

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, 2007 to and including September 30, 2008 (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, 2007 to September 30, 2008

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
Coordinator Membership & Marketing - Nov. 2007	UM On-Line Application	5
Total Number of interviewees from all sources for this position		5
Coordinator Membership & Marketing - Aug. 2008	UM On-Line Application	11
Total Number of interviewees from all sources for this position		11

Appendix 2 to

KBIA Annual EEO Public File Report Form

Covering the Period from October 1, 2007 to September 30, 2008

Coordinator Membership & Marketing

Vacancy #: 1009478

Posted: 10/30/07

Referral Source	# Interviewees from referral source
National Association of Black-Owned Broadcaster 1155 Connecticut Ave., NW, Suite 600 Washington, DC 20036	
American Women in Radio and Television 8405 Greensboro Drive, Suite 800 McLean, VA 22102	
National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716	
Native American Journalists Association University of South Dakota 414 East Clark Street Vermillion, SD 57069	
Radio and Television News Directors Association 1600 K Street, NW, Suite 700 Washington, DC 10006-2838	
Black Culture Center – MU 813 Virginia Avenue Columbia, MO 65211-1340	
Missouri Broadcasters Association PO Box 104445 Jefferson City, MO 65110-4445	
Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102	
Association for Women in Communications 3337 Duke Street Alexandria, VA 22314	
Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Avenue Washington, DC 20004	
International Women's Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	

National Association of Black College Broadcasters PO Box 3191 Atlanta, GA 30302	
National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-20001	
National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182	
National Lesbian and Gay Journalists Association 1420 K Street NW Washington, DC 20005	
Native American Public Telecommunications PO Box 83111 Lincoln, NE 68501	
South Asian Journalists Association Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	
National Association of Broadcasters 1771 North Street NW Washington, DC 20036	
MU On-Line Application https://jobs.missouri.edu/	5
TOTAL	5

Coordinator Membership & Marketing

Vacancy #: 1012472

Posted: 9/4/08

Referral Source	# Interviewees from referral source
National Association of Black-Owned Broadcaster 1155 Connecticut Ave., NW, Suite 600 Washington, DC 20036	
American Women in Radio and Television 8405 Greensboro Drive, Suite 800 McLean, VA 22102	
National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716	

Native American Journalists Association University of South Dakota 414 East Clark Street Vermillion, SD 57069	
Radio and Television News Directors Association 1600 K Street, NW, Suite 700 Washington, DC 10006-2838	
Black Culture Center – MU 813 Virginia Avenue Columbia, MO 65211-1340	
Missouri Broadcasters Association PO Box 104445 Jefferson City, MO 65110-4445	
Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102	
Association for Women in Communications 3337 Duke Street Alexandria, VA 22314	
Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Avenue Washington, DC 20004	
International Women's Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	
National Association of Black College Broadcasters PO Box 3191 Atlanta, GA 30302	
National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-20001	
National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182	
National Lesbian and Gay Journalists Association 1420 K Street NW Washington, DC 20005	
Native American Public Telecommunications PO Box 83111 Lincoln, NE 68501	
South Asian Journalists Association Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	
National Association of Broadcasters 1771 North Street NW Washington, DC 20036	
MU On-Line Application https://jobs.missouri.edu/	11
TOTAL	11

Appendix 3 to

KBIA Annual EEO Public File Report Form

Covering Period from October 1, 2007 to September 30, 2008

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 1155 Connecticut Ave., NW, Suite 600 Washington, DC 20036	0	2
American Women in Radio and Television 8405 Greensboro Drive, Suite 800 McLean, VA 22102	0	2
National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716	0	2
Native American Journalists Association University of South Dakota 414 East Clark Street Vermillion, SD 57069	0	2
Radio and Television News Directors Association 1600 K Street, NW, Suite 700 Washington, DC 10006-2838	0	2
Black Culture Center – MU 813 Virginia Avenue Columbia, MO 65211-1340	0	2
Missouri Broadcasters Association PO Box 104445 Jefferson City, MO 65110-4445	0	2
Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102	0	2
Association for Women in Communications 3337 Duke Street Alexandria, VA 22314	0	2
Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Avenue Washington, DC 20004	0	2
International Women's Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	0	2

National Association of Black College Broadcasters PO Box 3191 Atlanta, GA 30302	0	2
National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-20001	0	2
National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182	0	2
National Lesbian and Gay Journalists Association 1420 K Street NW Washington, DC 20005	0	2
Native American Public Telecommunications PO Box 83111 Lincoln, NE 68501	0	2
South Asian Journalists Association Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	0	2
National Association of Broadcasters 1771 North Street NW Washington, DC 20036	0	2
MU On-Line Application https://jobs.missouri.edu/	16	2

Appendix 4 to

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Covering the Period from October 1, 2007 to September 30, 2008

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, 2007 – May, 2008, The recipient during this time period is a minority female awarded the scholarship in April, 2007.

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

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

January 2008 – May 2008, 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, Internship with 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

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

May 15, 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 Comparato, Business Manager.

August 27, 2008 – 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.

