

**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, 2021 to and including September 30, 2022 (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.

**KWMU-FM
WQUB-FM
KMST-FM
St. Louis, MO
Covering the period from October 1, 2021 - September 30, 2022**

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. Education Reporter	Staff/retiree referral	2
2. Engagement Editor	Staff/retiree referral	9
3. Economic Development Reporter	Staff/retiree referral	2
4. Talk Show Producer	STLPR website	7
5. Talk Show Producer	Staff/retiree referral	7
6. Development Director	Staff/retiree referral	8
7. Sr. Development Officer, Major Gifts	Indeed	3
8. Communications Specialist	LinkedIn	11

**KWMU-FM
WQUB-FM
KMST-FM
St. Louis, MO
Covering the period from October 1, 2021 - September 30, 2022**

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, 1 University Blvd., 220 Woods Hall, St. Louis, MO 63121, Phone: (314) 516-5805, https://www.umsi.edu/services/hrs/careers/index.html	0	All
2	St. Louis Public Radio website, 3651 Olive Street, St. Louis, MO 63108, Phone: (314) 516-5968, https://news.stlpublicradio.org/	2	All

3	St. Louis Public Radio social media posts (i.e. Twitter, Facebook, Instagram)	4	4, 5, 8
4	St. Louis Public Radio staff/retiree referral	15	All
5	Non-employee personal referral	3	All
6	Job Posting (Unspecified)	7	All
7	AIR: Association of Independents in Radio, P.O. Box 220400, Boston, MA 02122 https://airmedia.org/	0	2, 3, 4, 5
8	African American Development Officers (AADO) Network, 4355J Suite #291, Cobb Parkway Atlanta, GA 30339, https://www.aadonetwork.com/	0	6, 7
9	Asian American Journalists Association (AAJA), 575 Market Street, San Francisco, CA 94105, https://www.ajaa.org/	0	1, 2, 3, 4, 5
10	Association of Fundraising Professionals (Global), 4200 Wilson Boulevard, Ste 480, Arlington, VA 22203, https://afpglobal.org/	0	6, 7
11	Association of Fundraising Professionals (St. Louis Chapter), 8050 Watson Road, Ste 240 St. Louis, MO 63119, https://afpstl.org/	0	6, 7
12	Black Career Women's Network, 1435 Vine St #326, Cincinnati, OH 45202, https://bcwnetwork.com/	0	3, 5, 8
13	Chronicle of Philanthropy, 1255 23rd Street, N.W. Washington, D.C. 20037, https://www.philanthropy.com/	0	6, 7
14	Corporation for Public Broadcasting (CPB Jobline), 401 9th Street, NW, Washington, DC 20004-2129, https://www.cpb.org/	0	1, 2, 3, 6, 7, 8
15	Current (Public Media industry publication, print and online), 4400 Massachusetts Avenue, NW, Suite LL05, Washington, DC 20016-8122, https://www.cpb.org/	0	All
16	DIVERSE: Issues in Higher Education, 10520 Warwick Avenue, Suite B-4, Fairfax, VA, 22030-3136, Phone: (800) 783-3199, https://diversejobs.net/	0	All
17	Diversity Awareness Partnership (DAP), 3030 S. Grand Boulevard, #201, St. Louis, MO 63118, Phone: (314) 257-0800, https://dapinclusive.org/	1	All
18	Diversity in Nonprofit, 260 Peachtree Street, N.W., Ste 2200, Atlanta, GA 30303 https://www.diversityinnonprofit.com/	0	6, 7
19	Greater Public, 401 North 3rd Street, Suite 601 Minneapolis, MN 55401, Phone: (800) 454-2314, https://www.greaterpublic.org/	0	1, 2, 3, 5, 6, 8
20	Handshake App (posting on multiple college and university career center job boards), https://joinhandshake.com/	0	Internships only

