

KCUR 89.3 FM and KWJC 91.9 FM
Annual Equal Employment Opportunity Report
Required by the Federal Communications Commission
October 1, 2022 – September 30, 2023

The purpose of this EEO Public File Report (the Report) is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared by KCUR 89.3 FM and KWJC 91.9 FM, Kansas City, MO, and is required to be placed in the public inspection files of this station and posted to its website.

The information contained in this Report covers the time period beginning October 1, 2022 to and including September 30, 2023 (the Applicable Period).

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by KCUR during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which are separately identified) identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees by each recruitment source utilized with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 that follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-Time Positions for which this Source Was Utilized" refer to the number of full-time positions listed in Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but on the first day of employment.

Appendix 1: Vacancy Information

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Full-Time Positions Filled during Report Period**

Position Number	Working Title	People Interviewed	Recruitment Source for Hire
1	Event Manager	3	Linked In, Nonprofit Connect
2	Editor – Health and Education	2	CPB Website
3	Reporter – Race and Culture	4	Employee Referral
4	Audience Development Analyst	5	Employee Referral
5	Executive Assistant to the General Manager	6	KCUR Website
6	Project Operations Coordinator	4	UMKC Careers Page
7	Major Gift Officer	4	Nonprofit Connect
8	Major Gift Officer	4	UMKC Careers Page
9	Community Engagement Specialist	6	KCUR Website
10	Community Engagement Producer	5	Employee Referral
11	Managing Editor, Kansas News Service	3	Current Employee
12	Arts Reporter	2	Nonprofit Connect
13	Health Equity Reporter, Kansas News Service	4	Employee Referral
14	Capital Campaign Director	3	Nonprofit Connect, UMKC Careers Page
15	Senior Producer, Talk Show	3	Current Employee
16	Assistant Producer, Talk Show	1	Employee Referral
17	Director of Technology and Broadcast Engineering	3	Employee Referral
18	Part Time Front Desk Receptionist	2	UMKC Careers Page
19	Volunteer And Events Coordinator	2	Employee Referral
20	Producer, Talk Show	1	Employee Referral

Total number of individuals interviewed during this period: 67

Appendix 2: Recruitment Source Information

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	Recruitment Source	Positions for which this source was utilized
1.	KCUR website and announced on-air; www.kcur.org	1-18
2.	KCUR Facebook; www.kcur.org	1-18
3.	KCUR Twitter; www.kcur.org	1-18
4.	KCUR Community Advisory Board; www.kcur.org	1-18
5.	KCUR Employees; www.kcur.org	1-18
6.	Corporation for Public Broadcasting; www.cpb.org	1-16
7.	Greater Public; www.greaterpublic.org	1-17
8.	Current Magazine; www.current.org	1-16
9.	Missouri Broadcasters Association; www.mbaweb.org	1-18
10.	Kansas Association of Broadcasters; www.kab.net	1-18
11.	National Association of Black Journalists; www.nabjcareers.org	1-16
12.	National Association of Hispanic Journalists; www.nahgcareers.org	1-16
13.	Indigenous Journalists Association; www.indigenousjournalists.org	1-16
14.	Asian American Journalists Association; www.aaja.org	1-16
15.	South Asian Journalists Association; www.saja.org	1-16
16.	Association of LGBTQ Journalists; www.nlgja.org	1-16
17.	Online News Association; www.journalists.org	Position 4
18.	Nonprofit Connect; www.npconnect.org	Positions 1, 5-8, 14 & 18
19.	Association of Fundraising Professionals; AFP connect	Positions 7, 8 & 14
20.	UMKC Human Resources posts with these organizations:	1-20
	- UMKC Careers Page	
	- Chronicle for Higher Education	
	- Insight for Diversity	
	- HigherEdJobs.com	
	- Diverse Issues in Higher Ed	
	- Google Jobs	
	- Indeed	
	- Linked In	
	- Career Builder	
	- MO Jobs	
	- Emailed to list of local nonprofits weekly	

Appendix 3: Supplemental Activities

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Activity #5: Intern Program: On-going training in public radio programming and news for students and other members of the community.

POSITION	DATES	SUPERVISOR
Up to Date	Sep - Dec 2022	D. Alexander
Audience Development	Sep - Dec 2022	M. Martin
News	Sep - Dec 2022	L. Rodriguez
Audience Development	Jan - May 2023	None
Up to Date	Jan - May 2023	Z. Wilson
News	Jan - May 2023	L. Rodriguez
Up to Date	Jun - Aug 2023	Z. Wilson
News	Jun - Aug 2023	L. Rodriguez
KCUR Studios	Jun - Aug 2023	M. Martin
Classical	Jun - Aug 2023	B. Knoll
Classical	Sep - Dec 2023	B. Knoll
KCUR Studios	Sep - Dec 2023	M. Martin
News	Sep - Dec 2023	G. Rosenberg
Up to Date	Sep - Dec 2023	Z. Wilson

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Activity #8: Training Program designed to enable station personnel to acquire skills that could qualify them for higher-level positions

