**KCUR 89.3**

**Annual Equal Employment Opportunity Report**

**Required by the Federal Communications Commission**

**October 1, 2018 – September 30, 2019**

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, 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, 2018 to and including September 30, 2019 (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 Position Filled during Report Period**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Position Number** | **Working Title** | **Date Position Opened** | **Date Position Filled** | **Number of People Interviewed** | **Recruitment Source for Hiree** |
|  |  |  |  |  |  |  |
| 1 | 72486 | Volunteer and Fundraising Event Coordinator | 8/2/2018 | 11/5/2018 | 21 | UMKC website |
| 2 | 58266 | Reporter, Missouri Government and Politics | (a) | 6/24/2019 | 1 | KCUR intern; KCUR employee referral |

Total number of persons interviewed during this period: 22

*(a) When incumbent resigned and moved to another public radio station, KCUR hired individual who had completed a KCUR internship and had appropriate education and experience. University of Missouri – Kansas City Office of Affirmative Action approved the waiving of public posting.*

*NOTE: KCUR’s knowledge about recruitment sources used by interviewees is limited to their self-reporting through the selection of options in the University of Missouri – Kansas City jobs website.*

**Appendix 2: Recruitment Source Information**

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*NOTE: KCUR’s knowledge about recruitment sources used by interviewees is limited to their self-reporting through the selection of options in the University of Missouri – Kansas City jobs website.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Recruitment Source** | **Number of interviewees this source provided during this period** | **Full-time positions for which this source was utilized** |
|  |  |  |  |
|  | **Name of Source**: KCUR website, Facebook pages, and twitter accounts  Contact Person: Briana O’Higgins  Address: Kansas City, MO  Phone: 816-235-1551  email: briana@kcur.org  website: [www.kcur.org](http://www.kcur.org) | 72486 - 5 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Name of Source**: KCUR Community Advisory Board  Contact Person: Nico Leone  Address: Kansas City, MO  Phone: 816-235-1551  email: nicol@kcur.org  website: [www.kcur.org](http://www.kcur.org) | 72486 - 0 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Name of Source:** All KCUR Employees  Contact Person: Jeanne M. Rooney  Address: Kansas City, MO  Phone: 816-235-1551  Email: jeanne@kcur.org  Website: [www.kcur.org](http://www.kcur.org) | 72486 - 4 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Name of Source**: University of Missouri – Kansas City  Contact Person: Lindsey Eaton, Human Resources  Address: Kansas City, MO  Phone: 816-235-5823  email: eatonli@umkc.edu  website: [www.umkc.edu](http://www.umkc.edu)  How was notification given? Posted to their website  What is proof of the source’s publication? E-records | 72486 - 3 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Name of Source**: indeed (This website automatically picks up all job postings on UMKC’s website)  website: [www.indeed.com](http://www.indeed.com) | 72486 - 27 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Name of Source**: UMKC Human Resources automatically posts all positions with these organizations.   |  | | --- | | * American Indian Council | | * American Indian Enterprise & Business Council | | * Asian American Chamber of Commerce KC | | * ESGR | | * Full Employment Council | | * Hispanic Advisory Board/UWGKC (Carlos Salazar | | * Hispanic Kansas Works | | * Hispanic Chamber of Commerce | | * KC Hispanic Chamber of Commerce | | * Latino Coalition  E-Newsletter | | * Missouri Veteran’s Commission | | * My Disability Professionals | | * National Native American Chamber of Commerce | | * Urban League | | * Women’s Employment Network | | * Connections to Success   What is proof of the source’s publication? E-records | | 72486 - 0 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Name of Source**: Nonprofit Connect  Address: Kansas City MO  website: [www.npconnect.org](http://www.npconnect.org)  How was notification given? Posted to their website  What is proof of the source’s publication? E-records | 72486 - 12 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Name of Source: Association of Fundraising Professionals**  **Address: Kansas City MO**  **Website:** <https://community.afpnet.org/afpmomidamericachapter/home>  How was notification given? Posted to their website  What is proof of the source’s publication? E-records | 72486 - 0 |  |
|  | **Other**  For example:  KCUR employees posted job openings to their individual professional social media; journalism-related social media, including Facebook; and their alma maters’ job websites. | 72486 – 2 | 72486, Volunteer and Fundraising Events Coordinator |
|  | **Not known, applicant did not provide specific in application** | 72486 – 19 |  |

