

2025 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, 2024 – May 31, 2025
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 to host and produce a live radio talk show including proposing topics, booking guests, interviewing, & using equipment. They also co-host the program weekly, bi-weekly, or monthly.
- During Spring semester 2025, a team of journalism students from University of Utah aired 20+ short interviews with female athletes in Utah on KRCL.
- Production interns assisted with the show including managing guests, editing audio, and tracking content on programs.
- Sound engineering interns learn the skills to engineer live performances on radio. We feature local bands live on air nearly every Friday and sound interns fill in as available throughout the year, coordinated by our contract sound engineer.

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

and airtime. During this reporting period we also facilitated takeovers of our evening program RadioACTive by Spyhop youth, airing May 28th. Their coverage topics included impacts of banning books in our state, the importance of local libraries in communities, and spoke to school counselors about whether the so-called Anxious Generation is really anxious.

*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.

- Assistant Program Manager, Producer, and General Manager attended the annual Rocky Mountain Community Radio conference in Ignacio, CO in October 2024.
- GM attended PMCC Music Summit in Austin, TX in November 2024.
- Membership Manager and GM attended multiple Greater Public trainings online.
- 7 staffers joined Greater Public Audience Development Summit, February 2025.
- Production staff attended monthly Rocky Mountain Community Radio Coalition news trainings throughout the year.

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

- All KRCL staff participated in annual Harassment Training provided by CPB.

*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.

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 at no cost to organizers through on-air public service announcements and on our website, including the following:

- Utah Transit Authority Job Fair - June 2024
- Veteran Career Fair - June 2024
- Utah Hispanic Chamber of Commerce Job Fair - August 2024

LIST OF POSITIONS FILLED (NONE)

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE

INTERVIEWEE REFERRAL SOURCE SUMMARY (N/A)

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred

RECRUITING SOURCES USED (N/A)

Job Title of Position: None Date of Hire: N/A