

2023 ANNUAL EEO PUBLIC FILE REPORT

Listeners Community Radio of Utah

Station:	90.9 FM KRCL
Community of License:	Salt Lake City
Reporting Period:	June 1, 2022 – May 31, 2023
No. of Full-time Employees:	8
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

KRCL's RadioACTive public affairs program offers a variety of internship opportunities.

- The Community Co-Host program teaches participants the skills necessary to host and produce a live radio talk show including proposing topics, booking guests, interviewing, & using equipment. They also co-host the nightly program one night each week, every other week, or monthly.
- During Spring semester 2023, RA collaborated with a team of students from Salt Lake Community College who booked, produced, and hosted the show each Thursday. It was offered as part of a class at SLCC.
- Production interns assisted with the show including managing guests, editing audio, and tracking content on programs.
- Sound engineering interns learn the skills necessary to engineer live performances on the radio. We feature local bands live on air nearly every Friday all year long and sound interns fill in as available throughout the year, coordinated by our contract sound engineer.

KRCL facilitates a weekly hourlong program called Loud & Clear Youth Radio, led by our partners at SpyHop, airing on Saturday nights. Teens learn how to produce radio shows, DJ, and host interviews. KRCL provides space for instruction, studio time, and airtime.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

KRCL's budget includes funds for staff participation in conferences and trainings specific to the broadcast industry.

- Membership Manager and General Manager attended the Public Media Development and Marketing Conference hosted by Greater Public in Chicago in July 2022.
- Assistant Program Manager, Director of Sponsorship, Director of Social Impact, and General Manager attended the Rocky Mountain Community Radio conference in Grand Junction in November 2022.
- Membership Manager attended the Corporation for Public Broadcasting training on Financial Reporting in January 2023.
- General Manager attended the CPB training on What is Non-Federal Financial Support in February 2023.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

- All KRCL staff including part-time and contract help participated in annual Harassment Training provided by the CPB.
- General Manager attended a webinar offered by the National Federation of Community Broadcasters to learn more about the Public Media for All campaign, which KRCL supports.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

- All full-time positions are posted to the Utah Workforce Services job bank, which makes job postings available to Workforce Service agencies throughout the state.
- KRCL offers Tongan language programming weekly and all KRCL job opportunities are announced on the show.
- KRCL sends out regular emails to approximately 12,000 subscribers informing them of station programming and events, community events, volunteer opportunities, and job opportunities.
- Information about employment is posted to KRCL's social media including Facebook and Instagram.
- KRCL's website indicates organizations may add their name to a list to be notified about all job postings. No one has notified us about their desire to be added yet.

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

KRCL promoted job fairs through on-air public service announcements and on our website, including the following:

- Mexican Consulate SLC – August 2022
- Chamber West – September 2022
- Valley Fair Mall – October 2022
- Salt Lake County Recreation – November & December 2022
- Volunteers of America, The Road Home, Utah Community Action – December 2022

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
July 2022	General Manager	KRCL.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Utah Nonprofit Association	1
Current	2
National Federation of Community Broadcasters	2
KRCL.org	4
Total Number of Persons Interviewed during the Reporting Period:	9

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: July 2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Utah Nonprofit Association Job Board		PO Box 65782 Salt Lake City, UT 84165	N/A, web form for job posting	N/A, no published phone or email available
National Federation of Community Broadcasters		PO Box 806 Paonia, CO 81428	N/A, web form for job posting	N/A, no published phone or email available

Greater Public		PO Box 303279 Austin, TX 78703	N/A, web form for job posting	N/A, no published phone or email available
Current		4400 Massachusetts NW Washington, DC 20016	N/A, web form for job posting	N/A, no published phone or email available
State of Utah Department of Workforce Services		PO Box 45249 Salt Lake City, UT 84145	N/A, web form for job posting	N/A, no published phone or email available
KRCL.org		535 W 300 N Salt Lake City, UT 84116	Eugenie Jaffe	801-363-1818 eugeniej@krcl.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.