Two of the stations' former managers, Reverend Roger Abatie and Kenneth Lombardi, executed certain of the stations' Forms 395 during the license term. Both Reverend Abatie and Mr. Lombardi are white, Lutheran males. Rev. Abatie was General Manager, KFUO AM/FM from 1983 to 1986; Mr. Lombardi was Director of Broadcast Ministry, KFUO AM/FM, from 1987 to 1989. Both men oversaw station operations. Reverend Abatie can be reached at Trinity Lutheran Church, 706 S. 4th, Penkin, IL 61554; (309) 346-1391; Mr. Lombardi can be reached at Adamson Advertising, 222 S. Central, St. Louis, MO 63105; (314) 727-9500.

Reverend Dr. Ralph A. Bohlman, President of the Lutheran Church in September 1989, executed the stations' Form 395 at that time. Rev. Bohlman is a white, Lutheran male. He can be reached through the Lutheran Church at 1333 S. Kirkwood Road, St. Louis, MO 63122; (314) 965-9000.

I declare under penalty of perjury that the foregoing answers are true and correct to the best of my knowledge and information.

Rev. Paul Devantier

Richard R. Zaragoza, Esq.
Kathryn R. Schmeltzer, Esq.
Barry H. Gottfried, Esq.
Fisher Wayland Cooper Leader
and Zaragoza
2001 Pennsylvania Avenue, N.W.
Suite 400
Washington, D.C. 20006
(202) 659-3494

Dated: April 15, 1994

4250-000.pd2

CERTIFICATE OF SERVICE

5

I, Sybil R. Briggs, a secretary of the law firm, Fisher Wayland Cooper Leader & Zaragoza hereby certify that I have, this 15th Day of April, 1994, caused to be sent by United States first class mail, postage prepaid, a true and correct copy of the foregoing "**ANSWERS TO PETITIONERS' INITIAL INTERROGATORIES**" to the following:

*The Honorable Arthur I. Steinberg
Administrative Law Judge
Federal Communications Commission
2000 L Street, N.W., Suite 228
Washington, D.C. 20554

*Robert Zauner, Esq.
Paulette Laden, Esq.
Federal Communications Commission
Mass Media Bureau
2025 M Street, N.W., Room 7212
Washington, D.C. 20554

David E. Honig, Esq.
Law Offices of David E. Honig
1800 N.W. 187th Street
Miami, Florida 33056

David E. Honig, Esq.
Minority Media Ownership
& Employment Council
3636 16th Street, N.W.
Suite B-863
Washington, D.C. 20010

Dennis Courtland Hayes
General Counsel
NAACP
4805 Mt. Hope Drive
Baltimore, MD 21215

Reed Miller, Esq.
Marcia Cranberg, Esq.
Arnold & Porter
1200 New Hampshire Avenue, N.W.
Washington, D.C. 20036

Sybil R Briggs
Sybil R. Briggs

*By Hand Delivery

NAACP EXHIBIT 23

Federal Communications Commission

Docket No. 94-10 Exhibit No. 23

Presented by NAACP

Disposition: Identified 6/21 Received ____ Rejected ____

Reporter BARBARA LORD

Date 6/21/94

(1)

BEFORE THE

Federal Communications Commission

WASHINGTON, D.C.

In re Applications of	)	MM Docket No. 94-10
	)	
THE LUTHERAN CHURCH/MISSOURI SYNOD	)	File Nos. BR-890929VC BRH-890929VB
	)	
For Renewal of Licenses of Stations KFUO/KFUO-FM Clayton, Missouri	)	

To: The Honorable Arthur I. Steinberg
Administrative Law Judge

SUPPLEMENTAL RESPONSE TO PETITIONERS' INITIAL INTERROGATORIES

The Lutheran Church-Missouri Synod, the licensee of Stations KFUO(AM) and FM, Clayton, Missouri (the "Church"), answered on April 15, 1994, certain interrogatories propounded by the NAACP. By Order released April 21, 1994, FCC 94M-282, the Administrative Law Judge ordered the Church to answer certain additional interrogatories. The Church hereby provides those additional answers, as follows:

INTERROGATORY FOUR (4)

Please identify the individual(s) with knowledge of building(s) in which the Stations' employee and applicant records are kept, and identify the custodian(s) of such records.

ANSWER

Those with personal knowledge are Dennis Stortz and Paula Zika. Ms. Zika is the custodian of the records. Both Mr. Stortz and Ms. Zika can be reached at 85 Founders Lane, St. Louis, MO

2

63105; (314) 725-0099. (The person primarily responsible for providing this information is Dennis Stortz.)

