

**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, 2018 to and including September 30, 2019 (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.

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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. Investigative Reporter/Coordinator	Indeed	3
2. Economic Development Reporter	Employee Referral	3
3. Statehouse/Politics Reporter	Employee Referral	4
4. Politics Reporter	Employee Referral	6
5. Sharing America Reporter	Employee Referral	3
6. Executive Producer, On-Demand & Content Partnerships	Internal Hire	4
7. Senior Producer, Talk Show	CPB	1
8. Talk Show Host/Producer	Employee Referral	3
9. and 10. Co-Host/Producer, We Live Here (2)	STLPR Website, Unspecified Job Posting	4
11. Associate Development Director, Major Gifts	STLPR On-Air Announcement	3
12. Senior Development Officer, Major Gifts	Employee Referral	3
13. Fundraising Data Manager	Employee Referral	2
14. Development Associate, Data Entry	Direct Promotion	1

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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	0	All positions
2	St. Louis Public Radio Website 3651 Olive Street St. Louis, MO 63108	3	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) Website	1	All positions except direct promotions
6	JournalismJobs.com	1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
7	LinkedIn Website	1	All positions except direct promotions
8	Chronicle of Philanthropy Website	0	11, 12
9	Missouri Broadcasters Association Website	0	7, 8
10	National Association of Hispanic Journalists Website	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
11	National Association of Black Journalists Website	1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
12	Native American Journalists Association Website	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
13	The St. Louis American Classifieds 2315 Pine St. Louis, MO 63103	0	All positions except direct promotions
14	Diversity Awareness Partnership Website	0	All positions except direct promotions
15	Public Media Business Association Website	0	All positions except direct promotions
16	Indeed.com	2	All positions except direct promotions
17	The Rome Group Website	0	11, 12, 13

18	Greater Public Website	0	1 2, 4, 5, 6, 9, 10, 11, 12, 13
19	Glassdoor.com	1	All positions except direct promotions
20	Current.org	1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 13
21	Journalismnext.com	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10
22	St. Louis Public Radio (KWMU 90.7 FM) On-Air Announcements	2	11, 12, 13
23	Poynter Website	0	4, 5, 9, 10
24	Public Radio News Directors Inc. Website	0	4, 5, 7, 8, 9, 10
25	Radio Television Digital News Assn. Website	0	2, 4, 5
26	Society for Advancing Business Editing & Writing Website	0	2
27	Society of Professional Journalists	0	4, 5
28	Asian American Journalists Association Website	0	2, 4, 5
29	Investigative Reporters & Editors, Inc. (IRE) Website	1	1
30	Job Posting (unspecified)	7	All positions except direct promotions
31	Personal referral (KWMU employee)	9	All positions except direct promotions
32	Personal referral (non-employee)	1	All positions except direct promotions
33	Other/Unspecified	5	All positions except direct promotions

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**Section 3: Long-Term/Ongoing Recruitment Initiatives
Implemented during the period of October 1, 2018 - September 30, 2019**

	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/1/18 - 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	10/1/18 - 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	10/1/18 - 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: Newsroom, Marketing, Web Design/Development, Talk Show Production (2 tracks), Development, and Special Events.	KWMU staffs a booth at these events with printed information on internship opportunities and the station in general.	Jessica Luther, Sr. Business Operations Specialist
4	10/1/18 - Ongoing	Presence at minority journalism conferences	KWMU staffed and provided a financial investment at the NABJ/NAHJ conference to participate in the Public Media Village recruitment and networking initiative.	Booth is staffed by KWMU conference attendees.	Holly Edgell, Editor
5	10/1/18 - Ongoing	Internship Outreach Program	Initiated email program to reach out to various Missouri and Illinois colleges and universities informing career centers and degree programs of the availability of paid KWMU internships.	KWMU continues to engage with Midwestern colleges and universities via email, social media, and the Handshake app.	Jessica Luther, Sr. Business Operations Specialist