 1, 2008 to September 30, 2009

Not applicable because no full-time positions open during the time period covered.





## Appendix 4 to

### KBIA Annual EEO Public File Report Form

Covering the Period from October 1, 2008 to September 30, 2009

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.

May, 2008 – May, 2009, The recipient during this time period is a female awarded the scholarship in April, 2008.

September 2009 – May, 2010, The recipient during this time period is a minority female awarded the scholarship in September, 2009.

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

June – July 2009, Participated in the City of Columbia sponsored *Career Awareness Related Experience*. The youth employment and education program is designed to serve the needs of at-risk youth ages 14-18. Trainees are placed in summer jobs with local private and public sector businesses. The KBIA minority trainee worked 20 hours a week – Monday thru Wednesday. General office skills included filing and assisting with mailing projects; production work included data entry as well as using the internet for research.

October 2008 – May 2009, Internship with minority male student to work a three-hour weekly airshift on KBIA, and to assist the full-time programming and production staff for two hours weekly with duties that may include:

- Writing and producing pre-recorded promotional announcements.
- Post-producing pre-recorded programs for broadcast.
- Checking satellite-fed pre-recorded programs for quality.
- Helping to troubleshoot satellite, production, and automation problems that affect programming.
- Shadowing full-time staff in the performance of miscellaneous tasks.

July 2008 – December 2008, Internships with two male student to work 10 to 15 hours weekly with duties that may include:

- Booking and interviewing guests for weekly radio show
- Producing long form features for weekly radio show
- Collecting audio to be used by program producer for weekly radio show
- Cover press conferences for weekly radio show
- Organizing program archives

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

November 10, 2008 – participated in the Job Point Business Expo. Job Point is mid-Missouri's premier employment center, fully accredited by the Rehabilitation Accreditation Commission (CARF). KBIA attendees were John Bailey, Program Director, and Sally Jameson, Business Manager.

May 14, 2009 – participated in the Job Point Business Expo. Job Point is mid-Missouri's premier employment center, fully accredited by the Rehabilitation Accreditation Commission (CARF). KBIA attendees were John Bailey, Program Director, and Sally Jameson, Business Manager.