

**KWMU (FM) - St. Louis, Missouri  
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, and 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, 2008 to and including September 30, 2009 (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, 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 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 he or she was interviewed in person or over the telephone.

**KWMU-FM  
St. Louis, MO  
Covering the period from October 1, 2008 - September 30, 2009**

**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. KWMU News Producer: Science Reporter	Corporation for Public Broadcasting website	3
2. Director and General Manager	Current, newspaper for public television and radio	7

**Appendix 1**

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**Section 2: Recruitment Source Information**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions for Which This Source Was Utilized
1	University of Missouri-St. Louis Human Resources Webpage University of Missouri-St. Louis Human Resources One University Blvd. St. Louis, MO 63121  Contact: Nancy Draper (314) 516-5805	0	Positions 1 & 2
2	KWMU.org KWMU University of Missouri-St. Louis One University Blvd. St. Louis, MO 63121  314-516-5968	2	Positions 1 & 2

**Appendix 2**

3	St. Louis Post Dispatch Classifieds NAS Recruitment Communications 7930 Clayton Rd # 400 St Louis, MO 63117-1331  (314) 579-0050	0	Position 2
4	www.stltoday.com NAS Recruitment Communications 7930 Clayton Rd # 400 St Louis, MO 63117-1331  (314) 579-0050	0	Position 2
5	St. Louis American Classifieds NAS Recruitment Communications 7930 Clayton Rd # 400 St Louis, MO 63117-1331  (314) 579-0050	0	Position 2
6	Public Radio News Directors, Inc. 1501 West Bradley Peoria, IL 61625	0	Position 1
7	Public Radio Program Director, Inc. 38 Milford Street Hamilton, NY 13346-1009	0	Positions 1 & 2
8	Public Radio Association of Development Officers prado@listserv.syr.edu	0	Position 2
9	pubradio@listserv.boisestate.edu	0	Positions 1 & 2
10	journalismjobs.com	1	Positions 1 & 2
11	Current, newspaper for public television and radio	2	Position 2
12	Public Broadcasting Management Association (PBMA) sarlene@netaonline.org	0	Position 2
13	National Association of Science Writers (NASW) nasw.org	1	Position 1
14	Corporation for Public Broadcasting www.cpb.org/jobline	3	Positions 1 & 2
15	American Women in Radio and Television 8405 Greensboro Dr., Suite 800 McLean, VA 22102	0	Positions 1 & 2
16	Asian American Journalists Association 1182 Market St., Suite 320 San Francisco, CA 94102	0	Positions 1 & 2
17	Association of Women in Communications 3337 Duke Street Alexandria, VA 22314	0	Positions 1 & 2
18	Black Culture Center - MU 813 Virginia Ave. Columbia, MO 65211	0	Positions 1 & 2
19	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave., NW Washington, DC 20004	0	Positions 1 & 2
20	International Women's Media Foundation 1625 K Street NW, Suite 1275 Washington, DC 20006	0	Positions 1 & 2
21	Missouri Broadcasters Association P.O. Box 104445 Jefferson City, MO 65110	0	Positions 1 & 2
22	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302	0	Positions 1 & 2
23	National Association of Black Journalists University of Maryland Adelphi, MD 20783-1716	0	Positions 1 & 2

24	National Association of Black-Owned Broadcasters 1155 Connecticut Ave. NW Washington, DC 20036	0	Positions 1 & 2
25	National Association of Broadcasters 1771 N. Street NW Washington, DC 20036	0	Positions 1 & 2
26	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045	0	Positions 1 & 2
27	National Association of Minority Media Executives 7950 Jones Branch Drive McLean, VA 22102	0	Positions 1 & 2
28	National Lesbian and Gay Journalists Association 1420 K Street NW Washington, DC 20005	0	Positions 1 & 2
29	Native American Journalists Association University of South Dakota Vermillion, SD 57069	0	Positions 1 & 2
30	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501	0	Positions 1 & 2
31	Radio and Television News Directors Association 1600 K Street NW Washington, DC 10006-2838	0	Positions 1 & 2
32	South Asian Journalists Association Columbia Graduate School of Journalism New York, NY 10027	0	Positions 1 & 2
33	Internal	1	Position 2

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**Section 3: Longer-Term Recruitment Initiatives  
Implemented during the period of October 1, 2008 - September 30, 2009**

**Appendix 3**

	Date	Initiative	Description	Scope of Involvement	Personell Involved
1	10/1/08 - Ongoing	Training program designed to enable station personnel to acquire skills that could enable them to obtain higher level positions	The University of Missouri-St. Louis provides employees, including KWMU employees, with opportunities to attend relevant training programs and seminars through their respective departments. In addition, staff members of the University of Missouri-St. Louis receive a comprehensive educational benefit program. Employees are able to pursue academic learning in their area of interest or career path.	Available to all full-time employees after completion of 6-month probationary period	Contact for staff for information on training opportunities: UMSL Human Resources, Information Technology Services [Mark Munroe & Terrence Dupuis]
2	10/1/08 - Ongoing	KWMU Practicum & Intern Program	Expose college students and recent graduates to public broadcasting environment and to provide on-site and hands-on training and education by working with KWMU department managers  Fall '08 Semester (August to December 2008) – Two Students: one Webster student in Production and one Webster student in Engineering  Spring '09 Semester (January to June 2009) - Three Students: one Webster student in Production, one Washington University graduate in News, and one Clyde Miller Career Academy student in Engineering  Summer '09 Semester (June to August 2009) – Four Students: one Drury University student in Marketing, one Haverford College student in Interactive Media, one University of Kansas student in News, and one Miami University student in Production  Fall '09 Semester (August to December 2009) – Three Students: one Webster student in Engineering, one Webster student in Production and one University of Missouri-Columbia graduate in News	Host interns and practicum students from area colleges majoring in broadcasting or communications for credit hours and/or hands on experience	Rachel Augustine, Administrative Assistant and Practicum/ Intern Coordinator
3	10/29/2008	Webster University School of Communications Internship Fair	KWMU staff discussed internship opportunities with prospective students	KWMU had a booth at this event staffed by a KWMU staff member with printed information on internship opportunities and the station	Rachel Augustine, Administrative Assistant and Practicum/ Intern Coordinator
4	10/29/2008	Riverfront Times Fall Career and Internship Fair	KWMU staff discussed internship opportunities with prospective students	KWMU had a staff member, printed information on internship opportunities, and a table at the event	Rachel Augustine, Administrative Assistant and Practicum/ Intern Coordinator
5	9/11/2009	UMSL Fall Internship & Job Fair	KWMU staff discussed internship opportunities with prospective students	KWMU had a booth at this event staffed by a KWMU staff member with printed information on internship opportunities and the station	Rachel Augustine, Administrative Assistant and Practicum/ Intern Coordinator