

# EEO PUBLIC FILE REPORT

Reporting period of October 1, 2018 – September 30, 2019

Licensee	Call Signs and Type	Community of License (City/State)	FCC Facility ID Number	LMA
<b>The Lutheran Church Missouri-Synod</b>	<b>KFUO (AM)</b>	<b>Clayton Missouri</b>	<b>39258</b>	<b>N/A</b>

This report covers the above station 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
<b>1</b>	<b>No Job Vacancy in this reporting period.</b>				
2					
3					
4					

## 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		Pam Nielson 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		Vida Medina 4242 Lindell Blvd. St. Louis, MO 63108 314-289-5406	
6	The Broadcast Center	*	Placement Department 9051 Watson Road, Ste. C, #235, Crestwood, MO 63126	
7	Harris Stowe State University	*	Wanda McNeil 2036 Laclede Avenue. St. Louis, MO 63103 314-340-3512 <a href="mailto:mcneilw@hssu.edu">mcneilw@hssu.edu</a>	

## MASTER RECRUITMENT SOURCE LIST (Continued)

8	Lindenwood University	*	Dana Wehrli 209 S. Kingshighway St. Charles, MO 63301 636-949-4806 <a href="mailto:Careerdevelopment@lindenwood.edu">Careerdevelopment@lindenwood.edu</a>	
9	NAACP St. Louis	*	Ina Boon PO Box 20382 St. Louis, MO 63112	
10	St. Louis Community College System	*	Tracy A. Smith 5600 Oakland Avenue. St. Louis, MO 63110 <a href="mailto:cesfp@stlcc.edu">cesfp@stlcc.edu</a>	
11	St. Louis University	*	Patty Murray (Career Services) 20 N. Grand, Suite 331 St. Louis, MO 63103 314-977-2828	
12	Southern Illinois University	*	Susan Seibert (Career Development) Campus Box 1620 Edwardsville, IL 62026 618-650-3708 <a href="mailto:cleardevelopment@siue.edu">cleardevelopment@siue.edu</a>	
13	University of Missouri St. Louis	*	Teresa Balespreri 1 University Blvd St. Louis, MO 63121 314-516-5111	
14	Urban League Metropolitan St. Louis	*	Sharon Johnson 3701 Grandel Square St. Louis, MO 63108 314-615-3642 <a href="mailto:sjohnson@urbanleague-stl.org">sjohnson@urbanleague-stl.org</a>	
15	Employee/Third party referrals Walk-in applications.		Gary Duncan 1333 South Kirkwood Rd. St. Louis, Mo. 63122 314-996-1511 <a href="mailto:gduncan@kfu.org">gduncan@kfu.org</a>	1

**Total Applicants 0 Total Interviews during Reporting Period 0**

**III. Recruitment and Outreach Initiatives**

The following outreach initiatives were offered and completed by KFUE during the reporting period.

#	Recruitment Initiative	Brief Description of Activity
1	<p align="center"><b>Internship Educational initiatives</b></p>	<p>KFUE 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 KFUE staff to be shadowed for a day as part of our mentoring program</p>
<p>Our internship program is an ongoing program with information distributed online and at various job fairs.</p> <p>Lutheran Young Adult Corps Internship with Ian Burger started August 13, 2018 Ended July 2019.</p> <p>KFUE Radio participated in the Missouri Broadcasters Association Scholarship program by distributing applications for the MBA scholarship program at various career fairs and events.</p>		

#	Recruitment Initiative	Brief Description of Activity
2	<p align="center"><b>Job Fair Career Networking</b></p>	<p>KFUE radio St. Louis participates in a variety of Job Fairs and career networking events. Each event is attended by a fulltime member of the KFUE staff.</p>
<p>During this reporting period KFUE Radio sent staff to the following Career Fairs.</p> <p>St. Louis Community College - Forest Park - February 27, 2019</p> <p>St. Louis Community College - Forest Park - September 24, 2019</p>		

## Recruitment and Outreach Initiatives (Continued)

#	Recruitment Initiative	Brief Description of Activity
3	<b>Manager/Staff Training</b>	KFUO 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 KFUO personnel regarding EEO policies and compliance. Listed on this report are the EEO relevant courses completed by those on the KFUO management team.

