

2019 ANNUAL EEO PUBLIC FILE REPORT

Listeners Community Radio of Utah

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|-----------------------------|----------------------------|
| Station(s): | 90.9fm KRCL |
| Community(ies) of License: | Salt Lake City |
| Reporting Period: | June 1, 2018– May 31, 2019 |
| No. of Full-time Employees: | 5 – 10 (7) |
| 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 number of different internship opportunities for community members.

- Community Co-Hosts take on the responsibility of co-hosting the nightly public affairs show one night each week, every other week, or monthly. Community Co-Hosts propose show topics, assist with booking guests, learn interviewing skills, and how to use microphones and other technology. There are currently five individuals acting as Community Co-Hosts as well as teams from two community organizations (March For Our Lives Utah and Transgender Education Advocates of Utah) who co-host monthly shows.
- Production interns learn to manage guests, take and screen calls during call-in portions of the show, edit audio, and produce short segments for rebroadcast.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach*

KRCL staff and volunteers regularly participate in

generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

outreach activities in the community including:

- KRCL’s RadioActive program organizes and hosts a public affairs lecture/debate series “Ballots Talk” in collaboration with the Salt Lake City Library’s Marmalade branch. Each event in the series focuses on a different ballot initiative that Utahns will vote on in November 2018. Events held 3/15/18, 4/3/18, 5/17/18, and 6/11/18.
- KRCL’s RadioActive program organizes and hosts “Local Conversations” a conversation series where community members discuss immigration and the experiences of new Americans. Events held 1/16/18, 5/14/18, 10/4/18, 10/11/18 at the Marmalade branch of the Salt Lake City Public Library.
- KRCL’s RadioActive organizes and hosts “RadioACTive Town Hall” panel discussions forums at the Marmalade Branch of the Salt Lake Public Library. Panels are on topics of interest to the community such as gun violence, urban farming and the Green New Deal. Panelists are chosen from community members with expertise and life experience on the topic. Events held 2/14/19, 3/27/19, and 5/9/19.
- KRCL staff and volunteers regularly participate in outreach at community, educational, musical, arts, and governmental events. The KRCL booths at these events promotes KRCL programming, resources, community events, and job opportunities. Examples of events include Salt Lake City and Ogden Twilight events, Craft Lake City, Salt Lake City Living Traditions Festival, Utah Pride Festival, University of Utah Farmer’s Market, and the Utah Arts Festival.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them*

KRCL management supports staff participation in conferences and trainings where they gain knowledge, skills and a greater understanding of

for higher level positions.

the broadcasting industry

- GM attended Western States Public Media Conference, March 7-8 2019, Las Vegas NV
- GM, Membership Director, and Underwriting Associate participated in various webinars related to their positions including:
 - NFCB – Addressing and Mitigating Implicit Bias, May 16, 2018
 - Harbor Compliance – Charitable Solicitation: What Does it Take to be Compliant? May 6, 2018
 - Utah Nonprofits Association – You’ve Got the Data. Now What? March 13, 2018
 - Greater Public – Major Giving Prospect Research, December 20, 2018
 - Greater Public - Breaking Down Barriers Organizationally with an Audience-Centric Approach, December 13, 2018
 - NFCB – Want to Raise \$150,000 in 100 Days? November 8, 2018
 - Greater Public – The Cannabis Industry and Public Media Underwriting, October 4, 2018
- Membership Director attended the Public Media Development and Marketing Conference July 11-13, 2018, Chicago IL
- Membership Director is participating in Public Media Women In Leadership’s Advance Program
- All station staff members received Harassment Training through CPB, September, 2018

- KRCL’s Radioactive program hosts “Open Mic” sessions at the Salt Lake City Main Library’s Creative Lab, where members of the public are given the opportunity to record a story in the same manner and with the same equipment as

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

KRCL hosts. Instruction is given on audio recording and editing. Staff answers questions about broadcasting careers and public media employment opportunities. Sessions held 1/16/18, 9/16/18, 12/6/18, 1/25/19.

- KRCL partners with Spyhop to offer the “Loud and Clear Program Youth Radio” program. Teens receive learn how to produce radio shows, DJ, and host live bands. Participants host a weekly, hour-long radio program.

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*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 sends out a weekly email to approximately 12,000 subscribers informing them of station programming and events, community events, and job opportunities.
- Information about employment opportunities are posted to KRCL’s social media including Facebook and Twitter.
- KRCL’s website indicates that organizations may add their name to a list to be notified about all job postings. No organizations have ever notified KRCL about their desire to be added to such a list.
- KRCL participated in the Utah Broadcasters Association annual job fair, March 6 2019 at the University of Utah.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|--|------------------------------------|
| NA | There were no FT vacancies during the reporting period | NA |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 0 – there were no full-time vacancies during the reporting period

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| NA – There were no full-time vacancies at KRCL during the reporting period | NA |

RECRUITING SOURCES USED

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-----------------|---|-------------------|--------------------------|---------------------------------------|
| NA | | NA | NA | NA |

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