21	Inside Higher Ed, 1150 Connecticut Avenue NW, Suite 400, Washington, DC 20036, Phone: (202) 659-9208, https://insidehighered.com/	0	All
22	Indeed, https://www.indeed.com/	6	All
23	Journalism Jobs, Phone: (510) 508-7386, https://www.journalismjobs.com/	0	1, 2, 3, 4, 5
24	Journalism Next (job and community website for minority journalists and media professionals), Phone: (703) 629-0178, https://www.journalismnext.com/	0	1, 2
25	Local Job Network (multiple job boards), 1000 N Water St., Milwaukee, WI 53202, Phone: (800) 984-3775, https://circaworks.com/	0	All
26	LinkedIn, https://www.linkedin.com/	8	All
27	Missouri Diversity, 11271 Ventura Blvd., Suite 151, Studio City, CA 91604, Phone: (818) 530-4852, http://www.diversity-jobs.com/	0	All
28	Missouri Broadcasters Association (MBA), 1025 Northeast Dr, Jefferson City, MO 65109, Phone: (573) 636-6692, https://www.mbaweb.org/	0	4, 5
29	National Association of Black Journalists (NABJ), 1100 Knight Hall, Suite 3101, College Park, Maryland 20742, Phone: (301) 405-0248, https://www.nabj.org/	0	1, 2, 3, 4, 5
30	National Association of Hispanic Journalists (NAHJ), NAHJ Career Center, PO Box 117, Windsor, CA 95492, Phone: (626) 792-3846, https://nahj.org/	0	1, 2, 3, 4, 5
31	Online News Association (ONA), 1111 North Capitol Street NE, 2nd Floor, Washington, DC 20002, Phone: 202-503-9222, https://journalists.org/	0	2
32	Public Media Business Association (PMBA), 1300 Piccard Drive, Suite LL 14, Rockville, MD 20850, Phone: (240) 844-3600, https://www.pmbaonline.org/	0	6, 7
33	Public Media Journalists Association (PMJA), P.O. Box 838, Sturgis, SD 57785, https://www.pmja.org/	0	1, 2, 3, 4, 5, 8
34	Public Relations Society of America - St. Louis Chapter, https://prsastlouis.org/index.php	0	8
35	The Rome Group, 3120 Locust, St. Louis, MO 63103, Phone: (314) 533-0930, https://www.theromegroup.com/	3	6, 7, 8
36	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, https://jobs.mo.gov/	0	All
37	Women of Color in Fundraising & Philanthropy, YFJ CONSULTING, LLC, PO BOX 415, TARRYTOWN, NEW YORK, 10591, https://www.woc-fp.com/	0	6, 7

Covering the period from October 1, 2021 - September 30, 2022

**Section 3: Long-Term/Ongoing Recruitment Initiatives
Implemented during the period of October 1, 2021 - September 30, 2022**

	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/1/21 - 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	10/1/21 - 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	10/1/21 - 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. Operations Specialist, and various departmental managers and other staff at KWMU.
4	10/1/21 - 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. Operations Specialist
5	10/01/21 - Ongoing	KWMU (St. Louis Public Radio) participates in the Public Media for All Coalition to further diversity, equity and inclusion in public media. https://www.publicmediaforall.com .	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.	Madalyn Painter, Director of Marketing & Digital Media and Marquetta Wise, Sr. Business Assistant
6	2/23/2022	Saint Louis University Virtual Career Expo	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Digital Media, Talk Show Production, Development, and Special Events. KWMU staff used video conferencing for 1:1 meetings with career expo attendees.	KWMU staffed a virtual booth at this event. All informational materials are provided digitally before and during the online expo. KWMU staff used online resume database to follow up with attendees whose interests and qualifications matched those preferred for the internship program.	Jess Luther, Sr. Operations Specialist
7	8/3/22 - 8/7/22	KWMU (St. Louis Public Radio) provided Public Media Village sponsorship and participation at the 2022 National Association of Black Journalists / National Association of Hispanic Journalists Conference in Las Vegas. http://www.thinkpublicmedia.org/	The Public Media Village is a coalition of more than 30 public media organizations that band together at journalism conferences to strengthen recruitment efforts for journalists in public media who are members of marginalized communities. KWMU (St. Louis Public Radio) provided sponsorship of the Public Media Village and sent a staff member to recruit minority journalists for staff positions at the 2022 NABJ/NAHJ conference.	Financial sponsorship of Public Media Village, staff presence and participation at NABJ/NAHJ conference.	Jade Harrell, Director of On-Demand & Content Partnerships, and Jess Luther, Sr. Operations Specialist
8	9/16/22	UMSL Fall 2022 Job and Internship Fair (in-person)	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Digital Media, Talk Show Production, 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. Operations Specialist