

Annual EEO Public File Report

Covering the Period from October 1, 2008 to September 30, 2009

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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: KRCU-FM, Cape Girardeau, MO and KSEF-FM, Farmington, MO and is required to be placed in the public inspection file of the station, and posted on their 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 comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(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.

**Prong 3 Longer-Term Recruitment Initiatives
Implemented from October 1, 2008 through September 30, 2009**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	ongoing	Student Intern Program	Expose college students to public broadcasting environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Utilize students in various areas including program editing, development and program development.	General Manager Development Director Operations Director Host/Producer
2	ongoing	Speaking to Mass Communication classes at University/giving tours to community groups	Staff speak to Mass Communication classes at Southeast Missouri State University to recruit new announcers & interns and make them aware of the station.	While school is in session, staff speak to at least one communication class; in addition, several station tours take place during the course of the semester.	General Manager Operations Director Host/Producer
3	ongoing	Student Job Fair	Job fair held by Career Services at Southeast Missouri State University for recruitment of part-time workers (station employs Southeast students as announcers)	Set up table and station staff have students interested fill our applications and give them chance to talk about opportunities in broadcasting and production at station. Attended job fair on August 26, 2009.	General Manager Operations Director Host/Producer
4	ongoing	Training program designed to enable station personnel to acquire skills that could enable them to obtain higher level positions	Southeast Missouri State University provides employees, including KRCU employees, with opportunities to attend relevant training programs and seminars through their respective departments. In addition, staff members of Southeast Missouri State receive a comprehensive educational benefit program. Employees are able to pursue academic learning in their area of interest or career path.	Available to all fulltime employees.	Jeanette Lawson, Office Manager