

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, 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, 2017 to and including September 30, 2018 (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, KMUC and KAUD Annual EEO Public File Report Form
Covering the Period from October 1, 2017 to September 30, 2018

Section 1:

Full-time positions filled by job title	Recruitment source of hiree	Total number of interviewees from all sources for this position
1. Asst News Director	Staff and MU HRS Website	3
2. Radio Sales Coordinator	Staff and MU HRS Website	2

Appendix 2 to

KBIA, KMUC and KAUD Annual EEO Public File Report Form

Covering Period from October 1, 2017 to September 30, 2018

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 nabobinfo@nabob.org	0	2
National Association of Black Journalists 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	2
Black Culture Center- MU bucknerv@missouri.edu	0	2
Missouri Broadcasters Association mgordon@mbaweb.org	0	2
Asian American Journalists Association national@aaaja.org	0	2
Association for Women in Communications AWConnect@womencom.org	0	2
Emma L. Bowen Foundation for Minority Interests in Media Phylis.eagle-oldson@nbcuni.com	0	2
International Women's Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	0	2
National Association of Black College Broadcasters bcrmail@aol.com lojelks@aol.com	0	2
National Association of Hispanic Journalists NAHJ@nahj.org	0	2
National Association of Minority Media Executives info@tvjobs.org	0	2
National Lesbian and Gay Journalists Association mblackmun@nlgja.org	0	2

South Asian Journalists Association Columbia Graduate School of Journalism 12resident@saja.org	0	2
National Association of Broadcasters nab@nab.org	0	2
University of Central Missouri Communications Dept— JHMoore@ucmo.edu KMOS— JLong@kmos.org KMOS@KMOS.org	0	2
Corporation for Public Broadcasting http://www.cpb.org/jobline	0	2
Radio Announcements	0	2
KBIA Staff	0	2
KBIA website www.kbia.org	0	2
MU HRS website http://hrs.missouri.edu/find-a-job/	0	2
12ubtech@lists.12ubtech.org	0	2
Friend	0	
		2

**Appendix 3 to
KBIA, KMUC and KAUD Annual EEO Public File Report Form**

Covering the Period from October 1, 2017 to September 30, 2018

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 2018: The award recipient during this time period is a minority male. The scholarship was awarded in September 2018.

2. Internships designed to assist members of the community to acquire skills needed for broadcast employment: (during October 2017 -September 2018 student interns worked approximately x,xxx hours for KBIA's newsroom.

October 2017 September 2018, Internship, student anchor/reporter/host worked approximately 465 hours for the KBIA newsroom. Anchored morning 'drive-time' newscasts two-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 465 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

October 2017 -September 2018, one underclassmen student worked approximately 270 hours on as a part time producers for the talk show Intersection at the station.

Duties included:

- Pitching story ideas to staff
- Reporting both over the phone and out in the field
- Editing talk show together for air
- Other duties as assigned

October 2017 -September 2018, one student worked approximately 160 hours on as a part time reporter for the "Missouri Environment" show at the station.

Duties included:

- Pitching story ideas to staff
- Reporting both over the phone and out in the field
- Reporting news stories

3. Internships designed to assist members of the community to acquire skills needed for broadcast employment: during October 2017–September 2018 student interns worked approximately 234 hours for KBIA in the studio with on-air staff.

October 2017–September 2018, three students worked approximately 234 hours as on-air announcers. Duties included:

- Monitoring network
- Recorded programming
- Producing local on-air breaks

4. Care program

We participated in the Care program over the summer. We had a student who worked 4 hours a day doing office work. Her performance review is attached.

**CARE Work Site Mentor MAIN Survey (ONLY ONE survey per WORK SITE
MENTOR regardless of how many trainees you have) – Summer 2018**

Dear Work Site Mentor:

After every summer, we want to know what we are doing well and what we need to improve upon in the future. With that in mind, I would appreciate if you would complete the included survey and return it to me so that I may know what your opinions are. Please be assured that I am the only one who will see your responses.

