

EEO PUBLIC FILE REPORT

Reporting period of October 1, 2017 – September 30, 2018

Licensee	Call Signs and Type	Community of License (City/State)	FCC Facility ID Number	LMA
The Lutheran Church Missouri-Synod	KFUO (AM)	Clayton Missouri	39258	N/A

This report covers the above station employment unit (SEU)

I. VACANCY LIST

KFUO had 0 vacancies of employment and positions filled during the reporting period along with the recruitment source (“RS”) that referred person hired for each vacancy:

Job #	Job Vacancy Title	RS Referring Hires	Religious Exemption	Date Filled	RS Contacted for Vacancy
1					
2					
3					
4					

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

during the reporting period, KFUDO maintained the following master list of recruitment sources.

* Denotes organizations that requested notification of vacancy information.

RS #	Recruitment Source (RS)	*	Contact Information of RS	Interviews Referred by RS
1	The Reporter		Adrian Dorr 1333 South Kirkwood Road St. Louis, Mo. 63122 Phone 314-996-1229	
2	LCMS Internet		Becky Cummings 1333 South Kirkwood Road St. Louis, Mo. 63122 314-996-1211	
3	LCMS Intranet		LCMS Human Resources 1333 South Kirkwood Road St. Louis, Mo. 63122 314-965-9000	
4	KFUO On-Air/Internet		Andy Bates 1333 South Kirkwood Road St. Louis, Mo. 63122 314-996-1519	
5	St. Louis American Newspaper		Vida Medina 4242 Lindell Blvd. St. Louis, MO 63108 314-289-5406	
6	The Broadcast Center	*	Placement Department 2360 Hampton Ave. St. Louis, MO 63139 314-647-8181	
7	Harris Stowe State University	*	Wanda McNeil 2036 Laclede Avenue. St. Louis, MO 63103 314-340-3512 mcneilw@hssu.edu	

MASTER RECRUITMENT SOURCE LIST (Continued)

8	Lindenwood University	*	Dana Wehrli 209 S. Kingshighway St. Charles, MO 63301 636-949-4806 Careerdevelopment@lindenwood.edu	
9	NAACP St. Louis	*	Ina Boon PO Box 20382 St. Louis, MO 63112	
10	St. Louis Community College System	*	Tracy A. Smith 5600 Oakland Avenue. St. Louis, MO 63110 cesfp@stlcc.edu	
11	St. Louis University	*	Patty Murray (Career Services) 20 N. Grand, Suite 331 St. Louis, MO 63103 314-977-2828	
12	Southern Illinois University	*	Susan Seibert (Career Development) Campus Box 1620 Edwardsville, IL 62026 618-650-3708 cleardevelopment@siue.edu	
13	University of Missouri St. Louis	*	Teresa Balespreri 1 University Blvd St. Louis, MO 63121 314-516-5111	
14	Urban League Metropolitan St. Louis	*	Sharon Johnson 3701 Grandel Square St. Louis, MO 63108 314-615-3642 sjohnson@urbanleague-stl.org	
15	Employee/Third party referrals Walk-in applications.		Gary Duncan 1333 South Kirkwood Rd. St. Louis, Mo. 63122 314-996-1511 gduncan@kfuo.org	

Total Applicants 0 Total Interviews during Reporting Period 0

III. Recruitment and Outreach Initiatives

The following outreach initiatives were offered and completed by KFUE during the reporting period.

#	Recruitment Initiative	Brief Description of Activity
1	Internship Educational initiatives	KFUO radio St. Louis maintains an ongoing internship program for the benefit students and interested community members. Our internship program allows those participating to get hands-on experience along with training in all aspects of our broadcast operation. We also offer opportunities for KFUE staff to be shadowed for a day as part of our mentoring program

[Our internship program is an ongoing program with information distributed online and at various job fairs.](#)

Phil Brancato internship June 26, 2018 - Thursday, August 30, 2018 Lindenwood College.

Deanna Donovan internship June 1, 2018 - August 24, 2018 Florissant Valley Community College.

Raymond T. Sharer was a volunteer from Lutheran Young Adult Corps. He interned from January 16 – August 10, 2018.

Lutheran Young Adult Corps Volunteer, Ian Burger, started August 13, 2018 in the same capacity.

KFUO Radio participated in the Missouri Broadcasters Association Scholarship program by distributing applications for the MBA scholarship program at various career fairs and events.

#	Recruitment Initiative	Brief Description of Activity
2	Job Fair Career Networking	KFUO radio St. Louis participates in a variety of Job Fairs and career networking events. Each event is attended by a fulltime member of the KFUE staff.

During this reporting period KFUE Radio sent staff to the following Career Fairs.

Career Fair and Networking at St. Louis Community College - Forest Park- February 27, 2018 - Participating Employee was Mark Hawkinson, Program Host/Public Relations Coordinator.

