

EEO PUBLIC FILE REPORT

Reporting period of October 1, 2024 – September 30, 2025

Licensee	Call Signs and Type	Community of License (City/State)	FCC Facility ID Number	LMA
The Lutheran Church Missouri-Synod	KFUO/KXFN	Clayton Mo. St. Louis, Mo.	39258/74579	N/A

This report covers the above stations' 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
	Internship Program Ongoing.	# 2, 4, 3, 19	yes	3 hired during this reporting period. Jan 2025 May 2025 Aug 18 2025	#2 ,#3, #4, 19, 20
	KFUO Lead Producer Job Vacancy opened 9/4/24	#3 and #4	yes	Position Filled 1/2/2025	2, 3, 4, 19,
	KFUO Program Specialist		yes	Position Closed	1, 2, 4. 19

Total Applicants 25 Total Interviews during Reporting Period 12 this includes phone interviews, Zoom interviews, and in-person interviews by LCMS HR and LCMS Radio 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,com	
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@kfuoo.org	

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 KFUO 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 KFUO staff to be shadowed for a day (s) as part of our mentoring program and KFUO career days with local Schools.
Our internship program is an ongoing program with information distributed online and at various job fairs. We had three interns during this filing period. John F, Evan M, and Callia N.		

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/KXFN staff.

During this reporting period KFUE Radio had four Interns.

KFUE/KXFN Staff Member Sarah Gulseth, Andy Bates and Aubry Blank received questions from youth about radio careers and shared intern information at the LCMS youth Gathering.

KFUE/KXFN hosted a young broadcaster academy with Andy Bates.

6 High School Students, 1 Teacher from Vianney High School, Kirkwood, MO Louis attended this two-hour educational workshop on radio broadcasting and careers.

Young Broadcasters Academy hosted by Andy Bates June 23, 2025

Eight (8) sixth grade students and one (1) adult from Peace Lutheran Church, St Louis attended this two-hour educational workshop on radio broadcasting and careers.

#	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 FCC compliance. Listed on this report are the relevant courses enrolled and/or completed by those on the KFUE management team.

On September 29, 2025 Executive Director Gary Duncan distributed a video for staff to review about EEO and LCMS workplace policies concerning Respect and Professionalism in the workplace with emphasis on Discrimination policies. Gary shared with the staff the EEO rules that are applicable as an FCC-licensed radio station.

Associate Executive Director Andy Bates Continues Education in Leadership and Business.

Social Media Manager Sarah Gulseth completed a degree in Organizational Leadership program at Concordia University Irvine.

Executive Director Gar Duncan Completed on 9/15/2025 the course "A Leader's Guide to Connection, Safety, and Trust".

#	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. See list below.

Type of Activity: Tours

Date of Station Participation: 9/19/2025

LCMS Radio Tour Host: Sara Schaible

Participants: 12 people from Immanuel Lutheran Church in Washington, MO. During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Date of Station Participation: August 25, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: 15 High School Seniors and 3 Adult Chaperones from Sioux Falls Lutheran School.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Date of Station Participation: August 21, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: 40 students from Concordia Seminary, St Louis

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Date of Station Participation: August 8, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Three adults from Tennessee.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Date of Station Participation: July 30, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Husband and wife from Surprise, AZ.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: July 17, 2025

LCMS Radio Tour Host: Sara Schaible

Participants: 2 adults from Indiana

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Date of Station Participation: July 10, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: One adult from Kansas, one from Tennessee and one local (Kirkwood)

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Date of Station Participation: July 10, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: 1 adult 1 child from Texas and 1 adult 1 child 2 from St. Louis

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Participation Date of Station: July 9, 2025

LCMS Radio Tour Host: Sara Schaible

Participants: Five People from Kansas City Mo.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the

Type of Activity: Tours

Participation Date of Station: July 9, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Three People 2 from Missouri and one from California.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Date of Station Participation: July 7, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Two people toured the studio from Kansas.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Participation Date of Station: June 16, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Two adults and six kids from California.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Participation Date of Station: June 10, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Wisconsin One Person a retired Lutheran school teacher from Wisconsin.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Participation Date of Station: June 9, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Eight People from Holy Cross Lutheran Church in Jenison, MI.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Participation Date of Station: June 6, 2025

LCMS Radio Tour Host: June 6, 2025

Participants: 20 people from around Columbia, Missouri toured KFUD Radio.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 6/3/2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: A group of 8th graders from Wisconsin Total of six 2 adults and 4 kids.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities

Type of Activity: Tours

Participation Date of Station: May 27, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Eight people from Texas

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Participation Date of Station: May 21, 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: 10 adults from Nevada, Iowa (Group from Lutherans for Life)

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 5/9/2025

LCMS Radio Tour Hosts Doug Griebenaw

Participants 3 Adults Hutchinson MN and 1 Adult from Ladue Mo.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: March 18 2025

LCMS Radio Tour Hosts John Fiene

Participants 2 adults from California and 2 adults from St. Louis

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: March 13, 2025

LCMS Radio Tour Hosts John Fiene

Participants Racine Lutheran High School in Racine, WI. There were 6 adults and 27 kids.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: Feb 12 2025

LCMS Radio Tour Host: Doug Griebenaw

Participants: Allison Sigmon from Taylorsville, North Carolina.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 01/15/2025

LCMS Radio Tour Host: Jordan Harms

Participants: 2 Adults and 4 children from St. Louis Area and 2 Adults from Colorado.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 12/10/2024

LCMS Radio Tour Host: Doug Griebenaw

Participants: Two adults from Springdale, Arkansas

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: November 15, 2024

LCMS Radio Tour Host: June 6, 2025

Participants: 4 guests (two adults, two kids) from North Dakota today

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 11/15/2024

LCMS Radio Tour Host: Doug Griebenaw

Participants: three (3) adults from Illinois today 11/15/2024

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 11/13/20024

LCMS Radio Tour Host: Doug Griebenaw

Participants 6 adults visit KFUE from Shepherd of the Hills Lutheran Church in Hermann, MO.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 11/06/2024

LCMS Radio Tour Hosts Doug Griebenaw

Participants Jeff Reuer from West Lafayette, Indiana

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: November 5th, 2024

LCMS Radio Tour Host: Mary Schmidt

Participants: St. James Lutheran Church JOY Group, a group of 52 guests visiting from Shawnee, Wisconsin.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 10/29/2024

LCMS Radio Tour Host: John Fiene

Participants Two adults from St. Louis

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

Type of Activity: Tours

Date of Station Participation: 10/17/24

LCMS Radio Tour Host: Doug Griebenaw

Participants 2024 international students from Concordia Seminary

During the tour they learned about the LCMS Radio operations and the many types of careers available within the broadcast industry and we also shared information about our internship opportunities.

KFUO/KXFN, 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 stations: KFUE AM, Clayton, MO and KXFN St. Louis it's required to be placed in the public inspection file of these stations and posted on the station's website.

The information contained in this Report covers the time period beginning October 1, 2023 - September 30, 2024 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 the 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 or internet.

LCMS Radio EEO PLAN

In compliance with the FCC EEO rule and to ensure a diverse workplace LCMS Radio Stations 1333 S. Kirkwood Road, St. Louis, Missouri have 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**