INTERROGATORY FIVE (5)

Please identify the individual(s) with knowledge of the manner in which Respondent maintains, stores, catalogues, and selects for disposal or destruction, the Stations' applicant and employee records.

ANSWER

Those with personal knowledge are Dennis Stortz and Paula Zika. (The person primarily responsible for providing this information is Dennis Stortz.)

INTERROGATORY SIX (6)

Please identify the individual(s) with knowledge of how long Respondent retains the Stations' employee or applicant records:

a. After making the record; and

b. From the date of any personnel action.

ANSWER:

Those with personal knowledge are Dennis Stortz and Paula Zika. (The person primarily responsible for providing this information is Dennis Stortz.)

3

INTERROGATORY SEVEN (7)

Please provide for Respondent, and for each Station, in narrative form or in the form of organizational charts, the titles, names and addresses of officers and facilities indicating lines of authority and including in such narrative or on such chart:

a. The Board of Directors of Respondent;

b. The Officers of the Corporation of Respondent;

c. The title and address of each radio facility owned or operated by Respondent; and

d. The title of each department, division or subgroup within each such radio facility.

ANSWER

As permitted by the ALJ's Order, the Church refers the NAACP to ownership reports on public file for the names and addresses. Organizational charts are being produced today to the NAACP as documents numbered 4027-4035. The NAACP is also referred to documents numbered 2736-2741 for a description of the chain of command.

INTERROGATORY EIGHT (8)

If any corporation or other entity holds an interest in Respondent, please identify the organization and describe how it exercises such control as it has or as it shares with others.

(4)

ANSWER

No such entity exists. (The person primarily responsible for providing this information is Rev. Devantier.)

INTERROGATORY NINE (9)

Please identify each broadcast work site maintained by Respondent during the license term and state with reference to each:

a. The name of the site;

b. The address of the site;

c. The station(s) using the site; and

d. The job functions performed on the site; and

e. The name and job title of the on-site person in charge of operations at the site.

ANSWER

The only site relevant to this case is KFUO(AM) and FM radio stations, located on the campus of Concordia Seminary at 85 Founders Lane, St. Louis, MO 63105. The stations at that site are KFUO(AM) and FM, and all job functions of the stations are performed at that site. During the license term various general managers and a Director of Broadcast Ministry were in charge of operations. During the license term, the following persons held those positions: Rev. Roger Abatie, Tom Lauer, Kenneth Lombardi (Director of Broadcast Ministry), Robert Thomson, Reverend David Schultz, Dennis Stortz (acting), Emil Wilde (interim) and Roger

5

Zimmerman (interim). (The persons primarily responsible for providing this information are Rev. Devantier and Mr. Stortz.)

INTERROGATORY ELEVEN (11)

Please identify each individual (including officers, directors, employees, or outside consultants or advisors to Respondent or the Stations) who is or was responsible for or otherwise involved in developing, reviewing, or administering, in any way, any aspects of the personnel practices of the Stations (including maintaining personnel records) during the license term, and state with reference to each such individual:

a. His name, title(s) and office(s) held, and inclusive dates served under each such title or office;

b. His sex, race, color, religion and national origin;

c. All work and home addresses and work and home telephone numbers he is known to have used, including his last known work and home addresses and work and home telephone numbers; and

d. A description of the scope of his duties and responsibilities with respect to the Stations EEO and other personnel practices.

ANSWER

In addition to Ms. Zika and Mr. Stortz, identified above, the station managers were also responsible for employment practices. During the license term, the following served as station managers:

Reverend Roger Abatie, General Manager, KFUO AM/FM, 1983-1986. White male, Lutheran minister. Rev. Abatie can be reached at Trinity Lutheran Church, 708 S. 4th, Penkin, IL 61554; (303) 346-1391.

6

Tom Lauer, General Manager, KFUO FM, 1987-1989. White male. Mr. Lauer can be reached at 2230 N. Ballas Road., St. Louis, MO 63131; (314) 991-5043.

Kenneth Lombardi, Director of Broadcast Ministry, 1987-1989. White male. Lutheran. Mr. Lombardi can be reached at Adamson Advertising, 222 S. Central, St. Louis, MO 63105; (314) 727-9500.

Robert Thomson, Acting General Manager, KFUO FM, 1989-1991. White male. Lutheran. Mr. Thomson can be reached at P.O. Box 65, Polot Knob, MO 63663; (314) 546-2831.

