

EEO PUBLIC FILE REPORT

Reporting period of October 1, 2016 – September 30, 2017.

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

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
1	1 Part time	10 Intern hired part time from Internship program and Job Fair search.	Yes	9/25/17	2,3,10
2					
3					
4					

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

during the reporting period, KFUO 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		Adrian Dorr 1333 South Kirkwood Road St. Louis, Mo. 63122 Phone 314-996-1229	
2	LCMS Internet		Becky Cummings 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	KFUO 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 2360 Hampton Ave. St. Louis, MO 63139 314-647-8181	
7	Harris Stowe State University	*	Wanda McNeil 2036 Laclede Avenue. St. Louis, MO 63103 314-340-3512 mcneilw@hssu.edu	

MASTER RECRUITMENT SOURCE LIST (Continued)

8	Lindenwood University	*	Dana Wehrli 209 S. Kingshighway St. Charles, MO 63301 636-949-4806 Careerdevelopment@lindenwood.edu	
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 cesfp@stlcc.edu	1
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 cleardevelopment@siue.edu	
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 sjohnson@urbanleague-stl.org	
15	Employee/Third party referrals Walk-in applications.		Gary Duncan 1333 South Kirkwood Rd. St. Louis, Mo. 63122 314-996-1511 gdduncan@kfu.org	

Total Applicants 3 Total Interviews during Reporting Period 1

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	Internship Educational initiatives	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

Our internship program is an ongoing program with information distributed online and at various job fairs; Stephanie M. LICKLIDER WAS OUR INTERN THIS REPORT.

KFUE Radio participated in the Missouri Broadcasters Association Scholarship program by distributing applications for the MBA scholarship program at various career fairs and events.

#	Recruitment Initiative	Brief Description of Activity
2	Job Fair Career Networking	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.

During this reporting period KFUE Radio sent staff to the following Career Fairs.

Career Fair at St. Louis Community College – Florissant, October 27, 2016. *Participating Employees* Buzz Ullrich, Director of Operations of KFUE and intern, Stephanie M. Licklider

Career Fair and Networking at St. Louis Community College – Florissant, March 29, 2017 *Participating Employees* Buzz Ullrich, Director of Operations and Stephanie Lucklider, intern

Career Fair at St. Louis Community College – Florissant, September 20, 2017. *Participating Employees* Buzz Ullrich, Director of Operations of KFUE and Sidney Kendall, Executive Administrative Assistant.

Recruitment and Outreach Initiatives (Continued)

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

September 14, 2017 the KFUE Staff met with Nathan Thomas, HR Manager, to review the LCMS handbook changes and discuss the definition and policy of harassment in the work place. Nathan also discussed EEO rules and how to recognize discrimination in the workplace.

During this reporting year, KFUE's Executive Director Gary Duncan completed the Transformational Leadership program presented by the LCMS HR Department.



#	Recruitment Initiative	Brief Description of Activity
4	Community Events	KFUE 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 KFUE employees.

Type of Activity: Tour

Date of Station Participation: October 27, 2016

Participating Employees: Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting for 16 students and 8 adults from the 4th grade class at St. John Lutheran School in Arnold, MO. Warren Flunt led the group.

Type of Activity: Tour

Date of Station Participation: November 3, 2016

Participating Employees: Buzz Ullrich, Operation Manager, 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 career opportunities in broadcasting for The Golden Eagles from Maryville, Ohio with Jeff Reinhard leading the 40 senior citizens.

Type of Activity: Tour

Date of Station Participation: November 9, 2016

Participating Employees: Tom Baker, host of Law and Gospel

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting for students from Trinity Lutheran School in Orchard Farm, MO. Stephanie Beckman was their leader.

Type of Activity: Tour

Date of Station Participation: November 18, 2016

Participating Employees: Andy Bates, Director of Programming and Sarah Gulseth, Producer/Web Master

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting five adults from Cuba. Rudy Blank, Sr. was their leader.

Type of Activity: Tour

Date of Station Participation: December 12, 2016

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 career opportunities in broadcasting one adult, John Boehne, and his three children.

