

EEO PUBLIC FILE REPORT

Reporting period of October 1, 2019 – September 30, 2020

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

The following is a list of all the 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, KFUE 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		Attention Editor 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. Kings highway 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	1

Total Applicants ___ Total Interviews during Reporting Period ___

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. We did not have an intern during this report period. Due to the Pandemic

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.

We did not attend any career fairs this year due to Covid19. KFUE. KFUE hosted an open house and donor luncheon on 10/31/2020. During the presentation and studio tours KFUE staff shared information on employment in radio and our internship program.

Recruitment and Outreach Initiatives (Continued)

#	Recruitment Initiative	Brief Description of Activity
3		KFUE 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

	Manager/Staff Training	personnel regarding EEO policies and compliance. Listed on this report are the EEO relevant courses completed by those on the KFUO management team.
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KFUO management and staff attended an informative Zoom presentation by HR's Kathy Milner on Wednesday, September 2, 2020. the subject of our EEO policies and workplace ethics



#	Recruitment Initiative	Brief Description of Activity
4	Community Events	KFUO 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 KFUO employees.

Type of Activity: Tour
Date of Station Participation: October 07, 2019
Participating Employees: Sidney Kendall, Executive Administrative Assistant
Host/Sponsor of Activity: LCMS and KFUO
Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for St. John's Lutheran School in Arnold, MO. There were 12 students 8th grade students and 4 adults. Mrs. Nikki Becker led the group.

Type of Activity: Tour
Date of Station Participation: October 08, 2019
Participating Employees: Sidney Kendall, Executive Administrative Assistant
Host/Sponsor of Activity: LCMS and KFUO
Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for Trinity Lutheran Church in Troy, MO. There were 15 in the tour. Doris Burns led the group.

Type of Activity: Tour

Date of Station Participation: October 15, 2019

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for Trinity Lutheran Church-Ladies Bible Study from Fredericktown, MO. There were 9 adults, Mrs. Joanna Mathes led the group.

Type of Activity: Tour

Date of Station Participation: October 25, 2019

Participating Employees: Mary Schmidt, Development Manager

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for Ray and Candy Jobst from West Chester, Ohio.

Type of Activity: Tour

Date of Station Participation: January 27, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for a choir of 28 4th and 5th graders and 5 adults from Word of Life Lutheran School in St. Louis, MO

Type of Activity: Tour

Date of Station Participation: January 28, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for the 35 member K – 8th grade choir from St. Paul Lutheran School in Hamel, IL. The leader/director was Janet Muth. Nine adults accompanied them. The leader/director was Gabe Maichel.

Type of Activity: Tour

Date of Station Participation: January 29, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for the choir from Immanuel Lutheran School in Washington, MO with 50 members and 14 adults. Luann Galucia was the leader.

Type of Activity: Tour

Date of Station Participation: January 30, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for 30 choir members from MELHS in Edwardsville, IL The director was Karen Shimkus

Type of Activity: Tour

Date of Station Participation: January 30, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for LHSS CHOIR from St. Louis, MO. The director was Greg Gastler.

Type of Activity: Tour

Date of Station Participation: January 30, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for 30 high school choir members from MELHS in Edwardsville, IL. Karen Simkus was the director.

Type of Activity: Tour

Date of Station Participation: January 30, 2020

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for violinist from St. Paul Lutheran School in Hamel, IL. Janet Muth was the director.

Type of Activity: Tour

Date of Station Participation: January 30, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for 35 grade school students from St. Paul Lutheran School in Des Peres, MO. Their Assistant Minister of Music was their leader.

Type of Activity: Tour

Date of Station Participation: January 31, 2020 (Lutheran School week)

Participating Employees Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for 27, 9 and 10-year-old choir members from Immanuel Lutheran School in Olivette, MO. Their director was Brenda Hente.

Type of Activity: Tour

Date of Station Participation: February 05, 2020

Participating Employees: Ruth Fleming, Tele Communications

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for 25 seniors from Laclede Groves Retirement Community. The leader was Mrs. Karen Wilkins.

Type of Activity: Tour

Date of Station Participation: February 17, 2020

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUO

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for 7 students & 2 adults from Prince of Peace Lutheran Church Youth Group in Martinsville, Indiana. Mrs. Sharon Raney was their leader.

Due to Covid19 tours were stopped.

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: KFUE AM, Clayton, MO and its required to be placed in the public inspection file of this station and posted on the station's 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.

KFUE EEO PLAN

In compliance with the FCC EEO rule and to ensure a diverse work place KFUE 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.