On Tuesday, September 17, 2019 Executive Director Gary Duncan along with Program Director Andy Bates, and Development Manager Mary Schmid attended a meeting on the subject of our EEO policies and workplace ethics conducted by KFUO/LCMS Human Resource Manager Kathy Milner. The remainder of the KFUO staff also attended this meeting.

All KFUO Staff attended an informative presentation by HR on building security along with active shooter training.



#	Recruitment Initiative	Brief Description of Activity
4	Community Events	KFUO hosts events to 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 KFUO employees.

*Type of Activity:* Tour  
*Date of Station Participation:* October 04, 2018  
*Participating Employees:* Sidney Kendall, Executive Administrative Assistant  
*Host/Sponsor of Activity:* LCMS and KFUO  
*Brief Description of Activity and Station Participation:* Tour of radio station for St. John’s Lutheran School in Arnold, MO. There were 12 students and 3 adults. Rev. Andy Becker led the group.

*Type of Activity:* Tour A  
*Date of Station Participation:* October 12, 2018  
*Participating Employees:* Andy Bates, Program Director  
*Host/Sponsor of Activity:* LCMS and KFUO  
*Brief Description of Activity and Station Participation:* Tour of radio station for 10 members of Lutherans for Life from Nevada, Iowa. They were led by Ms. Virginia Flo. **(Split group scheduled different time).**

*Type of Activity:* Tour B  
*Date of Station Participation:* October 12, 2018  
*Participating Employees:* Andy Bates, Program Director  
*Host/Sponsor of Activity:* LCMS and KFUO  
*Brief Description of Activity and Station Participation:* Tour of radio station for 10 members of Lutherans for Life from Nevada, Iowa. They were led by Ms. Virginia Flo. **(Split group scheduled different time.)**

*Type of Activity:* Tour  
*Date of Station Participation:* October 15, 2018  
*Participating Employees:* Sidney Kendall, Executive Administrative Assistant  
*Host/Sponsor of Activity:* LCMS and KFUO  
*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio with Pastor John Benito Morejon from Nueva Vision Cristiana in Kansas City, MO.

*Type of Activity:* Tour  
*Date of Station Participation:* October 23, 2018  
*Participating Employees:* Sidney Kendall, Executive Administrative Assistant  
*Host/Sponsor of Activity:* LCMS and KFUO  
*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio with 2 adults from Volunteer Connection in St. Louis, MO. Contact was Maureen Lenz.

*Type of Activity:* Tour  
*Date of Station Participation:* November 13, 2018  
*Participating Employees:* Sidney Kendall, Executive Administrative Assistant  
*Host/Sponsor of Activity:* LCMS and KFUO  
*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio with 34 eighth grade choir members of Trinity Lutheran Church and School from Jefferson City, Missouri with Rev. Sam Powell leading them.

*Type of Activity:* Tour

*Date of Station Participation:* December 18, 2018

*Participating Employees:* Rev. Mark Hawkinson, Program Host/Public Relations Specialist

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 10 adults who were ministers and their wives from Washington, MO. Leader was also Rev. Mark Hawkinson.

*Type of Activity:* Tour

*Date of Station Participation:* February 01, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 20 students and 6 adults from Bethany Lutheran Church in Overland Park, Kansas. Their leader was Dr. Kevin Wyssmann.

*Type of Activity:* Tour

*Date of Station Participation:* March 12, 2019

*Participating Employees:* Mary Schmidt, Development Manager

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 10 adults from Immanuel Lutheran Church in St. Charles, MO. Leader was James Viehland.

*Type of Activity:* Tour

*Date of Station Participation:* March 20, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant, Andy Bates, Director of Programming and Ian Burger, Lutheran Young Adult Corps Volunteer

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Tour of radio station, discussion of careers in radio and individual recording of 11 students from Providence Classical Christian Academy in St. Louis, MO. The teacher was Tori Egger.

*Type of Activity:* Tour

*Date of Station Participation:* March 21, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio with 4 Ehmen family members. There were 2 adults and 2 teenagers.

