

# EEO PUBLIC FILE REPORT

Reporting period of October 1, 2021 – September 30, 2022

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	Associate Producer			Vacant	KFUO MRSL
2	Mission and Outreach Advocate	LCMS Internet	X	November 15, 2021	1,2,3,4
3	Media Production Specialist	LCMS Internet		05/16/22	KFUO MRSL
4	KFUO Radio Intern	Heard about us from her cousin who attended a career day at KFUE		June 1st – August 2022	1,2,3,4

Total Applicants 25 Total Interviews during Reporting Period 20 HR phone interviewed (Screened) and 12 in person or Zoom interviews by KFUE management.

## 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		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	KFUE 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 <a href="mailto:careerservices@hssu.edu">careerservices@hssu.edu</a>	

**MASTER RECRUITMENT SOURCE LIST (Continued)**

8	Lindenwood University	*	Dana Wehrli 209 S. Kingshighway St. Charles, MO 63301 636-949-4806 <a href="mailto:Careerdevelopment@lindenwood.edu">Careerdevelopment@lindenwood.edu</a>
9	NAACP St. Louis	*	Ina Boon PO Box 20382 St. Louis, MO 63112 314-361-8600 <a href="mailto:pruitt@stlouisnaacp.com">pruitt@stlouisnaacp.com</a>
10	St. Louis Community College System	*	<a href="mailto:careerservices@stlcc.edu">careerservices@stlcc.edu</a>
11	St. Louis University	*	Patty Murray (Career Services) 20 N. Grand, Suite 331 St. Louis, MO 63103 <a href="mailto:career_services@slu.edu">career_services@slu.edu</a>
12	Southern Illinois University	*	Susan Seibert (Career Development) Campus Box 1620 Edwardsville, IL 62026 618-650-3708 <a href="mailto:cleardevelopment@siue.edu">cleardevelopment@siue.edu</a>
13	University of Missouri St. Louis	*	Teresa Balespreri 1 University Blvd St. Louis, MO 63121 314-516-5111 <a href="mailto:careerservices@umsl.edu">careerservices@ umsl.edu</a>
14	Urban League Metropolitan St. Louis	*	Sharon Johnson 3701 Grandel Square St. Louis, MO 63108 314-615-3642 <a href="mailto:sjohnson@urbanleague-stl.org">sjohnson@urbanleague-stl.org</a>
15	Employee/Third party referrals Walk-in applications.		Gary Duncan 1333 South Kirkwood Rd. St. Louis, Mo. 63122 314-996-1511 <a href="mailto:gduncan@kfuo.org">gduncan@kfuo.org</a>

16	Websites		Linkedin www.linkedin.com	
17	Websites		Glassdor www.glassdor.com	
18	Websites		Paycor www.paycor.com	
19	Websites		Indeed www.indeed.com/hire	
20	Websites		ZipRecruiter www.ziprecruiter.com	

***III. Recruitment and Outreach Initiatives***

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

#	Recruitment Initiative	Brief Description of Activity
1	Internship Educational initiatives	KFUD 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 KFUD staff to be shadowed for a day (s) as part of our mentoring program and KFUD career days with local Schools.

Our internship program is an ongoing program with information distributed online and at various job fairs. Lea Verslues served as a summer intern.

KFUO 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 fewer available due to Covid.

#	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 member of the KFUE staff.

During this reporting period KFUE Radio had one Intern, one virtual Career Fair, two Career Days with Vianney high school (12/1/2021 & 9/28/2022) and a presentation by Lea Verslues to other LCMS interns and employees about internship opportunities at KFUE.

#	Recruitment Initiative	Brief Description of Activity
3	Management and Staff Training	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 personnel regarding EEO policies and compliance. Listed on this report are the relevant courses completed by those on the KFUE management team.

On September 13, 2022, Executive Director Gary Duncan hosted a meeting with all the KFUE staff about EEO and LCMS workplace policies concerning Respect and Professionalism in the workplace with emphasis on "Discrimination and Harassment policies entitled "Harassment and Discrimination". Presented was a video presentation sponsored by LCMS Human Resources. Gary also shared with the staff the EEO rules that are applicable as a FCC licensed radio station.

