

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, 2006 to and including September 30, 2007 (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, 2006 to September 30, 2007

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 | Corporation for Public Broadcasting | 1 |
| Total Number of interviewees from all sources for this position | | 1 |
| | | |
| News Director | Internal Promotion | 4 |
| Total Number of interviewees from all sources for this position | | 4 |
| Asst. News Director | UMC On-Line Application | 3 |
| Total Number of interviewees from all sources for this position | | 3 |

Appendix 2 to

KBIA Annual EEO Public File Report Form

Radio Producer

Vacancy: 1004596

Posted: 8/23/06

| Referral Source | # Interviewees from referral source |
|--|---|
| Corporation for Public Broadcasting http://www.cpb.org/jobline/ | 1 |
| MU Web http://web.missouri.edu/~hrswww/hrsmu.htm | - |
| HR Office Contact: Dan Crumly 130 Heinkel Bldg., Columbia MO 573-882-7976 | |
| TOTAL | 1 |

News Director

Vacancy #: 070132

Posted: 7/12/07

| Referral Source | # Interviewees from referral source |
|--|---|
| Corporation for Public Broadcasting http://www.cpb.org/jobline/ | 2 |
| Radio Television News Director Assoc. https://map.rtnda.org/careercenter/CC58SearchForJobs.aspx | - |
| Asian American Journalists Association http://www.aaaja.org/membership/career_listings/ | |
| Native American Journalists Association http://www.naja.com/membership/members_section/opportunities/ | |
| National Association of Black Journalists http://nabj.jobcontrolcenter.com/ | |
| Medialine http://www.medialine.com/ | |

| | |
|--|----------|
| Assoc. for Education in Journalism & Mass Communication http://www.aejmc.org/jobads/ | |
| MU Web http://web.missouri.edu/~hrswww/hrsmu.htm | 2 |
| HR Office Contact: Dan Crumly 130 Heinkel Bldg., Columbia MO 573-882-7976 | |
| TOTAL | 4 |

Radio Producer

Vacancy 1008723

Posted: 8/24/07

| Referral Source | # Interviewees from referral source |
|--|--|
| Corporation for Public Broadcasting http://www.cpb.org/jobline/ | 2 |
| Radio Television News Director Assoc. https://map.rtnda.org/careercenter/CC58SearchForJobs.aspx | - |
| Asian American Journalists Association http://www.aaja.org/membership/career_listings/ | |
| Native American Journalists Association http://www.naja.com/membership/members_section/opportunities/ | |
| National Association of Black Journalists http://nabj.jobcontrolcenter.com/ | |
| Medialine http://www.medialine.com/ | |
| Assoc. for Education in Journalism & Mass Communication http://www.aejmc.org/jobads/ | |
| MU Web http://web.missouri.edu/~hrswww/hrsmu.htm | 1 |
| HR Office Contact: Dan Crumly 130 Heinkel Bldg., Columbia MO 573-882-7976 | |
| TOTAL | 3 |

Appendix 3 to
KBIA Annual EEO Public File Report Form
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 |
|--|---|--|
| <u>National Association of Black-Owned Broadcasters</u> 1155 Connecticut Ave. NW Suite 600 Washington, DC 20036 | 0 | 1 |
| <u>American Women in Radio and Television</u> 8405 Greensboro Dr Suite 800 McLean, VA 22102 | 0 | 1 |
| <u>National Association of Black Journalists</u> 8701-A Adelphi Rd; University of Maryland Adelphi, MD 20783-1716 | 0 | 3 |
| <u>Radio and Television News Directors Association</u> 1600 K Street NW Suite 700 Washington, DC 10006-2838 | 0 | 3 |
| <u>Black Culture Center - MU</u> 813 Virginia Ave Columbia, MO 65211-1340 | 0 | 1 |
| <u>Missouri Broadcasters Association</u> P.O. Box 104445 Jefferson City, MO 65110-4445 www.mbaweb.org | 0 | 1 |
| <u>Asian American Journalists Association</u> 1182 Market St. Suite 320 San Francisco, CA 94102 | 0 | 3 |
| <u>Association For Women in Communications</u> 3337 Duke Street Alexandria, VA 22314 | 0 | 1 |
| <u>Emma L. Bowen Foundation for Minority Interests in Media</u> 1299 Pennsylvania Ave. NW, 11 th Floor Washington, DC 20004 | 0 | 1 |
| <u>International Women's Media Foundation</u> 1625 K Street NW, Suite 1275 Washington, DC 20006 | 0 | 1 |
| <u>National Association of Black College Broadcasters</u> | | |

| | | |
|--|---|---|
| P.O. Box 3191 Atlanta, GA 30302 | 0 | 1 |
| <u>National Association of Hispanic Journalists</u> 1000 Natl. Press Building Washington, DC 20045-2001 | 0 | 1 |
| <u>National Association of Minority Media Executives</u> 1921 Gallows Rd, Suite 600 Vienna, VA 22182 | 0 | 1 |
| <u>National Lesbian and Gay Journalists Association</u> 1420 K St NW Washington, DC 20005 | 0 | 1 |
| <u>Native American Journalist Association</u> University of South Dakota; 414 E Clark St. Vermillion, SD 57069 | 0 | 3 |
| <u>Native American Public Telecommunications</u> P.O. Box 83111 Lincoln, NE 68501 | 0 | 1 |
| <u>South Asian Journalists Association</u> Columbia Graduate School of Journalism 2050 Broadway New York, NY 10027 | 0 | 1 |
| <u>National Association of Broadcasters</u> 1771 N Street NW Washington, DC 20036 www.nab.org | 0 | 1 |
| <u>Medialine</u> http://www.medialine.com/ | 0 | 2 |
| <u>Assoc. for Education in Journalism & Mass Communication</u> http://www.aejmc.org/jobads/ | 0 | 2 |
| <u>Corporation for Public Broadcasting</u> http://www.cpb.org/jobline/ | 2 | 4 |
| <u>MU Web</u> http://web.missouri.edu/~hrswww/hrsmu.htm | 1 | 3 |

Appendix 4 to

KBIA Annual EEO Public File Report Form

Covering the Period from October 1, 2006 to September 30, 2007

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, 2006 – May, 2007, The recipient during this time period is a minority female awarded the scholarship in April, 2006.

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

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

June 2007, 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 – five hours Monday and Wednesday 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.

August 2006 – August 2007, Internship with minority male 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.

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

May 2, 2007 – 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 29, 2007 – 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.