

2024 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, 2023 – May 31, 2024
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 program one night each week, every other week, or monthly.
- During Winter semester 2024, RA collaborated with a team of journalism students from University of Utah and community partners from The Other Side Academy and Amplify Utah to complete a community storytelling project with 5 unique episodes airing on KRCL.
- 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 hour-long music 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. During this reporting period we also facilitated two takeovers of our evening program RadioACTive by Spyhop youth, airing April 1 and April 8. Their coverage topics included impacts of local small businesses and the changing culture of education.

*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, Director of Sponsorship, and General Manager attended the Public Media Development and Marketing Conference hosted by Greater Public in Atlanta in July 2023.
- Assistant Program Manager, Director of Sponsorship, Membership Coordinator, Production Assistant, and General Manager attended the Rocky Mountain Community Radio conference in Fort Collins, CO in November 2023.
- Membership Manager attended several key webinar trainings led by Greater Public including CRMs in Public Media and Utilizing Events to Increase Audience Engagement in September 2023, Mid-Level Giving & On-Air Campaigns in March 2024, and Planned Giving in May 2024.
- General Manager attended the National Federation of Community Broadcasters webinar to review CPB's CSG guidelines in March 2024.
- Production Assistant attended the Native Broadcast Summit hosted by Native Public Media in Phoenix in May 2024.

*Provided **training** to **management level** personnel on methods of ensuring*

- All KRCL staff including part-time and contract participated in annual Harassment Training provided by the CPB.

equal employment opportunity and prevent discrimination.

- General Manager attended multiple sessions focused on diversity, equity, and inclusion at the Public Media Development and Marketing Conference in Atlanta in July 2023.

*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 lists hiring opportunities.
- In June of 2023, KRCL facilitated a tour and interviews with 7th-12th graders as part of Ute Storyfest. Ute Indian students share their storytelling through the media.

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:

- Disabled American Veterans and Recruit Military national virtual career fair – August 2023
- Midvale Community Building Community - January 2024

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8/2023	Membership Coordinator	krcl.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
KRCL.org	9
Total Number of Persons Interviewed during the Reporting Period:	9

RECRUITING SOURCES USED

Job Title of Position: Membership Coordinator Date of Hire: August 2023

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.