**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.**

*NOTE: September 2019, KCUR improved its internship program by securing funding for paid internships. We expect this to provide more support for the future journalists who intern with us, and to increase the diversity of the applicants.*

|  |  |  |  |
| --- | --- | --- | --- |
| **POSITION** | **DATES** | **SUPERVISOR** | **RECRUITMENT SOURCE** |
|  |  |  |  |
| Central Standard | Sep - Dec 2018 | M. Rowell | kcur.org |
| Up to Date | Sep - Dec 2018 | D. Alexander | UMKC course taught by S. Kraske |
| News | Sep - Dec 2018 | M. Carter | Twitter |
|  |  |  |  |
| Central Standard | Jan - May 2019 | S. Gross | Twitter |
| Up to Date | Jan - May 2019 | D. Alexander | UMKC course taught by S. Kraske |
| News | Jan - May 2019 | M. Carter | kcur.org |
|  |  |  |  |
| Central Standard | Jun - Aug 2019 | S. Gross | kcur.org |
| Up to Date | Jun - Aug 2019 | D. Alexander | kcur.org |
| News | Jun - Aug 2019 | M. Carter | kcur.org |
| Audience Development | Jun - Aug 2019 | B. Dwyer | kcur.org |
|  |  |  |  |
| Central Standard | Sep - Dec 2019 | M. Rowell | kcur.org |
| Up to Date | Sep - Dec 2019 | D. Alexander | kcur.org |
| News | Sep - Dec 2019 | M. Carter | kcur.org |