Reverend David Schultz, General Manager, KFUO(AM), 1989-1991. White male, Lutheran minister. Reverend Schultz can be reached at 11507 January Drive, Austin, TX 78753; (713) 639-2723.

In addition, Emil Wilde and Roger Zimmerman served as interim station managers in 1986-1987. However, both worked part-time and had no hands-on dealings with personnel matters. Mr. Wilde can be reached at 809 Doerwood Court, St. Louis, MO 63122, (314) 822-0851; Mr. Zimmerman can be reached at 759 Glenway, St. Louis, MO 63122, (314) 965-3038.

(The persons primarily responsible for providing this information are Reverend Devantier and Mr. Stortz.)

INTERROGATORY EIGHTEEN (18)

For each job title identified in the response to the preceding interrogatory, please state the duties performed and the responsibilities fulfilled by an employee holding such title.

ANSWER

Job descriptions with this information have been produced to the NAACP.

7

INTERROGATORY TWENTY-THREE (23)

Please identify all persons with knowledge of Respondent's employment practices (as defined in 47 CFR 73.2080) during the license term, including:

a. His name, title(s) and office(s) held, and inclusive dates served under each such title or office;

b. His sex, race, color, religion and national origin;

c. All work and home addresses and work and home telephone numbers he is known to have used, including his last known work and home addresses and work and home telephone numbers; and

d. A description of the scope of his duties and responsibilities.

ANSWER

See answer to #11.

I declare under penalty of perjury that the foregoing answers are true and correct to the best of my knowledge and information.

Reverend Paul Devantier

Richard R. Zaragoza
Kathryn R. Schmeltzer
Barry H. Gottfried
Fisher Wayland Cooper Leader
& Zaragoza L.L.P.
2001 Pennsylvania Avenue, N.W.
Suite 400
Washington, D.C. 20006
(202) 659-3494

Dated: April 29, 1994

4250-000.P02

CERTIFICATE OF SERVICE

(8)

I, Julia L. Colish, a secretary for the firm of Fisher, Wayland, Cooper, Leader & Zaragoza L.L.P., do hereby certify that I have this 29th day of April, 1994, mailed by First Class, United States mail, postage paid, the foregoing "**SUPPLEMENTAL RESPONSE TO PETITIONERS' INITIAL INTERROGATORIES**" to the following:

*The Honorable Arthur I. Steinberg
Administrative Law Judge
Federal Communications Commission
2000 L Street, N.W., Suite 228
Washington, DC 20554

*Robert Zauner, Esq.
Paulette Laden, Esq.
Federal Communications Commission
Mass Media Bureau
2025 M Street, N.W., Room 7212
Washington, DC 20554

*David E. Honig, Esq.
Minority Media Ownership & Employment Council
3636 16th Street, N.W., Suite B-863
Washington, DC 20010

David E. Honig, Esq.
Law Offices of David E. Honig
1800 N.W. 187th Street
Miami, FL 33056

Julia L. Colish

Julia L. Colish

*Via Hand Delivery

NAACP EXHIBIT 24

Federal Communications Commission

Docket No. 94-10 Exhibit No. 24

Presented by NAACP

Disposition
Identified 6/21
Received 6/22
Rejected

Reporter BARBARA LORD

Date 6/21/94

FEDERAL COMMUNICATIONS COMMISSION
Washington, D.C. 20554

Approved by OMB
3060-0076
Expires 12/31/84

Annual Employment Report 1983

(See Instructions)

SUBMIT two copies to FCC

SUBMIT two copies to FCC

SECTION I (applicable to all respondents)

A. ☐ COMMON CARRIER Respondents with *fewer than sixteen* (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.

B. ☐ COMMON CARRIER Respondents with *16 or more* full-time employees during the selected payroll period: CHECK BOX B and *complete* all pertinent sections of the form. Sign and return to the FCC.

C. ☐ BROADCAST Respondents with *fewer than* (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.

D. ☒ BROADCAST Respondents with 5 *or more* full-time employees during the selected payroll period: CHECK BOX D and *complete* all pertinent sections of the form. Sign and return to the FCC.

SECTION III (applicable to all respondents)

002481

A. Check one, to indicate type of respondent
☒ Broadcast Respondent
☐ Common Carrier Respondent

B. Pay Period Ending Covered by this Report: *(date)*

January 31, 1983

C. Name and address of respondent

The Lutheran Church-Missouri Synod
Radio Station KFUO-AM and KFUO-FM
801 DeMun Avenue
St. Louis, Missouri 63105

(FOR COMMISSION USE ONLY)

CODE NO.

