

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, 2013 to and including September 30, 2014 (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.

KBIA and KAUD Annual EEO Public File Report Form

Section 1:

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Appendix 2 to

KBIA and KAUD Annual EEO Public File Report Form

Covering Period from October 1, 2013 to September 30, 2014

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

Appendix 3 to

KBIA and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2013 to September 30, 2014

Station Comprising Station Employment Unit: KBIA

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

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

October 2013 – September 2014, 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 two different students at different points during this time frame, the approximation of 720 hours is the total amount of work distributed among those two 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

June 2014-September 2014, one underclassmen student worked approximately 320 hours on as a part-time reporter for the Health and Wealth Desk at the station.

Duties included:

- Pitching story ideas to staff

- Reporting both over the phone and out in the field

- Reporting news stories

- Hosting weekly HW show

August 2014-September 2014, one aspiring journalist from the community worked approximately 120 hours on as a part-time reporter for the “Civics Desk” at the station.

Duties included:

- Pitching story ideas to staff

- Reporting both over the phone and out in the field

- Reporting news stories

1. October 2013 – December 2013: Internship, student assistants worked approximately 100 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 one student 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.

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

April 9, 2014 – participated in the Douglass High School Job Fair. Douglass High School is an alternative school for students at risk of not finishing their education, and the school partners with community businesses to provide vocational training to its students. The job fair also was open to the public. KBIA attendee was Trevor Harris, KBIA announcer/producer.