

EEO PUBLIC FILE REPORT

Reporting period of October 1, 2020 – September 30, 2021

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	Number of applicants	Religious Exemption	Date Filled	RS Utilized for Vacancy
1	Mission Advocate	7 applied 2 interviewed	✓	08/16/21 Person Hired Source LW/Reporter	Indeed, Glassdoor, Zip Recruiter, LinkedIn, LCMS Website, LW Lutheran Witness/Reporter
2	Part-time Associate Producer	10 applied 3 interviewed		08/23/21 Person Hired Source (LCMS Website)	Indeed, Glassdoor, Zip Recruiter, LinkedIn, LCMS website and all MRSL
3	Full time Producer/Host	2 applied 2 interviewed	✓	07/13/2021 Person Hired Source (Seminary/LCMS website)	Indeed, Glassdoor, Zip Recruiter, LinkedIn, LCMS Website, LW Lutheran Witness/Reporter

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

during the reporting period, KFUO 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 and LW Lutheran Witness		Cheryl Magness 1333 South Kirkwood Road St. Louis, Mo. 63122 Phone 314-996-1229	
2	LCMS Internet		Rudy Blank 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		Angelita Houston 4242 Lindell Blvd. St. Louis, MO 63108 314-289-5430 ahouston@Stlamerican,ccom	
6	The Broadcast Center	*	Placement Department 2360 Hampton Ave. St. Louis, MO 63139 314-647-8181	
7	Harris Stowe State University	*	Patricia Butler careerservices@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 314-361-8600 pruitt@stlouisnaacp.com	
10	St. Louis Community College System	*	careerservices@stlcc.edu	
11	St. Louis University	*	Patty Murray (Career Services) 20 N. Grand, Suite 331 St. Louis, MO 63103 career_services@slu.edu	
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 careerservices@ umsl.edu	
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@kfu.org	

16	Paycor publishes to: Linkedin www.linkedin.com Glassdor www.glassdor.com Indeed www.indeed.com/hire ZipRecuiter www.ziprecuiter.com		Paycor www.paycor.com HR Software Nathan Thomas LCMS HR Director 1333 S. Kirkwood Rd. St. Louis, Mo. 63122	
17	Concordia Seminary St. Louis, Mo.		CSL Career Development 801 Seminary Place Clayton, Mo. 63105	

Total Applicants 19 Total Interviews during Reporting Period 7

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	KFUE 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. All though we did not have an intern this year, Andrew Young of St. Louis, Missouri, a student enrolled at Broadcast Center (Fall 2021) shadowed staff to observe broadcast operations for 5 hours.

KFUE Radio participates in the Missouri Broadcasters Association Scholarship program by distributing applications for the MBA scholarship program at various career fairs and events which were limited due to Covid19.

#	Recruitment Initiative	Brief Description of Activity
2	Job Fair Career Networking	KFUE 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.

KFUE attended a virtual career fair on November 18, 2020, with St. Louis Community Colleges due to the Covid19 virus. Jenny Williams, Lead Producer, interviewed students and provided information for radio and TV in general, as well as providing information regarding KFUE. In depth interviews with possible interns followed.



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 14, 2021 Executive Director Gary Duncan along with Program Director Andy Bates, and Development Manager Mary Schmid along with all KFUE staff attended a meeting on the subject of EEO and LCMS workplace policies concerning Respect and Professionalism in the workplace with emphasis on “Discrimination and Harassment.

policies on “Harassment and Discrimination” conducted by KFUE/LCMS Human Resource Manager Kathy Milner.

During this reporting year, Executive Director Gary Duncan has completed the following training and continuing education with the Lutheran Church Extension Fund for Goals, coaching/mentoring and evaluation of development process and leadership for KFUE.



#	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 KFUE employees.

Due to Covid19 tours were stopped. Tours started again July 27, 2021.

Due to Covid19 Founders Day/Donor Luncheon was not held.

Type of Activity: Tour

Date of Station Participation: Tuesday, July 27, 2021

Participating Employees: Sarah Gulseth, Digital Media Specialist

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of careers in radio for 4 seniors, 1 chaplain, and 1 bus driver from Laclede Groves Senior Living community.

Type of Activity: Tour

Date of Station Participation: Monday, August 30, 2021

Participating Employees: Andy Bates, Director Programming and 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 careers in radio for 2 adults from Alexandria, Virginia. Contact was Mrs. Susan Hammond.

Type of Activity: Tour

Date of Station Participation: Wednesday, September 22, 2021 at 2:00 pm

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 careers in radio for Michael Flynn, Diana Barich and Kathryn Gritts.

Type of Activity: Tour

Date of Station Participation: Friday, September 23, 2021

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 careers in radio with Bishop Abia, from South Sudan. Gary also discussed with the Bishop information regarding radio procedures and operation.

Type of Activity: Tour

Date of Station Participation: Friday, September 24, 2021, 2nd of the day

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 careers in radio with Melia Mannor and children.

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 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.

KFUO EEO PLAN

In compliance with the FCC EEO rule and to ensure a diverse workplace 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 one 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.