

**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, 2012 to and including September 30, 2013 (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; There were no full-time vacancies during this 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 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: Vacancy Information: There were no full-time positions vacant during this time period.

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Appendix 2 to

KBIA and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2012 to September 30, 2013

Section 2: Recruitment Source Information: There were no full-time positions vacant during this time period.

Regularly air announcements asking for organizations interested in receiving employment information to contact us. None have responded.

Appendix 3 to

KBIA and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2012 to September 30, 2013

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.

September 2012 – May, 2013, The award recipient during this time period is a minority female. The scholarship was awarded in May, 2012.

May 2013 – September 2013, The award recipient during this time period is a minority female. The scholarship was awarded in May, 2013.

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

October 2012 – September 2013, 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 three different students at different points during this time frame; the approximation of 720 hours is the total amount of work distributed among those three 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

September 2012 - May-2013: Internship, student assistant worked approximately 300 hours with KBIA's Content Director approx. 10 hours per week to give technical support to KBIA's several web properties. The students also posted and edited stories, helped to manage ad servers, compiled web metrics and statistics reports and organized KBIA content archives. The student also logged tape for broadcast producers.

October 2012 – September 2013, Eight student reporters worked approximately 15 hours per week for either 10 or 15 weeks for a total of 150 to 225 hours per student for Multimedia Sports Reporting Class. Students covered athletic events for University of Missouri teams, wrote and edited stories for KBIA website, and produced video pieces and photo coverage of games, and audio piece for KBIA. Student received class credit and grading for work.