After you complete your survey, PLEASE SEAL THE INCLUDED SELF-ADDRESSED ENVELOPE, and then you can:

- Give it to your CARE job coach
- Bring it to End of Summer Program Reception on Thursday, July 26 from 5:00 to 7:00 p.m. at the ARC (1701 West Ash St.)
- Drop it off at the Armory Sports Center (701 East Ash St.), free parking is available on Park St., which is behind/north of the Armory (you can do this when you pick up your final paycheck)
- Mail it to me at 701 East Ash St., Columbia, MO 65201

Or you can:

- Fax it to me at 573-874-7640
- Scan and email it to me at ron.schmidt@CoMo.gov

I would appreciate if you would send your completed survey to me by at least Friday, August 17.

Thank you so much for your invaluable input.

Sincerely,

Ron Schmidt, CARE Supervisor

Work site mentor (your name): Craig Horn

Work site partner (name of your business/agency): KBIA radio at the University of Missouri

The name of your CARE job coach:

<input type="checkbox"/> Ja'Lisa Clark	<input type="checkbox"/> Samantha Lederle	<input type="checkbox"/> Mya McClain	<input type="checkbox"/> Sarah Schulte	<input checked="" type="checkbox"/> Zia Zagarri
<input type="checkbox"/> Tyree Goolsby	<input type="checkbox"/> Michael Lowery	<input type="checkbox"/> Arnulfo Peat	<input type="checkbox"/> Ebonie Shelton	<input type="checkbox"/> I do not remember
<input type="checkbox"/> Bethanie Irons	<input type="checkbox"/> Corissa Mack	<input type="checkbox"/> Kelli Russell	<input type="checkbox"/> Becca Sturgess	

The grade you would give your CARE job coach in terms of at least weekly visits; communication and support; being reachable and available; returning calls, emails, and texts; delivering CARE information, invitations, timesheets, and evaluations; and overall interest in you and your trainee(s).

<input type="checkbox"/> A+	<input type="checkbox"/> B+	<input type="checkbox"/> C+	<input type="checkbox"/> D+	<input type="checkbox"/> F
<input checked="" type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	
<input type="checkbox"/> A-	<input type="checkbox"/> B-	<input type="checkbox"/> C-	<input type="checkbox"/> D-	

What did you like MOST about your CARE job coach? _____

Enthusiasm.

What did you like LEAST about your CARE job coach? _____

Overall, the CARE program:

- Effectively prepares at-risk youth to enter the "real world of work":

☒ Strongly Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Strongly Disagree

- Effectively prepares at-risk youth to hold a longer-term job outside of the CARE Program:

☒ Strongly Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Strongly Disagree

- Allows at-risk youth to gain work real-world hands-on work experience and job skills:

☒ Strongly Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Strongly Disagree

- Allows at-risk youth to be around positive role models:

☒ Strongly Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Strongly Disagree

- Allows at-risk youth to be able to learn from their mistakes without the fear of being fired:

☒ Strongly Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Strongly Disagree

- Teaches at-risk youth to be professional in the work place:

☒ Strongly Agree ☐ Somewhat Agree ☐ Somewhat Disagree ☐ Strongly Disagree

The grade you would give the OVERALL CARE program:

☒ A+

☐ B+

☐ C+

☐ D+

☐ F

☐ A

☐ B

☐ C

☐ D

☐ A-

☐ B-

☐ C-

☐ D-

What did you like MOST about the CARE program? _____

I'm not sure about the other job partners in the program but, in our case, I think it gave our youth participant

an opportunity to see how an office functions and communicates. Also, I think she learned about professional

communication and got some experience working with typical office software.

What did you like LEAST about the CARE program? _____

The submitting of Friday hours by email was a minor inconvenience. For a relatively short-run program, it is

difficult to get in the routine of emailing hours for one day every other week.