1. University of Missouri System Training related to Title IX, mandatory reporting responsibilities, and antidiscrimination practices. August and September 2023
 - All full-time employees
2. University of Missouri System Code of Conduct training titled “Our Community, Our Commitment,” August and September 2023
 - All full-time employees
3. Nonprofit Connect - Reimagining Events, February 2023
 - Clarate Heckler, Manager of Live Events
 - Sarah Reinhardt, Volunteer and Events Coordinator
4. Association of Fundraising Professionals - Greater Kansas City Chapter: The World Has Changed; Has Your Gala?, February 2023
 - Clarate Heckler, Manager of Live Events
5. Knight Media Foundation Webinar, February 2023
 - Karen Campbell, Director of Institutional Giving & Communications
6. Solutions Journalism Network Training, February 2023
 - C.J. Janovy, Director of Content - Journalism
 - Laura Ziegler, Community Editor
7. Kinetic and UMKC - Power of Philanthropy Summit, February 2023
 - Arzie Umali, Major Gift Officer
 - David Fulk, Director of Philanthropic Giving
 - Karen Campbell, Director of Institutional Giving & Communications
8. Arts KC - Who Needs Art - A Thought Leadership Summit, May 2023
 - Christy L'Esperance, Community Engagement Specialist & On-Air Host, Classical KC
9. Public Media for All - From Ally to All In, November 2022
 - All Staff
10. NPR – Music Rights Agreement, March 2023
 - Sam Wisman, Senior Producer - 91.9 Classical KC
 - Brooke Knoll, Digital Audience Specialist & On-Air Host, Classical KC
11. Asian American Journalists Association National Convention, July 2023
 - Nomin Ujyediin, All Things Considered Newscaster and host of Kansas City Today
12. Association of Fundraising Professionals, Fundraising 101, May 2023
 - Arzie Umali, Major Gift Officer
13. Mid-America Charitable Gift Planners - Building Blocks of Planned Giving Conference, September 2023

- Arzie Umali, Major Gift Officer
14. PRX Journalism Podcast Accelerator, March 2023
 - Celia Llopis-Jepsen, Reporter, Kansas News Service
 - Stephen Koranda, Managing Editor, Kansas News Service
 15. National Association of Hispanic Journalists Conference, July 2023
 - Luke X. Martin, Culture Editor
 16. The University of Chicago Institute of Politics and the Nieman Foundation - 2024 Campaign Journalism Conference, July 2023
 - Dylan Lysen, Political Reporter, Kansas News Service
 17. Poynter Institute - Digital Transformation Project, October 2022 – August 2023
 - Grace Lotz, Digital Producer
 - C.J. Janovy, Director of Content – Journalism
 - Gabriel Rosenberg, Audience Editor
 - Sarah Morris, General Manager, KCUR 89.3 & 91.9 Classical KC
 18. UMKC – Working towards bachelor's degree in communications, Fall 2022 – Fall 2023
 - Grace Lotz, Digital Producer
 19. Public Media Development and Marketing Conference (PMDMC), July 2023
 - Karen Campbell, Director of Institutional Giving & Communications
 - Sarah Morris, General Manager, KCUR 89.3 & 91.9 Classical KC
 - Sharon Lindenbaum, Director of Operations
 - Ross Wright, Membership Services & Data Specialist
 - David Fulk, Director of Philanthropic Giving
 - Grace Lotz, Digital Producer
 - Genevieve Des Marteau, Director of Audience Development
 20. Non-Profit Connect – Volunteer Management, Reimagining Events, 2023
 - Sarah Reinhardt, Volunteer and Events Coordinator
 21. NPR – Vocal Training
 - Christy L'Esperance, Community Engagement Specialist & On-Air Host, Classical KC
 22. Midwest Newsroom Quarterly Meeting, November 2022
 - David Fulk, Director of Philanthropic Giving
 - Sarah Morris, General Manager, KCUR 89.3 & 91.9 Classical KC
 - Sharon Lindenbaum, Director of Operations
 - C.J. Janovy, Director of Content – Journalism
 - Holly Edgell, Managing Editor, Midwest Newsroom
 23. UMKC – Conflict Resolution, December 2022
 - Ethics Committee Members
 24. Association of Fundraising Professional Kansas City - National Philanthropy Day, November 2023
 - David Fulk, Director of Philanthropic Giving
 25. Association of Fundraising Professional Kansas City - Annual Funders Forum, October 2023
 - David Fulk, Director of Philanthropic Giving

26. Reporting, Graphics, Audio and Digital Trainings, May 2023

- Maria Altman, Editor, Harvest Public Media
- Eva Tesfaye, Reporter, Harvest Public Media

