

**KWMU (FM) - St. Louis, Missouri  
WQUB (FM) - Quincy, IL  
KMST (FM) - Rolla, 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, 2020 to and including September 30, 2021 (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 (if available, website, and phone number (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.

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 they were 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. Senior Producer, On-Demand and Content Partnerships	Internal hire	11
2. Development Coordinator: Data Management	Indeed	6
3. Midwest Newsroom Investigative Editor	Current.org	4
4. General Manager	Livingston Associates	Outsourced to Livingston Assoc. by UMSL
5. Associate Development Director for Membership	Rome Group	6
6. Statehouse Reporter	Employee referral	6
7. Business Support Specialist II	LinkedIn	4
8. Photojournalist	Current.org	7

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**Section 2: Recruitment Source Information**

	<b>Recruitment Source (Name, Address, Telephone Number, and/or Contact Person)</b>	<b>Total Number of Interviewees Source Provided During This Period</b>	<b>Full-Time Positions for Which This Source Was Utilized</b>
1	University of Missouri - St. Louis, 1 University Blvd., 220 Woods Hall, St. Louis, MO 63121, Phone: (314) 516-5805, <a href="https://www.umsl.edu/services/hrs/careers/index.html">https://www.umsl.edu/services/hrs/careers/index.html</a>	0	All
2	St. Louis Public Radio website, 3651 Olive Street, St. Louis, MO 63108, Phone: (314) 516-5968, <a href="https://news.stlpublicradio.org/">https://news.stlpublicradio.org/</a>	7	All
3	St. Louis Public Radio social media posts (i.e. Twitter, Facebook, Instagram)	2	1, 3, 6, 8
4	St. Louis Public Radio staff referral	10	All
5	Non-employee personal referral	4	1, 3
6	Job Fair (Unspecified)	1	6
7	Asian American Journalists Association (AAJA), 575 Market Street, San Francisco, CA 94105, <a href="https://www.ajaa.org/">https://www.ajaa.org/</a>	0	1, 3, 6, 8
8	Chronicle of Philanthropy, 1255 23rd Street, N. W. Washington, D.C. 20037, <a href="https://www.philanthropy.com/">https://www.philanthropy.com/</a>	0	5
9	Corporation for Public Broadcasting (CPB Jobline), 401 9th Street, NW, Washington, DC 20004-2129, <a href="https://www.cpb.org/">https://www.cpb.org/</a>	0	1, 3, 5, 6, 7, 8
10	Current (Public Media industry publication, print and online), 4400 Massachusetts Avenue, NW, Suite LL05, Washington, DC 20016-8122, <a href="https://www.cpb.org/">https://www.cpb.org/</a>	2	1, 3, 5, 6
11	DIVERSE: Issues in Higher Education, 10520 Warwick Avenue, Suite B-4, Fairfax, VA, 22030-3136, Phone: (800) 783-3199, <a href="https://diversejobs.net/">https://diversejobs.net/</a>	0	All
12	Diversity Awareness Partnership (DAP), 3030 S. Grand Boulevard, #201, St. Louis, MO 63118, Phone: (314) 257-0800, <a href="https://dapinclusive.org/">https://dapinclusive.org/</a>	0	All
13	Greater Public, 401 North 3rd Street, Suite 601 Minneapolis, MN 55401, Phone: (800) 454-2314, <a href="https://www.greaterpublic.org/">https://www.greaterpublic.org/</a>	0	5
14	Handshake App (posting on multiple college and university career center job boards), <a href="https://joinhandshake.com/">https://joinhandshake.com/</a>	0	2
15	Inside Higher Ed, 1150 Connecticut Avenue NW, Suite 400, Washington, DC 20036, Phone: (202) 659-9208, <a href="https://insidehighered.com/">https://insidehighered.com/</a>	0	All