Recruitment and Outreach Initiatives (Continued)

#	Recruitment Initiative	Brief Description of Activity
3	Manager/Staff Training	KFUO radio through the LCMS Human Resources Department offers management and staff the opportunity for both personal and career growth with variety of development, business and management training sessions. These include a mandatory session during the reporting period for all managers and available to all KFUE personnel regarding EEO policies and compliance. Listed on this report are the EEO relevant courses completed by those on the KFUE management team.

On September 5th, 2018 Executive Director Gary Duncan along with Program Director Andy Bates, and Development Manager Mary Schmid attended a meeting on the subject of our EEO policies and workplace ethics conducted by KFUE/LCMS Human Resource Manager Kathy Milner. The remainder of the KFUE staff also attended this meeting.

KFUE staff participated in internet security, computer security training taught by LCMS security manager Joel Rivers. This training touched on computer/web/social media ethics.



#	Recruitment Initiative	Brief Description of Activity
4	Community Events	KFUE hosts events to the community to educate individuals on the various career opportunities within the field of broadcasting. These include station tours, career days and public lectures from KFUE employees.

Type of Activity: Tour

Date of Station Participation: October 25, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station for 2 adults from Lutheran Church Extension Fund.

Type of Activity: Tour

Date of Station Participation: October 27, 2017

Participating Employees: Rev. Mark Hawkinson, Program Host/Public Relations Specialist

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting for 39 students and 6 adults from Trinity-St. John Lutheran School Nashville & Immanuel Lutheran School Okawville in Nashville, Illinois. Mr. Shaun Renth was the contact/leader.

Date of Station Participation: November 17, 2017 2018

Participating Employees: Rev. Mark Hawkinson, Program Host/Public Relations Specialist

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting for 16 students and 6 adults from St. Mark's Lutheran School from Eureka, MO.

Type of Activity: Tour

Date of Station Participation: January 24, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant and Rev. Mark Hawkinson, Program Host/Public Relations Specialist

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting for 30 students and 15 adults from St. Peter's Lutheran School in Dorsey, IL. Mr. Eric Dunn was the contact/leader.

Type of Activity: Tour

Date of Station Participation: February 27, 2018

Participating Employees: Andy Bates, Director Programming

Host/Sponsor of Activity: KFUE

Brief Description of Activity and Station Participation: There were 13 children and 3 adults with Providence Classical Academy. They each recorded their class presentations and learned about radio. Teacher Tori Egger led them.

Type of Activity: Tour

Date of Station Participation: March 22, 2018

Participating Employees: Sarah Gulseth, Web Content Specialist/ Announcer / Producer

Host/Sponsor of Activity: KFUE

Brief Description of Activity and Station Participation: Senior group of 30 from Trinity Lutheran Church in Columbia, Missouri.

Type of Activity: Tour

Date of Station Participation: March 28, 2018

Participating Employees: Gary Duncan, KFUE Director, Rev. Mark Hawkinson, Program Host/Public Relations Specialist, and Andy Bates, Director Programming

Host/Sponsor of Activity: KFUE

Brief Description of Activity and Station Participation: John Fischer and daughter from St. Louis.

Type of Activity: Tour

Date of Station Participation: March 29, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: KFUE

Brief Description of Activity and Station Participation: Pastor Steve Lange from Living Word Lutheran Church in Orland Park IL. Brought a group of six from his confirmation class.

Type of Activity: Tour

Date of Station Participation: April 4, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: KFUO

Brief Description of Activity and Station Participation: Mr. and Mrs. Sterns from Fairfield, Iowa toured the station.

Type of Activity: Tour

Date of Station Participation: April 16, 2018

Participating Employees: Andy Bates, Program Director

Host/Sponsor of Activity: KFUO

Brief Description of Activity and Station Participation: There were 9 students from Concordia University -Chicago in Chicago, IL.

Type of Activity: Tour

Date of Station Participation: April 18, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: KFUO

Brief Description of Activity and Station Participation: Trinity Lutheran from Hoffman, IL toured the station. There were 15 students and 3 adults.

Type of Activity: Tour

Date of Station Participation: April 24, 2018

Participating Employees: Host/Sponsor of Activity: Rev. Mark Hawkinson, Program Host/Public Relations Coordinator

Brief Description of Activity and Station Participation: Twenty-eight members of Trinity Lutheran School in Jefferson City, MO were led by Pastor Powell.

Type of Activity: Tour

Date of Station Participation: April 30, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS/KFUO

Brief Description of Activity and Station Participation: Ten members of St. Paul Lutheran Church in Lakeland, Florida toured KFUO.

Type of Activity: Tour

Date of Station Participation: May 2, 2018

Participating Employees: Andy Bates, Director Programming

Host/Sponsor of Activity: KFUO

Brief Description of Activity and Station Participation: Fifteen high school students from Lutheran High School South, Lutheran High School South, and Lutheran High School in St. Charles County, Missouri toured KFUO.

Type of Activity: Tour

Date of Station Participation: May 9, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: KFUO

Brief Description of Activity and Station Participation: Ten members of Our Savior Lutheran Church in Muscatine, Iowa tour KFUO with Dr. Carl Egger leading them.