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

**Reporters, Editors, Talk Show Hosts, and other content-related staff**

1. Poynter’s Table Stakes Project to improve our capacity to grow digital audience and revenue. Series of workshops, October 2018 – May 2019
   * Nico Leone, General Manager
   * Donna Vestal, Director of Content Strategy
   * Briana O’Higgins, Digital Director
   * C.J. Janovy, Digital Managing Editor
2. Digital Summit in Kansas City, October 2018
   * Briana O’Higgins, Digital Director
3. Eve Epstein, editor from Marketplace, visited KCUR to discuss pitching story ideas. October 15-16, 2018
   * All Reporters and Editors
4. Mark Memmott, NPR’s Standards and Practices editor, visited KCUR to discuss Culture of Journalism, October 16, 2018.
   * All Reporters and Editors
5. Radio Boot Camp Training at WAMU in Washington, D.C., October 2018
   * Chris Haxel, Guns & America Reporter
6. Attended Guns and America Seminar at WAMU in Washington, D.C, October 2018
   * Chris Haxel, Guns & America Reporter
7. Spanish tutoring to revive skills for the purpose of reporting on the Spanish Speaking Community, October 2018 – September 2019
   * Celia Llopis-Jepsen, Kansas News Service Reporter
8. ENCO Training for using recording and broadcasting equipment, October 2018
   * All Announcers, Engineers, and Producers
9. Attended the Innovations in Public Health Conference in San Francisco, California, November 13-15, 2018
   * Dan Margolies, Health and Legal Affairs Editor
10. Online News Association Conference in Austin, Texas, November 2018
    * C.J. Janovy, Digital Managing Editor
11. NPR West Education Fly-in, Los Angeles, California, December 2018
    * Elle Moxley, Education Reporter
12. One Small Step/StoryCorps Training on creating productive conversations in our community in Brooklyn, January 2019
    * Matthew Long-Middleton, Community Producer
    * Ron Jones, Director of Community Engagement
13. National Association of Black Journalists webinar on Investigative Reporting given by Associated Press Editor Ron Nixon; January 2, 2019.
    * Samuel King, Missouri Government Reporter
14. Commonwealth Fund workshop to learn about health care systems in different countries, New York City, New York, January 22-26, 2019.
    * Alex Smith, Health Reporter
15. Guns in America Conference in Dallas, Texas, March 2019
    * Chris Haxel, Guns & America Reporter
16. American Public Media Training in Minneapolis, Minnesota, March 2019
    * Peggy Lowe, Reporter
17. Enrolled in Graduate Certificate program in Interactive Media and Emerging Technologies at the University of Missouri-Kansas City, January – September 2019
    * Peggy Lowe, Reporter
18. Awarded an Association of Health Care Journalists International Health Study Fellowship and went to the United Kingdom to examine the issue of social isolation, March 2019.
    * Alex Smith, Health Reporter
19. Sharing America workshop in KCUR, related to the Corporation for Public Broadcasting grant: “Improving Diversity in Public Media Newsrooms: A Collaborative Approach.”March 2019
    * Sylvia Maria Gross, Storytelling Editor
    * Michelle Tyrene Johnson, Race, Identity, & Culture Reporter
20. Several other Sharing America Conferences held throughout the country. October 2018-September 2019
    * Michelle Tyrene Johnson, Race, Identity, & Culture Reporter
21. CPB Fellowship for Public Media Editorial Integrity and Leadership Initiative held at Arizona State University, March 2019.
    * Amy Jeffries, Kansas News Service Editor
22. Course in Digital Content Strategy from University of Kansas, Spring 2019
    * Anne Kniggendorf, Contributor
23. Public Radio in Mid-America conference, St. Louis, Missouri, May 2019
    * Donna Vestal, Director of Content Strategy
    * Nico Leone, General Manager
24. Association of Health Care Journalists Conference in Baltimore, Maryland, May 2019
    * Dan Margolies, Health and Legal Affairs Editor
    * Celia Llopis-Jepsen, Kansas News Service Reporter
25. Doug Kluck, with National Oceanic and Atmospheric Administration National Center for Environmental Information, gave a presentation about their research and studies, climate change, etc. June 24, 2019
    * KCUR Reporters and Editors
26. Public Radio News Directors Conference in Washington, D.C., June 2019
    * Luke Martin, Associate Producer
    * Maria Carter, News Director
27. Investigative Reporters Conference in Houston, Texas, June 13-16, 2019
    * Nomin Ujiyediin, Kansas News Service Reporter
    * Chris Haxel, Guns & America Reporter
28. Imtiaz Rangwala, Climate science lead for the North Central Climate Adaptation Science Center at the University of Colorado-Boulder, gave a presentation about the Center’s work. July 5, 2019.
    * KCUR Reporters and Editors
29. National Association of Black Journalists Conference in Miami, Florida, August 2019
    * Michelle Tyrene Johnson, Race, Identity, & Culture Reporter
30. Culture of Journalism Conference in Washington, D.C., June 13, 2019
    * Donna Vestal, Director of Content Strategy
31. American Society of News Editors’ Emerging Leader’s Institute in New Orleans, Louisiana, September 2019
    * Erica Hunzinger
32. NPR Fly-in for State Government Reporters, Washington, D.C., September 23-25, 2019
    * Aviva Okeson-Haberman, Government Reporter
33. Weekly Internal Staff training on Best Practices in reporting and using Digital and Social Media tools, year-around
    * KCUR News Team
34. Corporation for Public Broadcasting grant, “Election 2020: Listening to America” 9/1/2019 – 3/31/2021. This is a nationwide project to invest in public radio stations’ capacity to use a multiplicity of community engagement practices and tools, and to help amplify community and citizen perspectives to advance local, regional and national journalism. KCUR is the lead station, providing strategic and editorial leadership, community engagement expertise, project management, and fiscal oversight. As many as eight collaborations, each with multiple stations, will be a part of this project to build a national model for quality and collaborative journalism with Elections 2020 as the focus. Professional development of the employees of the many stations involved will be a key activity and outcome of the project.

Workshop of twenty community engagement leaders from public media throughout the nation to discuss best practices and how to share them in Election 2020 project. 9/24/2019

* Donna Vestal, Director of Collaborations
* Ron Jones, Director of Community Engagement
* Laura Ziegler, Community Engagement Reporter
* Nico Leone, General Manager

