KWMU (FM) - St. Louis, Missouri
WQUB (FM) - Quincy, IL
KMST (FM) - Rolla, MO
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 station(s): KWMU, WQUB, and KMST is required to be placed in the public inspection file of this station and its website.

The information contained in this Report covers the time period beginning October 1, 2025 to and including September 30, 2026 (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(s) comprising the Station Employment Unit during the Applicable Period;

2. For each such vacancy, the recruitment source(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 (if available, website, and phone number (if available);

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 referred by each recruitment source utilized in connection 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.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended or accepted, but on the hiree's start date. A person was deemed "interviewed" whether they were interviewed in person or over the telephone.

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St. Louis, MO
Covering the period from October 1, 2025 - September 30, 2026

Section 1: Vacancy Information

Full-time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1. Metro East Reporter	Employee referral	8
2. Membership Operations Manager	Job posting (unspecified)	8
3. Associate Development Director, Data & Services	Employee referral	6
4. P.M. News Editor	Job posting (LinkedIn)	4

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, and/or Contact Person)	**Total Number of Interviewees Source Provided During This Period**	**Full-Time Positions for Which This Source Was Utilized**
1	University of Missouri - St. Louis, 1 University Blvd., 220 Woods Hall, St. Louis, MO 63121, Phone: (314) 516-5805, https://www.umsl.edu/services/hrs/careers/index.html		All
2	St. Louis Public Radio website, 3651 Olive Street, St. Louis, MO 63108, Phone: (314) 516-5968, https://news.stlpublicradio.org/	3	All
3	St. Louis Public Radio social media posts and email newsletters (i.e. Twitter, Facebook, Instagram, 'The Gateway' newsletter)	2	All
4	St. Louis Public Radio staff/retiree referral	8	All

6	Non-employee personal referral		All
7	Job Posting (Unspecified)	4	All
8	AIGA, 228 Park Ave S, Suite 58603, New York, NY 10003, (212) 807-1990, aiga.org		
9	AIR: Association of Independents in Radio, P.O. Box 220400, Boston, MA 02122 https://airmedia.org/		1
10	Afrian American Development Officers (AADO) Network, 4355J Suite #291, Cobb Parkway Atlanta, GA 30339, https://www.aadonetwork.com/		3
11	Asian American Journalists Association (AAJA), 575 Market Street, San Francisco, CA 94105, https://www.aaja.org/		1, 4
12	Association of Fundraising Professionals (Global), 4200 Wilson Boulevard, Ste 480, Arlington, VA 22203, https://afpglobal.org/		
13	Association of Fundraising Professionals (St. Louis Chapter), 8050 Watson Road, Ste 240 St. Louis, MO 63119, https://afpstl.org/		3
14	Black Career Women's Network, 1435 Vine St #326, Cincinnati, OH 45202, https://bcwnetwork.com/		
15	Chronicle of Higher Education, 1255 23rd Street, N. W., Washington, DC 20037, (202) 466-1050, hire.chronicle.com .		All
16	Chronicle of Philanthropy, 1255 23rd Street, N.W. Washington, D.C. 20037, https://www.philanthropy.com/		
17	Circa, 1000 N Water St, Suite 1200, Milwaukee, WI 53202, (800) 984-3775, circaworks.com		All
18	Corporation for Public Broadcasting (CPB Jobline), 401 9th Street, NW, Washington, DC 20004-2129, https://www.cpb.org/		
19	Current (Public Media industry publication, print and online), 4400 Massachusetts Avenue, NW, Suite LL05, Washington, DC 20016-8122, https://www.cpb.org/		
20	DIVERSE: Issues in Higher Education, 10520 Warwick Avenue, Suite B-4, Fairfax, VA, 22030-3136, Phone: (800) 783-3199, https://diversejobs.net/		All
21	Diversity Awareness Partnership (DAP), 3030 S. Grand Boulevard, #201, St. Louis, MO 63118, Phone: (314) 257-0800, https://dapinclusive.org/		
22	Diversity in Nonprofit, 260 Peachtree Street, N.W., Ste 2200, Atlanta, GA 30303 https://www.diversityinnonprofit.com/		
23	Greater Public, 401 North 3rd Street, Suite 601 Minneapolis, MN 55401, Phone: (800) 454-2314, https://www.greaterpublic.org/		1, 2, 3, 4

24	Handshake App (posting on multiple college and university career center job boards), https://joinhandshake.com/		All internships
25	Indeed, https://www.indeed.com/		All
26	Indigenous Journalists Association, 395 W. Lindsey, Norman, OK 73019, indigenousjournalists.org		
27	HigherEdJobs, 328 Innovation Blvd, Suite 235, State College, PA 16803, (814) 861-3080, higheredjobs.com	1	All
28	Journalism Jobs, Phone: (510) 508-7386, https://www.journalismjobs.com/	1	1, 4
29	LinkedIn, https://www.linkedin.com/	4	All
32	The Media Job Board, (406) 445-0000, Ext. 4, mediajobboard.com		
33	Missouri Broadcasters Association (MBA), 1025 Northeast Dr, Jefferson City, MO 65109, Phone: (573) 636-6692, https://www.mbaweb.org/		1, 4
34	National Association of Black Journalists (NABJ), 1100 Knight Hall, Suite 3101, College Park, Maryland 20742, Phone: (301) 405-0248, https://www.nabj.org/		1, 4
35	National Association of Hispanic Journalists (NAHJ), NAHJ Career Center, PO Box 117, Windsor, CA 95492, Phone: (626) 792-3846, https://nahj.org/		1, 4
36	Public Media Business Association (PMBA), 1300 Piccard Drive, Suite LL 14, Rockville, MD 20850, Phone: (240) 844-3600, https://www.pmbaonline.org/		
37	Public Media Journalists Association (PMJA), P.O. Box 838, Sturgis, SD 57785, https://www.pmja.org/		1, 4
38	The Rome Group, 3120 Locust, St. Louis, MO 63103, Phone: (314) 533-0930, https://www.theromegroup.com/	3	2,3
40	Women of Color in Fundraising & Philanthropy, YFJ CONSULTING, LLC, PO BOX 415, TARRYTOWN, NEW YORK, 10591, https://www.woc-fp.com/		

