

## **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 September 24, 2004 to and including September 30, 2005 (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 September 24, 2004 to September 30, 2005

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
Radio Producer	Internal Promotion	1
Total Number of interviewees from all sources for this position		1
Development Coord.	Internal Promotion	1
Total Number of interviewees from all sources for this position		1

Appendix 2 to

KBIA Annual EEO Public File Report Form  
Recruitment Sources

Covering the period from September 24, 2004 to September 30, 2005

Not applicable during this time period because both full-time vacancies were filled by internal promotion.

Appendix 3 to

KBIA Annual EEO Public File Report Form  
Recruitment Source Information  
Covering the period from September 24, 2004 to September 30, 2005

Not applicable during this time period because both full-time vacancies were filled by internal promotion.

## Appendix 4 to

### KBIA Annual EEO Public File Report Form

Covering the Period from September 24, 2004 to September 30, 2005

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.

August, 2004 – May, 2005, The award was split this year between two recipients: a male minority and a female minority. The scholarships were awarded in April 2004.

August, 2005 – May, 2006, The recipient during this time period is a minority female awarded the scholarship in April, 2005.

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

June – August, 2005, 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 - four hours daily Monday thru Friday. General office skills included filing and assisting with mailing projects; production work included data entry as well as using the internet for research.

January – May, 2005, Internship through the University of Missouri's Communication Department. The female student earned 2 credit hours by working 10 hours per week. Duties included a weekly on-air shift and writing and production of promotional announcements.

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

April 14, 2005 – participated in the Job Point Business Expo. Job Point is mid-Missouri's premier employment center. KBIA attendees were John Bailey, Program Director, and Sally Comparato, Business Manager.

August 31, 2005 – participated in the MU Volunteer Fair sponsored by the Voluntary Action Center, a United Way Agency, and the University "Y". KBIA attendees were John Bailey, Program Director, and Sally Comparato, Business Manager.