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.

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.

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.

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**LIST OF POSITIONS FILLED**

<table>
<thead>
<tr>
<th>DATE OF HIRE</th>
<th>JOB TITLE</th>
<th>RECRUITMENT SOURCE REFERRING HIREE</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/2/15</td>
<td>Office Manager</td>
<td>Utah Nonprofit Association job referral</td>
</tr>
</tbody>
</table>

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**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed during the Reporting Period: 12

<table>
<thead>
<tr>
<th>Recruitment Sources Referring Interviewees during Reporting Period</th>
<th>Number of Persons Interviewed that the Source Referred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utah Nonprofit Association</td>
<td>9</td>
</tr>
<tr>
<td>Utah Cultural Alliance</td>
<td>1</td>
</tr>
<tr>
<td>KRCL Website</td>
<td>2</td>
</tr>
</tbody>
</table>

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# RECRUITING SOURCES USED

**Job Title of Position:** Office Manager  
**Date of Hire:** 1/1/15

<table>
<thead>
<tr>
<th>REFERRAL SOURCE</th>
<th>ADDRESS OF SOURCE</th>
<th>CONTACT PERSON AT SOURCE</th>
<th>TEL. NO. AND E-MAIL ADDRESS OF SOURCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utah Nonprofit Association</td>
<td>231 E 400 S #345, Salt Lake City, UT 84111</td>
<td>Patty Shreve</td>
<td>(801) 596-1800 Utahnonprofits.org</td>
</tr>
<tr>
<td>Utah Cultural Alliance</td>
<td>Web only</td>
<td>Crystal Young-Otterstrom</td>
<td>(801) 652-0737 <a href="mailto:staff@utahculturalalliance.org">staff@utahculturalalliance.org</a></td>
</tr>
<tr>
<td>KRCL website</td>
<td>1971 W North Temple, Salt Lake City, UT 84116</td>
<td>Vicki Mann</td>
<td>(801) 363-1818 <a href="mailto:vickim@krcl.org">vickim@krcl.org</a></td>
</tr>
</tbody>
</table>

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