SECTION II (applicable only to Broadcast respondents)

Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

☒ A. For a single employment unit consisting of one or more stations

B. ☐ For a single Headquarters Office Report

C. ☐ A Consolidated Report

SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☐ AM
TV ☐ TV
☐ International

FM ☐ FM Independent
AF ☒ Combined AM and FM
FA ☐ FM Affiliated with AM in same area

(2) If station is noncommercial, check one

ET ☐ Educational TV
ER ☐ Educational Radio

(3)

Call Letters	Location
KFUO-AM	Clayton, Missouri
KFUO-FM	Clayton, Missouri

(Section V and VI) (applicable to all respondents)

SECTION V FULL-TIME PAID EMPLOYEES JOB CATEGORIES[1]	ALL EMPLOYEES[2]			MALE					FEMALE				
				MINORITY GROUP EMPLOYEES					MINORITY GROUP EMPLOYEES				
	Total Columns 2 + 3 (1)	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
Officials and Managers	6	5	1					5					1
Professionals	5	3	2					3	1				1
Technicians	3	3						3					
Sales workers													
Office and Clerical	3		3										3
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	17	11	6					11	1				5
Total employment from previous Report (if any)	17	11	6					11	1				5

(Section VI column titles same as Section V)

SECTION VI PART-TIME PAID EMPLOYEES JOB CATEGORIES[1]													
Officials and Managers													
Professionals	4	4						4					
Technicians	3	3						3					
Sales workers													
Office and Clerical													
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	7	7						7					
employment from previous Report (if any)	7	7						7					

[1]Refer to Instructions for explanation of all title functions.
[2]Include "Minority Group Employees" and others. See Instruction 7.

SECTION VII (For Respondents with On-the-Job Trainees ONLY)

3

002483

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

JOB CATEGORIES		ALL EMPLOYEES[1]			MALE					FEMALE				
					MINORITY GROUP EMPLOYEES					MINORITY GROUP EMPLOYEES				
		Total Columns 2 + 3 (1)	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
On-the-job trainees[2]	White Collar Production													

[1]Include "Minority Group Employees" and others. See instruction 7.
[2]Report only employees enrolled in formal on the-the-job-training programs.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed [signature] Title Acting General Manager

Date May 25, 1983 Name of Respondent The Lutheran Church-Missouri Synod KFUO-AM & KFUO-FM

Telephone No. (include area code) 314-725-3030

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

002500

FEDERAL COMMUNICATIONS COMMISSION
Washington, D.C. 20554

Approved by OMB
3060-0076
Expires 12/31/84

Annual Employment Report 1984

(See Instructions)

SUBMIT two copies to FCC

SUBMIT two copies to FCC

SECTION I (applicable to all respondents)

A. ☐ COMMON CARRIER Respondents with *fewer than sixteen* (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.

B. ☐ COMMON CARRIER Respondents with *16 or more* full-time employees during the selected payroll period: CHECK BOX B and *complete* all pertinent sections of the form. Sign and return to the FCC.

C. ☐ BROADCAST Respondents with *fewer than* (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.

D. ☒ BROADCAST Respondents with 5 *or more* full-time employees during the selected payroll period: CHECK BOX D and *complete* all pertinent sections of the form. Sign and return to the FCC.

SECTION III (applicable to all respondents)

A. Check one, to indicate type of respondent
☒ Broadcast Respondent
☐ Common Carrier Respondent

B. Pay Period Ending Covered by this Report: *(date)*
January 31, 1984

C. Name and address of respondent

The Lutheran Church -
Missouri Synod
Radio Station KFUO-AM
85 Founders Lane
St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO.

SECTION II (applicable only to Broadcast respondents)

eck A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

A. ☒ For a single employment unit consisting of one or more stations

B. ☐ For a single Headquarters Office Report

C. ☐ A Consolidated Report

SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☒ AM
TV ☐ TV
☐ International

FM ☐ FM Independent
AF ☐ Combined AM and FM
FA ☐ FM Affiliated with AM in same area

(2) If station is noncommercial, check one

ET ☐ Educational TV
ER ☐ Educational Radio

(3) Call Letters	Location
KFUO-AM	Clayton, Missouri

(Section V and VI) (applicable to all respondents)