During this reporting year, Executive Director Gary Duncan has completed the following training "Speaking Confidently and Effectively" LinkedIn Learning. Course completed on Sep 19, 2022

Program Director Andy Bates completed Missouri Broadcasters Association training "Engineering training for non-engineers" September 9<sup>th</sup> – 20<sup>th</sup>.

**Production Specialist Jordan Harms completed Missouri Broadcasters Association training “Engineering training for non-engineers” September 9th – 20th.**

#	Recruitment Initiative	Brief Description of Activity
4	Community Events	KFUO hosts events for 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. Dates See list below.

*Type of Activity:* Tour

*Date of Station Participation:* October 21, 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 for 7 International students and 1 adult from Concordia Seminary in Clayton, Missouri. Contact was Dr. Guangyu Lou.

*Type of Activity:* Tour

*Date of Station Participation:* October 27, 2021

*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 careers in radio for 1 adult, Dr. Stephanie Clemons from Loveland, Colorado.

*Type of Activity:* Career Day with Vianney high school.

*Date of Station Participation:* December 01, 2021

*Participating Employees:* Andy Bates, Program Director

*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 11 students and 1 teacher from St. John Vianney High School in Kirkwood, Missouri.

*Type of Activity:* Tour

*Date of Station Participation:* November 16, 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 for Chad and Mary Ann Zinnel from Sioux Falls, South Dakota.

*Type of Activity:* Tour

*Date of Station Participation:* January 24-29, 2022

*Participating Employees:* Andy Bates, Program Director

*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 2-3 students each day for students from various high schools in the area who were visiting the International Lutheran Church – Missouri Synod during the week to celebrate Lutheran High Schools.

*Type of Activity:* Virtual Career Fair Day

*Date of Station Participation:* March 02, 2022

*Participating Employees:* Sarah Gulseth, Co-Host of “The Coffee Hour” and Producer/Web Content Specialists

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* This was a Career Fair Day at Lutheran High School Northwest in Rochester Hills, Michigan. There were about 20-30 students total who attended a couple sessions.

*Type of Activity:*

*Date of Station Participation:* March 21, 2022

*Participating Employees:* Rev. Doug Griebenaw, Mission Advocate

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Seventeen fourth-year Seminary Students from Concordia Seminary in St. Louis, MO. Their leader was Rev. Dr. James Baneck.

*Type of Activity:* Tour

*Date of Station Participation:* March 25, 2022

*Participating Employees:* Rev. Doug Griebenaw, Mission Advocate

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Steven Wolters from Lee’s Summit, Missouri was given a tour.

*Type of Activity:* Tour

*Date of Station Participation:* May 11, 2022

*Participating Employees:* Rev. Doug Griebenaw, Mission Advocate

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Grade 7 students were given a tour of KFUO and discussion of careers in radio was held. There were 21 students and 2 adults from St. Paul’s Lutheran Des Pere School in St. Louis, MO. Their leader was Lynn McCain.

*Type of Activity:* Tour

*Date of Station Participation:* August 15, 2022

*Participating Employees:* Rev. Doug Griebenaw, Mission Advocate, Dan Darnall and Jordan Harms, Production

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Mr. Alan and Mrs. Asha Winter from Mustang, Oklahoma were given a tour of KFUO and discussion of careers in radio was held.

*Type of Activity:* Tour

*Date of Station Participation:* September 16, 2022

*Participating Employees:* Rev. Doug Griebenaw, Mission Advocate

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* There were 34 adults from Faith Lutheran Church in Warsaw, Missouri.

*Type of Activity:* Career Day

*Date of Station Participation:* September 28,2022

*Participating Employees:* Andy Bates, Program Director

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Media Students from Vianney High School in Kirkwood, Missouri.

**KFUE, 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 it's 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 workplace 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.**