**Program Director, Audience Development, Resource Development, Operations and Administration**

1. Monthly Webinars on Fundraising and Database Technology from Allegiance, October 2018 – September 2019.
   * Kathleen Connaghan-Gross, Membership Coordinator
2. Super Regional Conference in Atlanta, Georgia, October 2018
   * Nico Leone, General Manager
3. Attended Media Mix Lunch & Learn Meeting about Over the Top Media, October 2018
   * Annie McMahill, Account Executive
   * Ron Yurman, Director of Business Development
4. Online Course on the Social Psychology of Leadership at University of Iowa, Fall 2018
   * Kristin Schultz, Fundraising & Development
5. Attended Local Media Association Media Transformation Conference in Kansas City, October 25-26, 2018
   * Cody Newill, Audience Development Specialist
6. Webinar on Making the Business Case for Underwriting, November 13, 2018
   * Ron Yurman, Director of Business Development
7. Webinar on Year-End Digital Fundraising Campaigns from NPR, February 28, 2019
   * Kathleen Connaghan-Gross, Membership Coordinator
8. Two online courses from the Google Analytics Academy, February 2019
   * Cody Newill, Audience Development Specialist
9. Attended Media Mix Lunch & Learn Meeting about Trends in Advertising, February, 2019
   * Annie McMahill, Account Executive
   * Ron Yurman, Director of Business Development
   * Dana Combs, Account Executive
10. Webinar on Monthly Giving from Bloomberg, February 21, 2019
    * Kathleen Connaghan-Gross, Membership Coordinator
11. Attended seminar on Fundraising with the Association of Fundraising Professionals, February, 2019
    * David Fulk, Director of Philanthropic Giving
    * Kathleen Connaghan-Gross, Membership Coordinator
12. Earned Excel Specialist Certification at Johnson County Community College, June 2019
    * Kathleen Connaghan-Gross, Membership Coordinator
13. Public Media Development and Marketing Conference in Dallas, Texas, June 2019
    * Briana O’Higgins, Digital Director
    * Cody Newill, Audience Development Specialist
    * Mike Russo, Director of Marketing
    * Caroline Campbell, Volunteer & Fundraising Events Coordinator
14. Webinar on Podcasting Donation Experiments with NHPR, WBUR, and WYNC, June 2019
    * Kathleen Connaghan-Gross, Membership Coordinator
15. Attended FRED talk on Eight Excellent Email Marketing Ideas via Association of Fundraising Professionals in Kansas City, Missouri, June 2019.
    * Kathleen Connaghan-Gross, Membership Coordinator
16. Public Radio Program Directors’ Conference in Minneapolis, Minnesota, August 2019
    * Nico Leone, General Manager
    * Donna Vestal, Director of Content Strategy
    * Stephen Steigman, Chief of Broadcast Operations
17. Webinar about using GrantStation software hosted by Nonprofit Connect, September 2019
    * David Fulk, Director of Philanthropic Giving
    * Caitlin Hendel, Director of Institutional Giving & Communication
18. NPR Digital Day on emerging strategies in on-line technology for journalism and audience engagement, 9/11/2019
    * Cody Newill, Audience Development Specialist