SECTION V	ALL EMPLOYEES 2			MALE					FEMALE				
				MINORITY GROUP EMPLOYEES					MINORITY GROUP EMPLOYEES				
FULL-TIME PAID EMPLOYEES JOB CATEGORIES[1]	Total Columns 2 + 3 (1)	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
Officials and Managers	7	6	1					6					1
Professionals	5	3	2					3	1				1
Technicians	3	3						3					
Sales workers													
Office and Clerical	3	3											3
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	18	12	6					12	1				5
Total employment from previous [illegible]t (if any)	17	11	6					11	1				5

(Section VI column titles same as Section V)

SECTION VI													
PART-TIME PAID EMPLOYEES JOB CATEGORIES[1]													
Officials and Managers													
Professionals	5	5						5					
Technicians	3	3						3					
Sales workers													
Office and Clerical													
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
[illegible]	8	8						8					
Total employment from previous report (if any)	7	7						7					

[1] Refer to Instructions for explanation of all title functions.
[2] Include "Minority Group Employees" and others. See Instruction 7

SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

JOB CATEGORIES		ALL EMPLOYEES[1]			MALE					FEMALE				
					MINORITY GROUP EMPLOYEES					MINORITY GROUP EMPLOYEES				
		Total Columns 2 + 3 (1)	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
On-the-job trainees[2]	White Collar													
	Production													

[1]Include "Minority Group Employees" and others. See instruction 7.
[2]Report only employees enrolled in formal on the-the-job-training programs.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Rev. Rudger P. Abatte Title Acting General Manager

Date May 30, 1984 Name of Respondent The Lutheran Church-Missouri Synod KFUO-AM

Telephone No. (include area code) 314 725-3030

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

002503

6

7

FEDERAL COMMUNICATIONS COMMISSION
Washington, D.C. 20554

Approved by OMB
3060-0076
Expires 12/31/84

Annual Employment Report 1984

(See Instructions)

SUBMIT two copies to FCC

SUBMIT two copies to FCC

SECTION I (applicable to all respondents)

A. ☐ COMMON CARRIER Respondents with *fewer than sixteen* (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.

B. ☐ COMMON CARRIER Respondents with *16 or more* full-time employees during the selected payroll period: CHECK BOX B and *complete* all pertinent sections of the form. Sign and return to the FCC.

C. ☐ BROADCAST Respondents with *fewer than* (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.

D. ☒ BROADCAST Respondents with 5 *or more* full-time employees during the selected payroll period: CHECK BOX D and *complete* all pertinent sections of the form. Sign and return to the FCC.

SECTION III (applicable to all respondents)

A. Check one, to indicate type of respondent
☒ Broadcast Respondent
☐ Common Carrier Respondent

B. Pay Period Ending Covered by this Report: *(date)*
January 31, 1984

C. Name and address of respondent

The Lutheran Church -
Missouri Synod
Radio Station KFUO-FM
85 Founders Lane
St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO.

SECTION II (applicable only to Broadcast respondents)

Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

A. ☒ For a single employment unit consisting of one or more stations

B. ☐ For a single Headquarters Office Report

C. ☐ A Consolidated Report

SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☐ AM
TV ☐ TV
☐ International

FM ☒ FM Independent
AF ☐ Combined AM and FM
FA ☐ FM Affiliated with AM in same area

(2) If station is noncommercial, check one

ET ☐ Educational TV
ER ☐ Educational Radio

(3)

Call Letters	Location
KFUO-FM	Clayton, Missouri

SECTION V	(Section V and VI) (applicable to all respondents)												
	ALL EMPLOYEES[2]			MALE					FEMALE				
				MINORITY GROUP EMPLOYEES					MINORITY GROUP EMPLOYEES				
FULL-TIME PAID EMPLOYEES JOB CATEGORIES[1]	Total Columns 2 + 3 (1)	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
Officials and Managers	7	6	1					6					1
Professionals	5	3	2					3	1				1
Technicians	3	3						3					
Sales workers													
Office and Clerical	3	3											3
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	18	12	6					12	1				5
Total employment from previous Report (if any)	17	11	6					11	1				5

SECTION VI	(Section VI column titles same as Section V)												
PART-TIME PAID EMPLOYEES JOB CATEGORIES[1]													
Officials and Managers													
Professionals	5	5						5					
Technicians	3	3						3					
Sales workers													
Office and Clerical													
Craftsperson (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	8	8						8					
Total employment from previous Report (if any)	7	7						7					

[1]Refer to Instructions for explanation of all title functions.
[2]Include "Minority Group Employees" and others. See Instruction 7.

SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

JOB CATEGORIES		ALL EMPLOYEES[1]			MALE					FEMALE				
					MINORITY GROUP EMPLOYEES					MINORITY GROUP EMPLOYEES				
		Total Columns 2 + 3 (1)	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
On-the-job trainees[2]	White Collar Production													

[1]Include "Minority Group Employees" and others. See instruction 7.
[2]Report only employees enrolled in formal on the-the-job-training programs.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Rev. Rodger P. Abatie Title Acting General Manager

Date May 30, 1984 Name of Respondent The Lutheran Church-Missouri Synod Radio Station KFUO-FM

Telephone No. (include area code) 314 725-3030

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

Washington, D.C. 20554

2060-0076
Expires 12/31/87

6

10

Annual Employment Report 1985

(See Instructions)

SUBMIT two copies to FCC

SUBMIT two copies to FCC

SECTION I (applicable to all respondents)

A. ☐ COMMON CARRIER Respondents with *fewer than sixteen* (16) full-time employees during the selected payroll period: CHECK BOX A. Complete Section III, and the Certification Statement. Sign and return to the FCC.

B. ☐ COMMON CARRIER Respondents with *16 or more* full-time employees during the selected payroll period: CHECK BOX B and *complete* all pertinent sections of the form. Sign and return to the FCC.

C. ☐ BROADCAST Respondents with *fewer than* (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.

D. ☒ BROADCAST Respondents with 5 *or more* full-time employees during the selected payroll period: CHECK BOX D and *complete* all pertinent sections of the form. Sign and return to the FCC.

SECTION III (applicable to all respondents)

002563

A. Check one, to indicate type of respondent
☒ Broadcast Respondent
☐ Common Carrier Respondent

B. Pay Period Ending Covered by this Report: *(date)*

January 31, 1985

C. Name and address of respondent

The Lutheran Church-
Missouri Synod
Radio Station KFUO-AM
85 Founders Lane
St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO.

SECTION II (applicable only to Broadcast respondents)

Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

A. ☒ For a single employment unit consisting of one or more stations

B. ☐ For a single Headquarters Office Report

C. ☐ A Consolidated Report

SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☒ AM
TV ☐ TV
☐ International

FM ☐ FM Independent
AF ☐ Combined AM and FM
FA ☐ FM Affiliated with AM in same area

(2) If station is noncommercial, check one

ET ☐ Educational TV
ER ☐ Educational Radio

(3) Call Letters: KFUO-AM

Location: Clayton, Missouri

FEDERAL COMMUNICATIONS COMMISSION
Washington, D.C. 20554

Approved by OMB
3060-0076
Expires 12/31/87

Annual Employment Report 1985

(See Instructions)

SUBMIT two copies to FCC

SUBMIT two copies to FCC

SECTION I (applicable to all respondents)

A. ☐ COMMON CARRIER Respondents with *fewer than sixteen* (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.

B. ☐ COMMON CARRIER Respondents with *16 or more* full-time employees during the selected payroll period: CHECK BOX B and *complete* all pertinent sections of the form. Sign and return to the FCC.

C. ☐ BROADCAST Respondents with *fewer than* (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.

D. ☒ BROADCAST Respondents with 5 *or more* full-time employees during the selected payroll period: CHECK BOX D and *complete* all pertinent sections of the form. Sign and return to the FCC.

SECTION III (applicable to all respondents)

A. Check one, to indicate type of respondent
☒ Broadcast Respondent
☐ Common Carrier Respondent

002564

B. Pay Period Ending Covered by this Report: *(date)*

January 31, 1985

C. Name and address of respondent

The Lutheran Church-
Missouri Synod
Radio Station KFUO-FM
85 Founders Lane
St. Louis, MO. 63105

(FOR COMMISSION USE ONLY)

CODE NO.

SECTION II (applicable only to Broadcast respondents)

Check A, B, or C to indicate type of Reporting Unit(s) covered in this Report:

A. ☒ For a single employment unit consisting of one or more stations

B. ☐ For a single Headquarters Office Report

C. ☐ A Consolidated Report

SECTION IV (applicable only to Broadcast respondents)

Answer A, B, or C to identify Reporting Unit(s) covered in this Report

A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one

AM ☐ AM
TV ☐ TV
☐ International

FM ☒ FM Independent
AF ☐ Combined AM and FM
FA ☐ FM Affiliated with AM in same area

(2) If station is noncommercial, check one

ET ☐ Educational TV
ER ☐ Educational Radio

(3) Call Letters: KFUO-FM

Location: Clayton, Missouri