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Section 3: Long-Term/Ongoing Recruitment Initiatives
Implemented during the period of October 1, 2025 - September 30, 2026

	Date	Initiative	Description	Scope of Involvement	Personnel Involved

1	10/1/25 - Ongoing	myLearn Training Library (University of Missouri System)	myLearn's online learning and performance support is sponsored by the University of Missouri (UM) System Office of Human Resources. KWMU staff members can complete online training and education modules in areas such as: annual performance appraisal success factors, technical skill enhancement, certifications, and leadership.	Available to all full-time employees after completion of 6-month probationary period.	UMSL Human Resources staff and other University instructors/personnel.
2	10/1/25 - Ongoing	University of Missouri System / University of Missouri - St. Louis	Every staff member and intern at KWMU is required to complete a UM System training module in myLearn related to Title IX, mandatory reporting responsibilities, and antidiscrimination practices.	Each KWMU staff member and intern completes the annual version of this online training once a year.	UMSL Human Resources staff and other University personnel
3	10/1/25 - Ongoing	Internship Outreach Program	KWMU's outreach and engagement efforts around internship recruitment take place across multiple channels, which include extensive outreach on the station's social media channels, which reach tens of thousands of followers, posting three times annually on Midwestern university job boards directly or through Handshake, and individual emails and phone calls between STLPR staff and attendees of local job and internship fairs.	KWMU continues to engage with Midwestern colleges and universities via email, social media, and the Handshake app.	Fontella Bradford, Communications Specialist
4	10/1/25 - Ongoing	Community and Student Outreach Program	KWMU, since 2024, has substantially increased its engagement with local middle and secondary schools, colleges and universities in an effort to expose young people and other community members to KWMU's broadcast service and multiplatform news service.	This effort is made of two parts: KWMU station tours that feature Q&A panels with staff (journalists, administrative professionals, fundraisers, etc.), and various reporters and editors visiting middle, secondary and higher education institutions to share their experiences in journalism and answering questions about that career path.	Laura Goodwin -- Office Coordinator, Rob Edwards -- Managing Editor of News, Jess Luther - Interim GM, and other KWMU staff
5	October 2025 - December 2025	St. Louis Public Radio Paid Internship Program, Fall 2025 semester	Exposed college students and recent graduates to public broadcasting environment and provided paid, on-site and hands-on training and education to interns by working with KWMU department managers and other staff.	Provided a substantive and supportive learning environment for paid interns in each area of KWMU's operation across three semesters. KWMU staff provided department-specific goals, projects, and curriculum for each intern. They also provide evaluations, letters of recommendation, and networking support to participants in the KWMU internship program.	Fontella Bradford, Communications Specialist, and various departmental managers and other staff at KWMU.
6	January 2026 - May 2026	St. Louis Public Radio Paid Internship Program, Spring 2026 semester	Exposed college students and recent graduates to public broadcasting environment and provided paid, on-site and hands-on training and education to interns by working with KWMU department managers and other staff.	Provided a substantive and supportive learning environment for paid interns in each area of KWMU's operation across three semesters. KWMU staff provided department-specific goals, projects, and curriculum for each intern. They also provide evaluations, letters of recommendation, and networking support to participants in the KWMU internship program.	Fontella Bradford, Communications Specialist, and various departmental managers and other staff at KWMU.
7	2/19/2026	Saint Louis University In-Person Career Expo	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Marketing, Talk Show Production, Development, and Special Events, and collected resumes from interested attendees.	KWMU paid for a booth and staffed the booth at this event. KWMU staff followed up with attendees via email whose interests and qualifications matched those preferred for the internship program.	Fontella Bradford, Communications Specialist
8	3/13/2026	University of Missouri - St. Louis Spring In-Person Career Fair	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Marketing, Talk Show Production, Development, and Special Events, and collected resumes from interested attendees.	KWMU paid for a booth and staffed the booth at this event. KWMU staff followed up with attendees via email whose interests and qualifications matched those preferred for the internship program.	Fontella Bradford, Communications Specialist
9	June 2026 - September 2026	St. Louis Public Radio Paid Internship Program, Summer 2026 semester	Exposed college students and recent graduates to public broadcasting environment and provided paid, on-site and hands-on training and education to interns by working with KWMU department managers and other staff.	Provided a substantive and supportive learning environment for paid interns in each area of KWMU's operation across three semesters. KWMU staff provided department-specific goals, projects, and curriculum for each intern. They also provide evaluations, letters of recommendation, and networking support to participants in the KWMU internship program.	Fontella Bradford, Communications Specialist, and various departmental managers and other staff at KWMU.

10	9/11/2026	University of Missouri - St. Louis Fall In-Person Career Fair	KWMU staff discussed paid internship opportunities at the station in the following departments: Newsroom, Visual Communications, Digital Media, Talk Show Production, Development, and Special Events, and collected resumes from interested attendees.	KWMU paid for a booth and staffed the booth at this event. KWMU staff followed up with attendees via email whose interests and qualifications matched those preferred for the internship program.	Fontella Bradford, Communications Specialist