

KWMU (FM) - St. Louis, Missouri
WQUB (FM) - Quincy, IL
KMST (FM) - Rolla, MO & Lebanon, MO
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(s): KWMU, WQUB, and KMST is required to be placed in the public inspection file of this station and its 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(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(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.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended or accepted, but on the hiree's start date. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

KWMU-FM WQUB-FM KMST-FM St. Louis, MO Covering the period from October 1, 2017 - September 30, 2018 Section 1: Vacancy Information

Full-time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1. News Producer/Afternoon Newscaster	KWMU employee	4
2. Digital Reporter	KWMU employee	1
3. Reporter, CPB Project	Journalismnext.com	3
4. Fellow, CPB Project	Indeed.com	4
5. Editor, CPB Project	STLPR job posting	1
6. Editor, Politics & Education	Personal referral (non-employee)	2
7. Editor, Newscast & Business	Direct promotion	1
8. Digital Engagement Producer	KWMU employee	2
9. Weekend Newscaster/Reporter	CPB	1
10. Talk Show Producer	STLPR job posting	4
11. Afternoon Host/Producer	Internal hire	3
12. Morning Host/Announcer	Internal hire	4
13. Financial Accountant/Analyst	UMSL job posting	1
14. Editor, Digital & Special Projects	KWMU employee	3
15. and 16. Development Coordinator (2)	Job posting, Indeed.com	5
17. Health Reporter	Personal referral (non-employee)	1
18. Economic Development Reporter	KWMU employee	2
19. Arts & Culture Reporter	CPB	2
20. Special Events Director	KWMU employee	5
21. Operations Manager	Internal hire	2
22. Talk Show Executive Producer	Direct promotion	1

23. Sr. Operations Specialist	Direct promotion	1
24. Talk Show Producer	KWMU employee	4

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, and/or Contact Person)	Total Number of Interviewees Source Provided During This Period	Full-Time Positions for Which This Source Was Utilized
1	University of Missouri - St. Louis Human Resources Website One University Blvd. St. Louis, MO 63121	1	All positions
2	St. Louis Public Radio Website 3651 Olive Street St. Louis, MO 63108	6	All positions
3	St. Louis Public Radio Social Media Posts 3651 Olive Street St. Louis, MO 63108	3	All positions except direct promotions
4	Higher Education Recruitment Consortium (STL-area) 7509 Forsyth Blvd, Ste 156 St. Louis, MO 63105	0	All positions except direct promotions
5	Corporation for Public Broadcasting (cpb.org/jobline)	3	All positions except direct promotions
6	JournalismJobs.com	0	1-6, 8-12, 14, 17-19, 21, 24
7	LinkedIn 2029 Sterling Court Mountain View, CA 94043	3	All positions except direct promotions
8	University of Missouri School of Journalism Career Center Columbia, MO 65211	0	3, 8, 18, 19
9	Missouri Broadcasters Association P.O. Box 104445 Jefferson City, MO 65110	0	1, 2, 8-12, 14, 17-19, 21, 24
10	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045	0	1-6, 8-10, 14, 17-19, 24
11	National Association of Black Journalists 8701A Adelphi Road Adelphi, MD 20783-1716	3	1-6, 8-12, 14, 17-20, 24
12	The St. Louis American Classifieds 2315 Pine St. Louis, MO 63103	0	All positions except direct promotions
13	Diversity Awareness Partnership 815 Olive Street, Ste 22 St. Louis, MO 63101	0	All positions except direct promotions

14	Public Media Business Association 7918 Jones Branch Dr, Ste 300 McLean, VA 22102	0	All positions except direct promotions
15	Indeed.com	4	All positions except direct promotions
16	The Rome Group 3120 Locust St. Louis, MO 63103	1	13, 15, 16, 20
17	The Creative Group 211 N Broadway #1250 St. Louis, MO 63102	0	None
18	Greater Public 401 North 3rd Street, Suite 601 Minneapolis, MN 55401	0	20, 21, 24
19	Society of Professional Engineers https://www.nspe.org/	0	None
20	Glassdoor.com	2	All positions except direct promotions
21	Current.org	1	10, 21, 24
22	Journalismnext.com	1	1-5, 7-12, 14, 17-19, 21, 24
23	STLegalist.com	0	None
24	Craigslist.org	0	11, 12, 15, 16
25	Job Posting (unspecified)	5	All positions except direct promotions
26	Personal referral (KWMU employee)	13	All positions except direct promotions
27	Personal referral (non-employee)	3	All positions except direct promotions
28	Other (unspecified)	4	All positions except direct promotions

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Section 3: Long-Term/Ongoing Recruitment Initiatives

Implemented during the period of October 1, 2017 - September 30, 2018

	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/1/17 - Ongoing	Training programs designed to encourage station personnel to acquire skills that could enable them to obtain higher level positions within the University/organization.	The University of Missouri-St. Louis provides employees, including KWMU employees, with opportunities to attend relevant training programs and seminars through their respective departments. In addition, staff members of the University of Missouri-St. Louis receive a comprehensive educational benefit program. Employees are able to pursue academic learning in their area of interest or career path.	Available to all full-time employees after completion of 6-month probationary period.	UMSL Human Resources staff and other University instructors/personnel.
2	10/1/17 - Ongoing	St. Louis Public Radio Internship Program	Expose college students and recent graduates to public broadcasting environment and to provide paid, on-site and hands-on training and education by working with KWMU department managers.	Host interns and practicum students from area colleges majoring in broadcasting or communications for hourly payment, credit hours, and hands-on experience.	Jessica Luther, Sr. Business Operations Specialist, and various departmental managers at KWMU.
3	10/1/17 - Ongoing	Local college/university internship and career fairs including Webster University, University of Missouri - St. Louis, and St. Louis University.	KWMU staff discussed paid internship opportunities at the station in the following departments: Digital Media/Design, Production (2 tracks), News, Development, and Special Events/Community Outreach.	KWMU had a booth at this event staffed by a KWMU employee member with printed information on internship opportunities and the station in general.	Jessica Luther, Sr. Business Operations Specialist