Type of Activity: Tour

Date of Station Participation: May 14, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant and Andy Bates, Director Programming

Host/Sponsor of Activity: KFUO

Brief Description of Activity and Station Participation: Thirty-five students and ten adults from St. John's Lutheran Church school in Red Bud, IL toured KFUE with Pastor Nebel.

Type of Activity: Tour

Date of Station Participation: May 17, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with Rev. Christopher Mizel from Concordia International School in Jinqiao, Pudong Shanghai.

Type of Activity: Tour

Date of Station Participation: June 7, 2018

Participating Employees: Andy Bates, Director Programming

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with Nancy Stepp and daughter from Good Shephard Lutheran Church in Lincoln, Nebraska.

Type of Activity: Tour

Date of Station Participation: June 8, 2018

Participating Employees: Andy Bates, Director Programming

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with six from Concordia, Missouri.

Type of Activity: Tour

Date of Station Participation: June 21, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant to the Director

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with six students and 3 adults from St. Matthew Lutheran Church - Youth Group in Lee's Summit, Missouri. Rev. Steve Andrews led them.

Type of Activity: Tour

Date of Station Participation: July 3, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant to the Director

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 2 adults and 2 children from Missouri City, Texas with Mrs. Renee Imrek and family.

Type of Activity: Tour

Date of Station Participation: July 19, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant to the Director

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 2 adults from San Francisco, CA with Mrs. Sarah Liang as contact person.

Type of Activity: Tour

Date of Station Participation: July 19, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant to the Director and Mark Kiessler from Youth Ministry

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 9 students and 2 adults with leader Cindy Namanny from Our Redeemer Lutheran in Clinton, Mississippi.

Type of Activity: Tour

Date of Station Participation: July 20, 2018

Participating Employees: Rev. Mark Hawkinson, Program Host/Public Relations Specialist

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 2 adult members of Good Shepherd Lutheran, & Concordia Lutheran in Springfield, IL. Kathy Stroyeck was the contact person.

Type of Activity: Tour

Date of Station Participation: July 26, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with the Burns family of two adults and three children from Indianapolis, IN.

Type of Activity: Tour

Date of Station Participation: August 6, 2018

Participating Employees: Mary Schmidt, Development Manager

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 15 adults from the Lutheran Young Adult Corps in Kirkwood, Missouri. Julianna Shults was their leader.

Type of Activity: Tour

Date of Station Participation: August 14, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 3 Yagow family adults from Vandalia, Ohio. Contact was Marlys Gregory.

Type of Activity: Tour

Date of Station Participation: September 13, 2018

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 6 adults from LCMS District Secretary Orientation Meeting, at The Lutheran Church - Missouri Synod headquarters in St. Louis, Missouri. Contact Pam Weeks.

Type of Activity: Career Fair and Networking

Date of Station Participation: February 27, 2018

Participating Employees: Mark Hawkinson, Public Relations

Host/Sponsor of Activity: St. Louis Community College - Forest Park

Brief Description of Activity and Station Participation: There were 25 people who visited the KFUE booth where we told about radio, gave intern forms to fill out and told them about MAB scholarships.

Type of Activity: Staff meeting with LCMS Human Resources

Date of Station Participation: September 5, 2018

Participating Employees: Kathy Milner, Human Resource Manager for Lutheran Church - Missouri Synod

Host/Sponsor of Activity: KFUE/Lutheran Church - Missouri Synod

Brief Description of Activity and Station Participation: 11 staff members met with Ms. Miller to review requirements of LCMS in relationship to EEO requirements.

KFUO, The Lutheran Church – Missouri Synod, 1333 S. Kirkwood Rd, St. Louis, Mo. 63122

The Purpose of the EEO Public File Report ("report") is to comply with Section 73.2080(c) (6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KFUA AM, Clayton, MO and its required to be placed in the public inspection file of this station, and posted on the stations website.

The information contained in this Report covers the time period beginning October 1, 2015 - September 30, 2016. The FCC's EEO Rule requires that this Report contain the following information: A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the applicable period for each such vacancy, the recruitment source 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 by name, address, contact person and telephone number the recruitment source that referred the hire for each full-time vacancy during the Applicable Period; 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 a list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

For purposes of the Report, a vacancy was deemed "filled" not when the offer was extended but when the hire accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

KFUO EEO PLAN

In compliance with the FCC EEO rule and to ensure a diverse work place KFUA AM 1333 S. Kirkwood Road, St. Louis, Missouri has implemented this EEO program.

- Maintain a master recruitment source list and send each organization on the list information regarding any non-religious exempt job opening.
- Participate in at least two job fairs per year and conduct additional career networking initiatives.
- Provide training to management and staff for personal and career growth along with mandatory training each year on EEO policies, discrimination prevention, workplace ethics and HR policies.
- Maintain an ongoing Internship program along with additional educational initiatives.
- Present community outreach events to educate regarding career opportunities within broadcasting.
- Work with the Missouri Broadcasters Association to distribute their scholarship program information.