27. Audio, Reporting and Graphics, Climate, and Urban Planning Trainings, 2023

- Lawrence Brooks, IV, Race & Culture Reporter
- Savannah Hawley, General Assignment Reporter
- Carlos Moreno, Media Production Director II
- Bek Shackelford-Nwanganga, Kansas News Service Reporter
- Zach Perez, Community Engagement Producer
- Eva Tesfaye, Reporter, Harvest Public Media
- Nomin Ujyediin, All Things Considered Newscaster and host of Kansas City Today
- Jodi Fortino, Education Reporter
- Noah Taborda, Health Reporter
- Laura Ziegler, Community Editor
- Peggy Lowe, Investigative Reporter
- Celisa Calacal, Missouri Government & Politics Reporter
- Luke X. Martin, Culture Editor
- Greg Echlin, Sports Reporter
- Suzanne Hogan, Senior Podcast Producer/Reporter/Announcer
- Celia Llopis-Jepsen, Reporter, Kansas News Service
- Dylan Lysen, Political Reporter, Kansas News Service
- Mackenzie Martin, Senior Podcast Producer/Reporter
- Blaise Mesa, Social Services and Criminal Justice Reporter
- Sam Zeff, Metro Reporter

28. Sources, Digital, Audio and Reporting Trainings, 2023

- Holly Edgell, Managing Editor, Midwest Newsroom
- Kavahn Mansouri, Investigative Reporter, Midwest Newsroom

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Activity #16: Other activities designed to disseminate information about employment opportunities.

1. American Public Square - Journalists in the Classroom, December 2022
 - Carlos Moreno, Media Production Director II
 - Madeline Fox, Senior Podcast Producer/Reporter
2. UMKC Journalism Class, February 2023
 - Carlos Moreno, Media Production Director II
3. Kansas City Public Library - Voting Access: What You Need to Know, October 2022
 - Laura Ziegler, Community Editor
 - Ron Jones, Program Director
4. South Plaza Association - Crime Prevention April 2023
 - Laura Ziegler, Community Editor
5. UMKC - Roo News, February 2023
 - Peggy Lowe, Investigative Reporter
6. Solutions Journalism Network Station Tour, February 2023
 - C.J. Janovy, Director of Content - Journalism
 - Laura Ziegler, Community Editor
7. Islamic School of Greater Kansas City – Podcast Club, February 2023
 - Suzanne Hogan, Senior Podcast Producer/Reporter/Announcer
8. Shawnee Mission School District - Quill and Scroll Journalism, April 2023
 - Lisa Rodriguez, News Director
9. Kansas Scholastic Press Association – Source Trust, May 2023
 - Blaise Mesa, Social Services and Criminal Justice Reporter
10. Harvest Public Media - What Makes a Great Digital Story, May 2023
 - Gabriel Rosenberg, Audience Editor
 - Maria Altman, Editor, Harvest Public Media
 - Eva Tesfaye, Reporter, Harvest Public Media
11. Midwest Newsroom – Digital Dos and Don'ts, April 2023
 - Gabriel Rosenberg, Audience Editor
 - Holly Edgell, Managing Editor, Midwest Newsroom
12. KCAI – Kansas City Jazz History, Fall 2022
 - Chuck Haddix, Fish Fry Host
13. KCUR Station Tour, April 2023
 - Laurie Arbore, Afternoon Announcer
 - Steve Kraske, Executive Producer and Host, Up to Date

14. AFPKC - Fundraising 101 - What It Means to be a Fundraising Professional, May 2023
 - David Fulk, Director of Philanthropic Giving
15. KCUR Station Tour, August 2023
 - David Fulk, Director of Philanthropic Giving
 - Martha Atlas, Major Gift Officer
16. KCUR Station Tour, October 2022
 - David Fulk, Director of Philanthropic Giving
17. UMKC - Decision Sciences and Operations Management, Spring 2023
 - Alexander Bay, Audience Data Analyst
18. Centurion Task Force exploring Kansas City's Past Present and Beyond, May 2023
 - Suzanne Hogan, Senior Podcast Producer/Reporter/Announcer
 - Genevieve Des Marteau, Director of Audience Development
19. Unbound Book Festival – (Re)Writing Kansas City, April 2023
 - C.J. Janovy, Director of Content – Journalism
20. The Greater Kansas City Chamber of Commerce Diversity Breakfast, July 2023
 - Suzanne Hogan, Senior Podcast Producer/Reporter/Announcer
 - Genevieve Des Marteau, Director of Audience Development
21. UMKC - Podcast and Audio Production, Fall 2023
 - Mackenzie Martin, Senior Podcast Producer/Reporter
 - Suzanne Hogan, Senior Podcast Producer/Reporter/Announcer
22. University of Kansas Biological Survey and Center for Ecological Research, September 2023
 - Celia Llopis-Jepsen, Reporter, Kansas News Service
23. Public Radio Program Directors Conference – Podcast Course July 2023
 - Stephen Steigman, Director, 91.9 Classical KC / Chief of Broadcast Operations, KCUR 89.3 & 91.9 Classical KC
24. KCUR – Photography Tips, July 2023
 - Carlos Moreno, Media Production Director II
 - Julie Denesha, Arts Reporter
25. Society of Environmental Journalists Conference - Navigating Newsrooms: A Guide for Early-Career Environmental Journalists, April 2023
 - Eva Tesfaye, Reporter, Harvest Public Media
26. The American Society of Parasitologists – How to Talk to Reporters, July 2023
 - Celia Llopis-Jepsen, Reporter, Kansas News Service
 - C.J. Janovy, Director of Content – Journalism
27. Knight Media Forum – Kansas Association of Historians, February 2023
 - C.J. Janovy, Director of Content – Journalism