

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, 2014 to and including September 30, 2015 (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 and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2014 to September 30, 2015

Section 1:

Full-time positions filled by job title	Recruitment source of hiree	Total number of interviewees from all sources for this position
1. Health Reporter	Internal Promotion	2
2. Health Reporter	CPB Website	2
3. Assistant News Director	Referral	2
4. Traffic Manager	Referral	4
5. Membership Coordinator	MU HRS Website	4
6. Digital Director	Referral	3
7. Sales Manager	Referral	1

Appendix 2 to

KBIA and KAUD Annual EEO Public File Report Form

Covering Period from October 1, 2014 to September 30, 2015

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	1-7
National Association of Black Journalists jhodge@nabj.org	0	1-7
Native American Journalists Association University of Oklahoma pamsilas@naja.com	0	1-7
Radio Television Digital News Association karene@rtdna.org ppelosi@ahint.com	0	1-7
Black Culture Center – MU bucknerv@missouri.edu	0	1-7
Missouri Broadcasters Association mgordon@mbaweb.org	0	1-7
Asian American Journalists Association national@aaja.org	0	1-7
Association for Women in Communications AWConnect@womencom.org	0	1-7
Emma L. Bowen Foundation for Minority Interests in Media Phylis.eagle-oldson@nbcuni.com	0	1-7
International Women's Media Foundation 1625 K Street, NW, Suite 1275 Washington, DC 20006	0	1-7
National Association of Black College Broadcasters bcrmail@aol.com lojelks@aol.com	0	1-7
National Association of Hispanic Journalists NAHJ@nahj.org	0	1-7
National Association of Minority Media Executives info@tvjobs.org	0	1-7
National Lesbian and Gay Journalists Association mblackmun@nlgja.org	0	1-7

South Asian Journalists Association Columbia Graduate School of Journalism president@saja.org	0	1-7
National Association of Broadcasters nab@nab.org	0	1-7
University of Central Missouri Communications Dept – JHMoore@ucmo.edu KMOS – JLong@kmos.org KMOS@KMOS.org	0	1-7
Corporation for Public Broadcasting http://www.cpb.org/jobline	1	1-7
Radio Announcements	0	1-7
KBIA Staff	1	1-7
KBIA website www.kbia.org	0	1-7
MU HRS website http://hrs.missouri.edu/find-a-job/	1	1-7
pubtech@lists.pubtech.org	0	1-7
Friend	4	1-7
MUITCOMMLIST-L@PO.MISSOURI.EDU	0	1-7

Appendix 3 to

KBIA and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2014 to September 30, 2015

Station Comprising Station Employment Unit: KBIA

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

1. Scholarships 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.

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

October 2014 – September 2015, 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

October 2014 -September 2015, three underclassmen student worked approximately 1200 hours on as a part time reporters 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

October 2014 -September 2015, one aspiring journalist from the community and two underclassmen worked approximately 700 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