16	Indeed, <a href="https://www.indeed.com/">https://www.indeed.com/</a>	4	All
17	Investigative Reporters & Editors, 141 Neff Annex, Missouri School of Journalism, Columbia, MO 65211, Phone: (573) 882-2042, <a href="https://www.ire.org/">https://www.ire.org/</a>	0	3
18	Journalism Jobs, Phone: (510) 508-7386, <a href="https://www.journalismjobs.com/">https://www.journalismjobs.com/</a>	1	1, 3, 6, 8
19	Journalism Next (job and community website for minority journalists and media professionals), Phone: (703) 629-0178, <a href="https://www.journalismnext.com/">https://www.journalismnext.com/</a>	0	1, 3, 6, 8
20	Local Job Network (multiple job boards), 1000 N Water St., Milwaukee, WI 53202, Phone: (800) 984-3775, <a href="https://circaworks.com/">https://circaworks.com/</a>	0	All
21	LinkedIn, <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	8	All
22	Missouri Diversity, 11271 Ventura Blvd., Suite 151, Studio City, CA 91604, Phone: (818) 530-4852, <a href="http://www.diversity-jobs.com/">http://www.diversity-jobs.com/</a>	0	All
23	Missouri Broadcasters Association (MBA), 1025 Northeast Dr, Jefferson City, MO 65109, Phone: (573) 636-6692, <a href="https://www.mbaweb.org/">https://www.mbaweb.org/</a>	0	1, 6
24	National Association of Black Journalists (NABJ), 1100 Knight Hall, Suite 3101, College Park, Maryland 20742, Phone: (301) 405-0248, <a href="https://www.nabj.org/">https://www.nabj.org/</a>	0	1, 3, 6, 8
25	National Association of Hispanic Journalists (NAHJ), NAHJ Career Center, PO Box 117, Windsor, CA 95492, Phone: (626) 792-3846, <a href="https://nahj.org/">https://nahj.org/</a>	0	1, 3, 6, 8
26	Online News Association (ONA), 1111 North Capitol Street NE, 2nd Floor, Washington, DC 20002, Phone: 202-503-9222, <a href="https://journalists.org/">https://journalists.org/</a>	0	3
27	Public Media Business Association (PMBA), 1300 Piccard Drive, Suite LL 14, Rockville, MD 20850, Phone: (240) 844-3600, <a href="https://www.pmbaonline.org/">https://www.pmbaonline.org/</a>	0	2, 3, 5, 6
28	Public Media Journalists Association (PMJA), P.O. Box 838, Sturgis, SD 57785, <a href="https://www.pmja.org/">https://www.pmja.org/</a>	0	1, 3, 6, 8
29	Poynter Institute, 801 Third St. South, St. Petersburg, FL 33701, Phone: (727) 821-9494, <a href="https://www.poynter.org/">https://www.poynter.org/</a>	0	3
30	The Rome Group, 3120 Locust, St. Louis, MO 63103, Phone: (314) 533-0930, <a href="https://www.theromegroup.com/">https://www.theromegroup.com/</a>	5	2, 5
31	Radio Television Digital News Association (RTDNA), 1150 Connecticut Avenue NW, Suite 400, Washington, DC 20036, Phone: (202) 659-9208, <a href="https://www.rtdna.org/">https://www.rtdna.org/</a>	0	1, 3

32	State of Missouri Job Board, Office of Workforce Development (Central Office), 301 W. High Street , P.O. Box 1087 , Jefferson City, MO 65102 , Phone: (866) 506-0251, <a href="https://jobs.mo.gov/">https://jobs.mo.gov/</a>	0	All
33	Women of Color in Fundraising & Philanthropy, YFJ CONSULTING, LLC, PO BOX 415, TARRYTOWN, NEW YORK, 10591, <a href="https://www.woc-fp.com/">https://www.woc-fp.com/</a>	0	5

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**Section 3: Long-Term/Ongoing Recruitment Initiatives  
Implemented during the period of October 1, 2020 - September 30, 2021**

	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/1/20 - Ongoing	myLearn Training Library (University of Missouri System)	myLearn's online learning and performance support is sponsored by the University of Missouri (UM) System Office of Human Resources. KWMU staff members can complete online training and education modules in areas such as: annual performance appraisal success factors, technical skill enhancement, certifications, and leadership.	Available to all full-time employees after completion of 6-month probationary period.	UMSL Human Resources staff and other University instructors/personnel.
2	10/1/20 - Ongoing	University of Missouri System / University of Missouri - St. Louis	Every staff member and intern at KWMU is required to complete a UM System training module in myLearn related to Title IX, mandatory reporting responsibilities, and antidiscrimination practices.	Each KWMU staff member and intern completes the annual version of this online training once a year.	UMSL Human Resources staff and other University personnel.
3	10/1/20 - Ongoing	St. Louis Public Radio Paid 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 and other staff.	Provide a substantive and supportive learning environment for paid interns in each area of KWMU's operation across three semesters. KWMU staff provides department-specific goals, projects, and curriculum for each intern. They also provide evaluations, letters of recommendation, and networking support to participants in the KWMU internship program.	Jess Luther, Sr. Business Operations Specialist, and various departmental managers and other staff at KWMU.
4	10/1/20 - Ongoing	Internship Outreach Program	KWMU's outreach and engagement efforts around internship recruitment take place across multiple channels, which include extensive outreach on the station's social media channels, which reach tens of thousands of followers, posting three times annually on Midwestern university job boards directly or through Handshake, and individual emails and phone calls between STLPR staff and attendees of local job and internship fairs.	KWMU continues to engage with Midwestern colleges and universities via email, social media, and the Handshake app.	Jess Luther, Sr. Business Operations Specialist
5	10/1/20 - Ongoing	Local college/university internship and career fairs including Truman State University, University of Missouri - St. Louis, and St. Louis University.	KWMU staff discusses paid internship opportunities at the station in the following departments: Newsroom, Marketing, Digital Media, 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. KWMU staff communicates with job fair attendants who reach out after the fairs to provide further application guidance, or station or internship program information.	Jess Luther, Sr. Business Operations Specialist

6	11/10/20 - Ongoing	KWMU (St. Louis Public Radio) joined the Public Media for All Coalition to further diversity, equity and inclusion in public media. <a href="https://www.publicmediaforall.com/">https://www.publicmediaforall.com/</a>	Public Media for All is "a diverse coalition of public media workers, led by people of color. [They] are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all."	Senior Leadership Team of KWMU lead the effort on Public Media for All initiatives, with input from any/all staff and the KWMU DEI Working Group.	Tom Livingston, Interim General Manager
7	July 2021 - Ongoing	KWMU contracted with Sons & Daughters of Saint Louis	Sons & Daughters of Saint Louis executed, analyzed and shared results with all staff a comprehensive survey with a lens on racial equity. SDSL continues to provide training, coaching and mediation sessions to individual staff, small groups and large staff groups through the perspectives of diversity, equity and inclusion.	All staff	Tom Livingston, Interim General Manager