

2022 ANNUAL EEO PUBLIC FILE REPORT

Listeners Community Radio of Utah

Station(s):	90.9 fm KRCL
Community(ies) of License:	Salt Lake City
Reporting Period:	June 1, 2021– May 31, 2022
No. of Full-time Employees:	5 – 10 (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 number of different internship opportunities for community members.

- The Community Co-Host program teaches participants the skills necessary to host and produce a live radio talk show including proposing show topics, booking guests, interviewing skills, and how to use microphones, board operation, and other technology. They also host the nightly public affairs show one night each week, every other week, or monthly. Currently, RadioACTive has three individuals participating in the program. During spring semester 2022, RadioACTive collaborated with a team of college students from Salt Lake Community College who booked, produced and hosted the show each Monday during the semester. It was offered as a capstone class with SLCC.
- RadioACTive relaunched its intern program as COVID protocols eased in early 2022. Production interns learn the skills necessary to produce radio programs and podcasts including managing guests, taking and screening calls during call-in portions of a show, editing audio, and producing short segments for rebroadcast. There is currently one individual participating in the production intern program.
- Sound engineering interns learn the skills necessary to engineer live performances for the radio. There is currently one individual participating in the sound engineering program, which recently relaunched as COVID protocols eased in early 2022.

KRCL sponsors Spyhop's "Loud and Clear Youth Radio" program.

- Teens learn how to produce radio shows, DJ, and host live bands. Participants host a weekly, hour-long radio program. KRCL provides instructional space, studio space and time, and a weekly block of air time for the program. The current co-hort produced and hosted a RadioACTIVE takeover May 24, 25, and 26, 2022.

*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:

- Membership Manager attended webinars with Greater Public, including Advancing Equity in Public Media, April 2022.
- Membership Manager joined Utah's Association of Fundraising Professionals and attended Donor Stewardship Roundtable on May 20, 2022, as well as a Community Town Hall on March 18, 2022.
- Membership Manager attended Allegiance training with the Allegiance team Nov 1, 2022 – Nov 5, 2022
- Membership Manager attended the Major Gift Academy with Greater Public and Veritus Group, Feb 28, 2022 – June, 1, 2022
- All station staff members received Harassment Training through CPB, August 2021.

KRCL is a member of a number of trade organizations, such as National Federation of Community Broadcasters, Greater Public, and the Utah Nonprofits Association that offer training and webinars on various topics related to career advancement and skill building. Staff are encouraged to participate in any of these trainings that are pertinent to their interests.

*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 offers Tongan and Samoan language programming. All KRCL job opportunities are announced on these shows.
- 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.

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

- Membership Manager attended Advancing Equity in Public Media webinar, April 2022.

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

KRCL promoted various Job Fair's through On-Air PSAs and our website at KRCL.org

- KRCL promoted Job Fair's for The Mexican Consulate in SLC, Aug, 2021, Chamber West, Sept, 2021, Valley Fair Mall Job Fair, Sept – Oct, 2021, SL County Recreation Parks & Rec, Nov – Dec, 2021, Volunteers of America – Utah, The Road Home and Utah Community Action, Dec, 2021 and People Helping People, May, 2022

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
10/04/21	Membership Manager	KRCL.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	5 applicants interviewed
Greater Public	All applicants directed to apply through Indeed.com
Current	All applicants directed to apply through Indeed.com
Utah Non Profits Association Job Board	All applicants directed to apply through Indeed.com
KRCL.org	All applicants directed to apply through Indeed.com

RECRUITING SOURCES USED

Job Title of Position: Membership Manager Date of Hire: 10/04/21

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin TX	NA, web form for job posting	NA, no published phone or email available
Greater Public	N	PO Box 303279 Austin, TX	NA, web form for job posting	NA, no published phone or email available
Current	N	4400 Massachusetts NW, Washington, Dist. Columbia 20016	NA, web form for job posting	NA, no published phone or email available
Utah Non Profits Association Job Board	N	P.O. Box 65782 Salt Lake City, UT	NA, web form for job posting	NA, no published phone or email available
KRCL.org	-	535 W 300 N Salt Lake City, UT	Tristin Tabish	801-363-1818 tristint@krcl.org

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