**Appendix 3: Supplemental Activities**

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

**Audience: Journalists and Other Professionals**

1. Panelists for American Public Square’s Discussion on Voter Suppression, October 11, 2018
   1. Peggy Lowe, Reporter
   2. Michelle Tyrene Johnson, Race, Identity, & Culture Reporter
2. Panelist on The Power of Collaborative Journalism at Super Regional Conference in Atlanta; October 2018
   * Nico Leone, General Manager
3. Moderator of Women’s Leadership Institute Event, October 2018
   * Lisa Rodriguez, Afternoon Newscaster and Reporter
4. Studio tour for a group of Journalists from Kazakhstan, October 3, 2018
   * Brian Ellison, Contributor
   * Maria Carter, News Director
   * Mike Russo, Director of Marketing
5. Taught podcasting course at AHHA (an Arts and Gallery space) in Tulsa, October 13-14, 2018.
   * Matthew Long-Middleton, Community Producer
6. Panelist for the Freedoms Town Hall discussion on “Slowness” at H&R Block Artspace, November 2, 2018
   * C.J. Janovy, Digital Managing Editor
7. Panelist for WWI Museum’s Armistice Day Event, November 2018
   * Lisa Rodriguez, Afternoon Newscaster and Reporter
8. Lecturer for 21st Century LGBT History class at University of Missouri-Kansas City, November 15, 2018
   * C.J. Janovy, Digital Managing Editor
9. Presentation to KC Oasis on “How to Win Hearts and Minds by Losing,” Kansas City, November 18, 2018
   * C.J. Janovy, Digital Managing Editor
10. Moderator for Women in Politics event at the Johnson County Library, November 2018
    * Celia Llopis-Jepsen, Kansas News Service Reporter
11. Panelist on discussion about incoming Kansas Governor Laura Kelly at Washburn University in Topeka, December 12, 2018
    * Celia Llopis-Jepsen, Kansas News Service Reporter
    * Jim McLean, Kansas News Service Senior Correspondent
12. Discussed Journalism careers with Mid-Career Business Women, December 2018
    * Laura Ziegler, Community Reporter
13. Moderator of panel discussion about economic development across different neighborhoods for the Kansas City, Missouri Chamber of Commerce, December 10, 2018
    * Michelle Tyrene Johnson, Race, Identity, & Culture Reporter
14. Panelist for Topeka’s KTWU discussion on Kansas Legislature, January 18, 2019.
    * Celia Llopis-Jepsen, Kansas News Service Reporter
15. Panelist with the Lt Governor of Kansas at a KMUW event on school finance, Wichita, February, 2019
    * Celia Llopis-Jepsen, Kansas News Service Reporter
16. Mentored two reporters from the “Guns in America” Project, Spring 2019
    * Peggy Lowe, Reporter
17. Moderator and Roving Reporters for American Public Square event on Teen Suicide, Feb 28, 2019.
    * Brian Ellison, Contributor
    * Dan Margolies, Health and Legal Affairs Editor
    * Laura Ziegler, Community Reporter
18. Judged the National Education Writer’s Association awards for Education Journalists; March 2019.
    * Celia Llopis-Jepsen, Kansas News Service Reporter
19. Moderated panel discussion on “Art that Requires Inspiration,” March 30, 2019.
    * Sylvia Maria Gross, Storytelling Editor
20. Panelist for a discussion on the new map of Kansas Literature at Washburn University, April 3, 2019
    * C.J. Janovy, Digital Managing Editor
21. Roundtable discussion participant on Legal Ethics for University of Missouri-Kansas City Continuing Legal Education, May 15, 2019
    * Dan Margolies, Health and Legal Affairs Editor
22. Spoke to the Plaza Library book club and Our Daily Nada book club, April and May, 2019
    * C.J. Janovy, Digital Managing Editor
23. Studio Tour and Discussion for student attending the National Radio Talent Institute, April 18, 2019
    * Nico Leone, General Manager
    * Sylvia Maria Gross, Storytelling Editor
    * Danie Alexander, Producer
    * Genevieve Des Marteau, Development Coordinator
    * Laurie Arbore, Announcer
24. Panelist for a discussion held by the Legal Marketing Association, June 12, 2019
    * Dan Margolies, Health and Legal Affairs Editor
25. Spoke to College Hill United Methodist Church of Wichita and Shawnee Mission Unitarian Universalist Church, May and June 2019
    * C.J. Janovy, Digital Managing Editor
26. Spoke about diversity at FHL Bank of Topeka, June 2019
    * C.J. Janovy, Digital Managing Editor
27. Presented at Public Radio Program Directors Conference in Minneapolis, Minnesota, August 2019
    * Donna Vestal, Director of Content Strategy, collaboration in journalism
    * Stephen Steigman, Director of Broadcast Operations, smart speakers as a source of news
28. Panelist on “The Sacred Cows of Events” for the Kansas City chapter of the Association of Fundraising Professionals, August 21, 2019.
    * David Fulk, Director of Philanthropic Giving
29. Moderated Johnson County League of Women Voters panel on election security with Kansas Election Commissioners, September 7, 2019.
    * Sam Zeff, Reporter
30. Taught “Let’s Make a Podcast” Class at Mid-Continent Public Library, September 2019.
    * Sam Zeff, Reporter

