

2026 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, 2025 – May 31, 2026
No. of Full-time Employees:	9
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 2026, KRCL partnered with the Voices of Utah journalism class at the University of Utah. Each of the 19 students prepared a story about arts & culture in Utah.
- 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 collaborated with Spy Hop's Audio Apprenticeship Program to create a new theme song for our community affairs show.

*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.

- We attended the annual Rocky Mountain Community Radio conference in Denver, CO in November 2025.
- We co-hosted the National Federation of Community Broadcasters conference in Salt Lake City in June 2025.
- We co-hosted the Public Media Content Conference in Salt Lake City in August 2025.
- Production staff joined Transom Traveling Workshop in Moab UT in March 2026.
- Engineering staff attended Public Radio Engineering conference in Las Vegas NV in April 2026.

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

- Staff participated in a training on psychological safety provided by Maria Estrada in March 2026.

*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.*

- 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 Department of Workforce Services Virtual Job Fair.

- We hosted and produced Day at the Park located at the International Peace Gardens in August 2025.
- We hosted the Grateful Ball in November 2025 at Commonwealth Room.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
Jan 5, 2026	Business Support Manager	Social media

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
KRCL website	3
Utah Nonprofits Association website	1
Social media including LinkedIn, Facebook, Instagram	2

RECRUITING SOURCES USED (N/A)

Job Title of Position: Business Support Manager Date of Hire: January 5, 2026
 KRCL website, KRCL on-air messaging, KRCL social media sites, Utah Nonprofits Association