

2016 ANNUAL EEO PUBLIC FILE REPORT

Listeners Community Radio of Utah

Station(s): 90.9fm KRCL
Community(ies) of License: Salt Lake City
Reporting Period: June 1, 2015 – May 31, 2016
No. of Full-time Employees: Less than 10 (7)
Small Market Exemption:

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):

Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions. Yes –
Two U of U job fairs – Eric Nelson, Events Manager in attendance at both.
Two UBA job fairs – Eric Nelson, Events Manager in attendance at both.

Hosted at least one job fair.

Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities. Yes –
Lara Jones, Community Programming Manager – attended several employment workshops.
Vicki Mann, GM – guest at two workshops with U of U Communication students

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

Participated in job banks, internet

programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

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

*Established a **mentoring** program for station personnel.* Yes

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

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

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting*

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

*Provided **training** to personnel of*

unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

*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.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
11/2/15	Office Manager	Utah Nonprofit Association job referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 12

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Utah Nonprofit Association	9
Utah Cultural Alliance	1
KRCL Website	2

RECRUITING SOURCES USED

Job Title of Position: Office Manager

Date of Hire 11/1/15

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Utah Nonprofit Association		231 E 400 S #345, Salt Lake City, UT 84111	Patty Shreve	(801) 596-1800 Utahnonprofits.org
Utah Cultural Alliance		Web only	Crystal Young-Otterstrom	(801) 652-0737 staff@utahculturalalliance.org
KRCL website		1971 W North Temple, Salt Lake City, UT 84116	Vicki Mann	(801) 363-1818 vickim@krcl.org

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