**Audience: Colleges and Universities**

1. Spoke about media to American Government Class at Avila University, October 16, 2018
   * Laura Ziegler, Community Reporter
2. Spoke about Community Engagement and Conflict Resolution in Journalism to Johnson County Community College and Park University “Radio as an Effective Peacebuilding Tool” Conference, October 26, 2018.
   * Laura Ziegler, Community Reporter
   * Ron Jones, Director of Community Engagement
3. Moderator for Panel on “Women Who Lead in the Arts” at University of Missouri- Kansas City, October 24, 2019.
   * C.J. Janovy, Digital Managing Editor
4. Station tour to Mass Communications Class at University of Missouri-Kansas City, October 2018
   * Laurie Arbore, Announcer
   * Matthew Long-Middleton, Community Producer
5. Spoke about Journalism Ethics with NPR’s Mark Memmott at University of Missouri-Kansas City, October 16, 2018
   * Donna Vestal, Director of Journalism
6. Taught Journalism Courses at University of Missouri-Kansas City, October 2018 – September 2019.
   * Steve Kraske, Host
7. Spoke to Journalism Class about news reporting at University of Missouri-Kansas City, November 2018
   * Lisa Rodriguez, Afternoon Newscaster and Reporter
8. Taught Mass Media Course at Johnson County Community College; October 2018 – September 2019.
   * Laura Ziegler, Community Reporter
9. University student Ciaran Molloy did a job-shadow at KCUR to learn about careers in radio journalism, January 2019
   * Donna Vestal, Director of Journalism
   * Peggy Lowe, Reporter
   * Michelle Tyrene Johnson, Race, Identity, & Culture Reporter
   * Lisa Rodriguez, Afternoon Newscaster and Reporter
   * Samuel King, Missouri Government Reporter
   * Steve Kraske, Host
   * Danie Alexander, Producer
   * Luke Martin, Associate Producer
10. Station tour for Fort Hays State University student, January 29, 2019
    * Stephen Steigman, Chief of Broadcast Operations
11. Spoke to Political Science Class at University of Missouri-Kansas City on how the Republican Party has changed over time, February 15, 2019.
    * Jim McLean, Kansas News Service Reporter
12. Spoke to a Media Law class at University of Kansas about reporting in war zones, February 20, 2019.
    * Scott Canon, Kansas News Service Digital Editor
13. Spoke to Graduate Social Work class at University of Missouri-Kansas City about interacting with the media, February 21, 2019.
    * Dan Margolies, Health and Legal Affairs Editor
14. Spoke to students at the University of Kansas School of Law about challenges reporters face getting state agencies to comply with open records requests; April 2019
    * Celia Llopis-Jepsen, Kansas News Service Reporter
15. Spoke to Journalism Class at Johnson County Community College, May 2019
    * Dan Margolies, Health and Legal Affairs Editor
16. Guest speaker on social justice issues for Wichita State University, May 7, 2019
    * C.J. Janovy, Digital Managing Editor
17. Bloch School of Business at University of Missouri-Kansas City, Strategic Leadership Program, used KCUR as its case study for a semester-long course, Spring-Summer 2019
    * Sarah Morris, Executive Director of Informal & Continuing Education
    * Nico Leone, General Manager
    * Jeanne Rooney, Manager of Business & Fiscal Operations
    * Briana O’Higgins, Digital Director
    * Stephen Steigman, Chief of Broadcast Operations
18. Spoke to Broadcast Performance class at Johnson County Community College, September 19, 2019.
    * Michael Byers, Announcer

**Audiences: Pre-K – High School**

1. Speaker at Gifted Education Career Fair for Shawnee Mission School District, Spring 2019
   * Lisa Rodriguez, Afternoon Newscaster and Reporter
2. Speaker on Nonprofit Careers at Westridge Middle School, Spring 2019
   * Dawn Schnake, Accountant
3. As a board member of the Jackie Engle Endowment which supports high school journalism in Kansas, Celia spoke to, judged, and provided feedback to high school students at Kansas Regional High School on their journalism competition, February 2019.
   * Celia Llopis-Jepsen, Kansas News Service Reporter
4. Pembroke High School student Henry Raney did a job-shadow at KCUR to learn about careers in journalism, March 1, 2019
   * Dan Margolies, Health and Legal Affairs Editor
5. Station tour for Journalism camp participants from Barstow School, June 5, 2019
   * Stephen Steigman, Chief of Broadcast Operations
6. Panelist for Shawnee Mission School District Journalism Workshop; September 24, 2019
   * Lisa Rodriguez, Afternoon Newscaster and Reporter
7. Speaking to and working with students at the High School Journalism Conference hosted by the Kansas Scholastic Press Association in Lawrence, Kansas, September 26, 2019.
   * Celia Llopis-Jepsen, Kansas News Service Reporter
   * Nomin Ujiyediin, Kansas News Service Reporter