Type of Activity: Tour

Date of Station Participation: December 14, 2016

Participating Employees: Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting David Fiala and his two children.

Type of Activity: Tour

Date of Station Participation: January 23, 2017

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 career opportunities in broadcasting with 30 members of Zion Lutheran Choir from Stanton, IL. Their leader was Principal David Manning.

Type of Activity: Tour

Date of Station Participation: January 24, 2017

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 career opportunities in broadcasting with

Lutheran High School in St, Louis, MO. Greg Gastler was their leader.

Type of Activity: Tour

Date of Station Participation: January 25, 2017

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 career opportunities in broadcasting with Trinity students from Jefferson City. Sam Powell was their leader.

Type of Activity: Tour

Date of Station Participation: January 26, 2017

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 career opportunities in broadcasting with 80 Lutheran Women's Mission League members.

Type of Activity: Tour

Date of Station Participation: January 26, 2017

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 career opportunities in broadcasting with Metro East Lutheran High School, Edwardsville, IL

Type of Activity: Tour

Date of Station Participation: February 8, 2017

Participating Employees: Diane Grimm, LCMS Communications Department

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 5 guests from the Lutheran Church of Latvia. This tour was set up by Sandra White ext. 1338.

Type of Activity: Tour

Date of Station Participation: March 2, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant; Buzz Ullrich, Director of Operations, and Stephanie M. Licklider, intern

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour of radio station and discussion of career opportunities in broadcasting with 10 students and 1 teacher from Christian Academy. Teacher/leader was Tori Eggers.

Type of Activity: Tour

Date of Station Participation: April 12, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Vicki Bierlein and Roger Wise toured with Mike Magee who organized the tour.

Type of Activity: Tour

Date of Station Participation: April 12, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: Roger Wise, Vice President, Sales and Marketing for Stevens Worldwide Van Lines and Vicki L. Bierlein CMC, CRP National Director Business Development for Stevens Worldwide Van Lines with Mike Magee, Director of Purchasing for LCMS.

Type of Activity: Tour

Date of Station Participation: May 4, 2017

Participating Employees: Dianne Grimm, Communications

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: 30 missionaries from The Chinese Lutheran Missions of the Lutheran Church Missouri Synod.

Type of Activity: Tour

Date of Station Participation: May 9, 2017

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

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: 13 students and five adults from Immanuel Lutheran School in Freeport, IL. Their leader was Chloe Cunningham.

Type of Activity: Tour

Date of Station Participation: May 24, 2017

Participating Employees: Andy Bates, Director of Programming

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: Four middle school students and one adult from CCLS (Christ Community Lutheran School, Kirkwood, MO

Type of Activity: Tour

Date of Station Participation: May 25, 2017

Participating Employees: Andy Bates, Director of Programming, Rev. Jonathan Fisk, Producer/Host, and Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: Thirty eighth graders and ten adults from Bethany Lutheran School in Naperville, IL. Their leader was David Bremer.

Type of Activity: Tour

Date of Station Participation: May 26, 2017

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

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: Seven from Grace Lutheran Church in Union Town, MO toured the studio.

Type of Activity: Tour

Date of Station Participation: June 02, 2017

Participating Employees: Sarah Gulseth, Announcer/Producer

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: Marsha Clark from Des Peres, MO was given an individual tour.

Type of Activity: Tour

Date of Station Participation: June 14, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUD

Brief Description of Activity and Station Participation: 24 guests from Zion Senior Fellowship Group took the tour with Eric and Delores Mueller who were their leaders.

Type of Activity: Tour

Date of Station Participation: June 14, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: 26 guests from St. Steven Lutheran Church. Their leader was Kim Sherwin.

Type of Activity: Tour

Date of Station Participation: June 15, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: There were 6 guest from Grace Lutheran Church. They were led by Richard Willsea.

