**KBIA (FM), Columbia, MO**

**KAUD (FM), Mexico, MO**

**KMUC (FM), Columbia, MO**

**Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KBIA, Columbia, MO and KAUD, Mexico, MO, and KMUC, Columbia, MO and is required to be placed in the public inspection file of the station and posted on our website.

The information contained in this Report covers the time period beginning October 1,

2024 to and including September 30, 2025 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station

Employment Unit during the Applicable Period;

1. For each such vacancy, the recruitment sources(s) 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), identified by name, address or email address or website and contact person, if available.

1. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

1. 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

1. 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 which follow have been designed, in aggregate, to provide the information required.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the phone.

Appendix 1 to

KBIA, KAUD and KMUC Annual EEO Public File Report Form

Covering the Period from October 1, 2024 to September 30, 2025

Section 1:

|  |  |  |  |
| --- | --- | --- | --- |
| **Job listing** | **Full-time positions filled by job title** | **Recruitment source of hiree** | **Total number of interviewees from all sources for this position** |
| 1 | Station Manager – KBIA/KMUC | Radio/Internal hire | 7 |
| 2 | Program Director | Position not filled | 6 |
| 3 | Health Reporter | Higher Ed Jobs | 7 |

Appendix 2 to

KBIA and KAUD Annual EEO Public File Report Form

Covering Period from October 1, 2024 to September 30, 2025

**Recruitment Source Information**

|  |  |  |
| --- | --- | --- |
| **Recruitment Source (Website, Name, Address, Telephone Number, Contact Person if available)** | **Total Number of Interviewees This Source Has Provided During This Period (If Any)** | **Full-time Positions For Which This Source was Utilized** |
| MU HRS website  http://hrs.missouri.edu/find-a-job/ | 20 (all applications processed through here) | 1,2,3 |
| KBIA website www.kbia.org | 2 | 1,2,3 |
| Missouri Broadcasters Association (MBA) mgordon@mbaweb.org | 0 | 1,2,3 |
| Corporation for Public Broadcasting (CPB) http://www.cpb.org/jobline | 5 | 1,2,3 |
| Radio Television Digital News Association (RTDNA) <https://careers.rtdna.org/employer-offers> | 0 | 1 |
| Current <https://current.org> | 0 | 1,2 |
| National Association of Broadcasters [nab@nab.org](mailto:nab@nab.org) (NAB) https://youbelonghere.media/ | 0 | 1 |
| Public Media Journalists Association (PMJA)  https://jobs.pmja.org/ | 0 | 1,2 |
| ONA (The Online News Association) https://careers.journalists.org/employers/ | 0 | 1 |
| Broadcast Education Association (BEA) BEAweb.org |  | 1 |
| Journalismjobs.com | 0 | 1,2 |
| AirMedia.org | 0 | 2 |
| Radio Announcements | 2 | 1,2,3 |
| KBIA Staff | 3 | 1,2,3 |
| Friend/Alumni Network | 7 | 1 |
| National Association of Black Journalists (NABJ) https://nabjcareers.org/ jhodge@nabj.org | 0 | 1,2 |
| Native American Journalists Association (NAJA) https://indigenousjournalists.org/jobs/post-a-job/  pamsilas@naja.com | 0 | 1,2 |
| National Association for Multi-Ethnicity in Communications (NAMIC)  https://membership.namic.com/networking/submit.asp | 0 | 1 |
| National Association of Hispanic Journalists (NAHJ) https://www.nahjcareers.org/ NAHJ@nahj.org | 0 | 1,2 |
| Pubtech@lists.pubtech.org | 0 | N/A |
| Report For America | 0 | 1 |
| Higher Education Network | 2 | 1 |
| LinkedIn *– automatic posting through MU HRS website* | 2 | 1,2,3 |
| Indeed *– automatic posting through MU HRS website* | 2 | 1,2,3 |
| HigherEdJobs *– automatic posting through MU HRS website* | 2 | 1,2,3 |
| CIRCA (formerly Local Job Network) *– automatic posting through MU HRS website* | 0 | 1,2,3 |
| The Chronicle of Higher Education *– automatic posting through MU HRS website* | 0 | 1,2,3 |

*Note: all applicants had to submit through MU HRS Website, and would then self-report where they heard about the position.*

Appendix 3 to

KBIA and KAUD Annual EEO Public File Report Form

Covering the Period from October 1, 2024 to September 30, 2025

Station Comprising Station Employment Unit: KBIA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KBIA.

1. KOMU-TV, along with KBIA-FM, presents a $1,000 scholarship to the outstanding student in the Broadcast News sequence in the Missouri School of Journalism. The student must have the qualities of energy, enthusiasm, accuracy, and a desire to excel in journalism. The student selected must also have at least one year of school remaining.

In August of 2025, this scholarship was awarded to Missouri School Journalism student Emma Becker.

2. Internships designed to assist members of the community to acquire skills needed for broadcast employment:

October 2024 – September 2025 Student Interns worked approximately 675 hours in KBIA’s newsroom. Anchored morning ‘drive-time’ newscasts five days a week, and also reported as needed. The anchor position was held by sixteen different students at different points during this time frame, the approximation of 675 hours is the total amount of work distributed among those fifteen students were all paid for their work.

Duties included:

* Producing and anchoring morning newscasts
* Posting stories on the station’s website
* Editing stories and working with students in the Journalism School
* Reporting

3. Participation in job fairs by personnel with substantial responsibility in hiring decisions:

We specifically reached out to community programs, local online networks and made appeals through our staff to their networks.

Staff also attended local community events as part of our community coverage. At several of these events, organic conversations happened with attendees discussing job openings at KBIA as well as how best to record their own conversations with family and friends. This included a community donor and information campaign around a MU Football game (MU v KU).

KBIA also routinely participates in semester recruitment fairs for students interested in anchoring and working in the newsroom as internships