

# 2018 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, 2017 – May 31, 2018
No. of Full-time Employees:	5 – 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 **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).***

KRCL staff and volunteers regularly participate in 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, 5/14/18.
- KRCL’s Radioactive program organizes and hosts “Local Conversations” a conversation series where community members discuss immigration and the experiences of new Americans. First event was held 4/25/18 at the Marmalade branch of the Salt Lake City Public Library.
- KRCL organized “Amplifying Women’s Voices” rally at the Utah State Capitol, on International Women’s Day, 3/8/18. With speakers from local organizations, student groups, and a musical performance by

- nationally touring band, Lucius.
- 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 include Salt Lake City and Ogden Twilight events, SLC Clean Air Fair, and the Utah Arts Festival.

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

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

- GM attended Western States Public Media Conference, 5/7-8/18, Seattle WA
- GM and Membership Director participated in various webinars related to their positions including:
  - Blackbaud – End of Year Fundraising – 7/25/17
  - NFCB – Fundraising – 1/18/18
  - Greater Public – Email Marketing – 5/30/18
- Membership Director attended the GBS Benefits Inc annual conference on HR benefits administration, 9/15/17 Salt Lake City, UT
- Development Director attended Utah Non-Profit Association’s annual conference, 9/14/18, Layton, UT

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

- KRCL’s Radioactive program hosts monthly “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 KRCL hosts. Instruction is given on audio recording and editing. Staff answers questions about broadcasting careers and public media employment opportunities.

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

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

- GM gave a presentation to University of Utah non-profit administration students on the management of a public media organization. 4/19/18.

- GM hosted student staff of KBLU 92.3, the student radio station of Utah State University. 5/25/18.

*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*

- GM served as an advisor to KUTE, an internet radio station on the University of Utah campus. Service began 9/1/15.

*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.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
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1/19/18	General Manager	KRCL website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 13

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
KRCL website	6
Prince Perelson Executive Search	1
Utah Workforce Services Job Bank	4
Word of Mouth	2

RECRUITING SOURCES USED

Job Title of Position: General Manager      Date of Hire: 1/19/18

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
KRCL website	N	1971 West North Temple Salt Lake City UT 84116	Haley Wightman	801-363-1818 haleyw@krcl.org
Prince Perelson Executive Search	N	2180 S 1300 E #350 Salt Lake City UT 84106	Carly Hazen	801-532-1000 carly@perelson.com
Utah Workforce Services Job Bank	N	PO Box 45249 Salt Lake City UT 84115	Customer Service	801-526-9675 DWS_EMAIL_JOB@utah.gov

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