Type of Activity: Tour

Date of Station Participation: June 16, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: There were 30 adults guest from King of Kings Lutheran Church in Chesterfield, MO. Their leader was Leslie Olson

Type of Activity: Tour

Date of Station Participation: June 21, 2017

Participating Employees: Mark Hawkinson, Public Relations Specialist/Host, and Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: There were 30 guest from St Peter's Lutheran Church in Fort Wayne, Indiana. Pastor David Schlutz was the group leader.

Type of Activity: Tour

Date of Station Participation: June 26, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Elmhurst, IL Children's Choir of 12 plus 20 adults. Emmy Woock was their leader.

Type of Activity: Tour

Date of Station Participation: July 8, 2017

Participating Employees: Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Seven Individuals toured KFUE. They were from Watertown, Wisconsin with guest leader Dorothy Degnitz of Good Shepherd in WI. Rev. Dan McMiller accompanied them.

Type of Activity: Tour

Date of Station Participation: July 13, 2017

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

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: 15 guests from the Lutheran Ladies Aid Group of St John's Lutheran Church in Arnold, MO. There was not a specific leader.

Type of Activity: Tour

Date of Station Participation: July 21, 2017

Participating Employees: Mark Hawkinson, Public Relations Specialist/Host, Buzz Ullrich, Operation Manager

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: 36-38 guests from St. Paul Lutheran Church toured KFUE. Their leader was Rev. Graves.

Type of Activity: Tour

Date of Station Participation: July 27, 2017

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

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Immanuel Lutheran Church in Hamilton, Ohio took the tour. There were 22 students and 4 adults Their leader was Pastor Kevin Judd.

Type of Activity: Tour

Date of Station Participation: August 4, 2017

Participating Employees: Mark Hawkinson, Public Relations Specialist/Host

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour for 2 seminary students plus one child. Michael Hofmann was the leader.

Type of Activity: Tour

Date of Station Participation: August 4, 2017

Participating Employees: Mary Schmidt, Development Manager

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour for 16 from Young Adults group meeting at the IC. Leader was Julianna Shults.

Type of Activity: Tour

Date of Station Participation: August 22, 2017

Participating Employees: Andy Bates, Director of Programming/Host

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Eight Seifferlein family members who are members of United Christ Emmanuel Lutheran Church in Adell, WI toured KFUE.

Type of Activity: Tour

Date of Station Participation: August 25, 2017

Participating Employees: Mark Hawkinson, Public Relations Specialist/Host

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Tour for 15 Concordia seminary students and 2 advisors from St. Louis Missouri. Their leader was Dr. Beth Hoeltke.

Type of Activity: Tour

Date of Station Participation: September 20, 2017

Participating Employees: Mary Schmidt, Development Manager

Host/Sponsor of Activity: LCMS and KFUE

Brief Description of Activity and Station Participation: Three adults from Kirkwood, MO. Ramona McFarland was the contact.

Type of Activity: Career Fair and Networking

Date of Station Participation: February 28, 2017

Participating Employees: Buzz Ullrich, Director of Operations and Stephanie Lucklider, intern

Host/Sponsor of Activity: St. Louis Community College – St. Louis

Brief Description of Activity and Station Participation: The station staff worked the four-hour session by displaying, discussing and distributing radio information to over 35 people interested in radio as a career.

Type of Activity: Career Fair and Networking

Date of Station Participation: March 29, 2017

Participating Employees: Buzz Ullrich, Director of Operations and Stephanie Lucklider, intern

Host/Sponsor of Activity: St. Louis Community College – Florissant

Brief Description of Activity and Station Participation: The station staff worked the four-hour session by displaying, discussing and distributing radio information to over 20 people interested in radio as a career.

Type of Activity: Career Fair and Networking

Date of Station Participation: September 20, 2017

Participating Employees: Buzz Ullrich, Director of Operations and Sidney Kendall, Executive Administrative Assistant

Host/Sponsor of Activity: St. Louis Community College – Florissant

Brief Description of Activity and Station Participation: The station staff worked the four-hour session by displaying, discussing and distributing radio information to over 20 people interested in radio as a career.

KFUO, 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.**