*Type of Activity:* Tour

*Date of Station Participation:* April 11, 2019

*Participating Employees:* Mary Schmidt, Development Manager

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 2 adults, Daniel Kipp and Shane Smithson, from Mission Advancement.

*Type of Activity:* Tour

*Date of Station Participation:* April 24, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant

*Host/Sponsor of Activity:* LCMS and KFUE

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for Karsh and Kaspers families. There were 4 adults and 3 children.

*Type of Activity:* Tour

*Date of Station Participation:* May 02, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 20 students and adults from St. Paul Lutheran School in Stevens Point, Wisconsin. The leader was Sue Lilienthal.

*Type of Activity:* Tour

*Date of Station Participation:* May 24, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant and Andy Bates, Director of Programming

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 4 adults from Pacific, Missouri and Colorado. Keith Marsh was the leader.

*Type of Activity:* Tour

*Date of Station Participation:* May 29, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 5 adults from Faith Lutheran Church in Godfrey, IL. Kathy Fester was the leader

*Type of Activity:* Tour

*Date of Station Participation:* June 05, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 4 adults and 25 students from Immanuel Lutheran Church and School in Hamilton, Ohio. Rev. Kevin Jud was the leader.

*Type of Activity:* Tour

*Date of Station Participation:* June 25, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant and Ian Burger, Intern

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 10 6<sup>th</sup> graders and one adult from Peace Lutheran Church Vacations Bible School in Lemay, MO. Karen Yaeger was the leader.

*Type of Activity:* Tour

*Date of Station Participation:* July 22, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant and Ian Burger, Intern

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio for 5 elementary school teachers from WI, IL and IN. The leader was Melissa Leon.

*Type of Activity:* Tour

*Date of Station Participation:* August 13, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio 4 adults from the OWLS of Zion Lutheran Church in Hillsboro, Missouri. Mary Diederichs was the leader.

*Type of Activity:* Tour

*Date of Station Participation:* August 22, 2019

*Participating Employees:* Sidney Kendall, Executive Administrative Assistant; Gary Duncan, Director of Broadcast Services, Andy Bates, Director of Programming; Mary Schmidt, Development Manager and Sarah Gulseth, Web Content Specialists

*Host/Sponsor of Activity:* LCMS and KFUO

*Brief Description of Activity and Station Participation:* Tour of radio station and discussion of careers in radio 3 LCMS Board Members. Lori Leighton was the contact.



*Type of Activity: **Job Fair***

*Date of Station Participation: February 27, 2019*

*Participating Employees: Sidney Kendall, Executive Administrative Assistant and Kip Allen, Producer/Host*

*Host/Sponsor of Activity: St. Louis Community College - Forest Park*

*Brief Description of Activity and Station Participation: Discussion of careers in radio, KFUE Internship and Missouri Association of Broadcasters scholarships.*

*Type of Activity: **Staff meeting with LCMS Human Resources***

*Date of Station Participation: September 17, 2019*

*Participating Employees: Kathy Milner, Human Resource Manager for Lutheran Church - Missouri Synod*

*Host/Sponsor of Activity: KFUE/Lutheran Church - Missouri Synod*

*Brief Description of Activity and Station Participation: Eight staff members met with Ms. Miller to review requirements of LCMS in relationship to EEO requirements.*

*Type of Activity: **Job Fair***

*Date of Station Participation: September 24, 2019*

*Participating Employees: Sidney Kendall, Executive Administrative Assistant and Sarah Gulseth, Producer/Web Content Specialists*

*Host/Sponsor of Activity: St. Louis Community College - Forest Park*

*Brief Description of Activity and Station Participation: Discussion of careers in radio, KFUE Internship and Missouri Association of Broadcasters scholarships.*

**KFUE, 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 station: KFUE AM, Clayton, MO and its required to be placed in the public inspection file of this station, and posted on the stations website.

The information contained in this Report covers the time period beginning October 1, 2015 - September 30, 2016 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 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.

### **KFUO EEO PLAN**

**In compliance with the FCC EEO rule and to ensure a diverse work place KFUO AM 1333 S. Kirkwood Road, St. Louis, Missouri has 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.**