EEO PUBLIC FILE REPORT

Reporting period of October 1, 2023 – September 30, 2024

Licensee	Call Signs and Type	Community of License (City/State)	FCC Facility ID Number	LMA
The Lutheran Church Missouri-Synod	KFUO/KXFN	Clayton Mo. St. Louis, Mo.	39258/74579	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
	Internship Program Ongoing.	# 2, 4, 3	yes	Jan 2024 May 2020 Aug 2024	#2 ,#3, #4, 19, 20
	Digital Media associate	#15	yes	5/21/2024	1, 2, 4, 19, 20
	KFUO Lead Producer Job Vacancy opened 9/4/24	Not Hired still Open	yes		1, 2, 4, 19, 20
	KFUO Program Specialist	Job Open	yes		1, 2, 4, 19, 20

Total Applicants 43 Total Interviews during Reporting Period 17 this includes phone interviews, Zoom interviews, and in person interviews by LCMS HR and LCMS Radio management.

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.

				Interviews
RS#	Recruitment Source (RS)	*	Contact Information of RS	Referred by RS
1			Cheryl Magness	
			1333 South Kirkwood Road	
	The Reporter		St. Louis, Mo. 63122	
			Phone 314-996-1229	
2			Rudy Blank	
			1333 South Kirkwood Road	
	LCMS Internet		St. Louis, Mo. 63122	
			314-996-1211	
3			LCMS Human Resources	
			1333 South Kirkwood Road	
	LCMS Intranet		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			Angelita Houston	
			4242 Lindell Blvd.	
	St. Louis American Newspaper		St. Louis, MO 63108	
			314-289-5430 ahouston@Stlamerican,ccom	
6			Placement Department	
			2360 Hampton Ave.	
	The Broadcast Center	*	St. Louis, MO 63139	
			314-647-8181	
7			Patricia Butler	
			careerservices@hssu.edu	
	Harris Stowe State University	*		

MASTER RECRUITMENT SOURCE LIST (Continued)

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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 314-361-8600 pruitt@stlouisnaacp.com	
10	St. Louis Community College System	*	careerservices@stlcc.edu	
11	St. Louis University	*	Patty Murray (Career Services) 20 N. Grand, Suite 331 St. Louis, MO 63103 career_services@slu.edu.	
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 careerservices@ umsl.edu	
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 gduncan@kfuo.org	

16	Websites	Linkedin www.linkedin.com
17	Websites	Glassdor www.glassdor.com
18	Websites	Paycor www.paycor.com
19	Websites	Indeed www.indeed.com/hire
20	Websites	ZipRecuiter www.ziprecuiter.com

III. Recruitment and Outreach Initiatives

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

Internship Educational initiatives KFUO 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 KFUO staff to be shadowed for a day (s) as part of our mentoring program and KFUO career days with local Schools.	#	Recruitment Initiative	Brief Description of Activity
	1	•	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 KFUO staff to be shadowed for a day (s) as part of our mentoring program and KFUO

Our internship program is an ongoing program with information distributed online and at various job fairs. Lea and Emily served as summer intern(s) in 2023. Aubrey serves as fall 2023 intern.

KFUO Radio participates in the Missouri Broadcasters Association Scholarship program by distributing applications for the MBA scholarship program at various career fairs and events which were fewer available due to Covid.

#	Recruitment Initiative	Brief Description of Activity
2	Job Fair Career Networking	KFUO radio St. Louis participates in a variety of Job Fairs and career networking events. Each event is attended by a member of the KFUO staff.

During this reporting period KFUO Radio had three Interns.

KFUO/KXFN Staff Member Sarah Gulseth, presented a presentation to Career Day at Lutheran High School North in St. Louis on March 21, 2024. and spoke with 30 high schoolers about careers in radio and digital media.

KFUO/KXFN hosted a young broadcaster academy day for students from Peace Lutheran Church on 6/24/2024.
7 students 2 adults.

#	Recruitment Initiative	Brief Description of Activity
3	Management and Staff Training	KFUO radio through the LCMS Human Recourses 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 FCC compliance. Listed on this report are the relevant courses enrolled and/or completed by those on the KFUO management team.

On September 19th, 2024, Executive Director Gary Duncan hosted a meeting with all the KFUO staff about EEO and LCMS workplace policies concerning Respect and Professionalism in the workplace with emphasis on Discrimination policies. Gary shared with the staff the EEO rules that are applicable as an FCC licensed radio station.

Associate Executive Director Andy Bates is enrolled at University Wisconsin/Ann Arbor, August 2023 – August 2024

Social Media Manager Sarah Gulseth is currently enrolled in a Master of Arts in Organizational Leadership program at Concordia University Irvine.

#	Recruitment Initiative	Brief Description of Activity
4	Community Events	KFUO hosts events for 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. See list below.

Type of Activity: Tours

Date of Station Participation: 7/18/2024 LCMS Radio Tour Hosts Doug Griebenaw

Participation Rev. and Mrs. Stephen Heimer and kids (2 adults and 3 children) from Saint Louis (new

employee in Office of National Mission)

Rev. and Mrs. Richard Milbrandyt (2 adults) from Ocheyedan, IA

Type of Activity: Tours

Date of Station Participation: 6/26/2024 LCMS Radio Tour Hosts Doug Griebenow

Participants were 3 men one from Irvine CA., one from Chicago, IL. one from St. Louis. They were attendees from Concordia Seminary Vocation event

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry

Date of Station Participation: 5/20/2024 LCMS Radio Tour Hosts Jordan Harms

Participants were 12 adults 19 students from Child of God Lutheran Church St. Peters, Mo.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry

Date of Station Participation: 2/19/2024 LCMS Radio Tour Hosts Mary Schmidt

Participants were 3 adults 5 students visiting IC

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry

Date of Station Participation: 4/4/2024 LCMS Radio Tour Hosts Doug Griebenaw

Participants were 3 adults 21 students from Imanuel Lutheran Altamount, IL.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

Date of Station Participation: 4/8/2024 LCMS Radio Tour Hosts Doug Griebenaw

Participants were Mike and Kristine Brede from Osceola WI. During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry

Date of Station Participation: 2/17/2024 LCMS Radio Tour Hosts Sarah Gulseth

Participants were Sunday School kids and adults14 total from Village Lutheran Church Ladue, Mo.

Date of Station Participation: 4/19/2024 LCMS Radio Tour Hosts Doug Griebenaw

Participants were 5 adults from Missouri and Washington.

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry

Date of Station Participation: 4/25/2024 LCMS Radio Tour Hosts Doug Griebenaw

Participants were 5adults 20 students from Grace School Huntsville, AL..

During the tour they learned about the LCMS Radio Operations and the many types of careers available within the broadcast industry.

KFUO/KXFN, 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 stations: KFUO AM, Clayton, MO and KXFN St. Louis it's required to be placed in the public inspection file of these stations and posted on the station's website.

The information contained in this Report covers the time period beginning October 1, 2023 - September 30, 2024 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 the 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 or internet.

LCMS Radio EEO PLAN

In compliance with the FCC EEO rule and to ensure a diverse workplace LCMS Radio Stations 1333 S. Kirkwood Road, St. Louis, Missouri have 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