

2021 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, 2020– May 31, 2021
No. of Full-time Employees:	5 – 10 (7)
Small Market Exemption:	Yes

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 and other technology. Co-host interns co-host the nightly public affairs show one night each week, every other week, or monthly. There are currently six individuals participating in the Community Co-Hosts program as well as a team of high school students from March For Our Lives Utah who co-host monthly shows.
- 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 are currently 6 individuals 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.

KRCL sponsors Spyhop's "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. KRCL provides instructional space, studio space and time, and a weekly block of air time for the program.

*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 organizes and hosted the "Black, Bold, and Brilliant" film and panel discussion series in collaboration with the Utah Film Center and Utahn Convos. Programs are focused on Utah's Black community and are on topics of interest to the wider Utah community such as the Black experience in America, feminism, and political expression. Panelists are chosen from community members with expertise and life experience on the topic. Events held online 7/25/20, 11/12/20, 2/24/21, and 3/31/21.
- KRCL organized a "Queens of Music" themed International Women's Day event, featuring commissioned murals of female musicians by local female artists, local female musicians, panel discussions, and a film screening. Partners for the event included Gateway Mall, Salt Lake City Downtown Alliance, Kiln Co-working and Bumble. Event was held on 3/7/21, murals are still installed at Gateway Mall.
- 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

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

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

events, and job opportunities. Examples of events include Salt Lake City and Ogden Twilight events, Ogden Music Festival, Craft Lake City, Salt Lake City Living Traditions Festival, Utah Pride Festival, University of Utah Farmer's Market, the Utah Arts Festival, and the Utah Clean Air Fair.

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

- Membership Director and Underwriting Associate participated in the Public Media Development and Marketing Summer webinar series that ran from July to September.
- Membership Director participated in Public Media Women in Leadership's Advance Program.
- Volunteer Manager participated in online Adobe Suite courses throughout the year.
- Station General Manager attended the University of Utah's Eccles School of Business executive education 4-part series on managing change during April.

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.

- Membership Director attended two webinars presented by Nonprofit Quarterly "HR: Centering Equity and Shifting Practices" and "Strengthening Your Organizational Anti-Racist Practice" on 2/11/21 and 3/25/21 respectively. Both webinars focused on the prevention of workplace discrimination and promoting diversity in hiring while ensuring EEOC regulations are adhered to.
- All station staff members including management level personnel received

*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.*

Anti-Harassment and Anti-Discrimination Training through CPB, August 2020

- 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.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
4/22/21	Director of Sponsorship and Special Events	Indeed.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	3 interviewed of 7 applicants
Utah Department of Workforce Services	0 interviewed of 0 applicants

KRCL.org website	0 interviewed of 0 applicants
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RECRUITING SOURCES USED

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 78750	NA, web form for job posting	NA, no published phone or email available
Utah Department of Workforce Services	N	PO Box 54249, Salt Lake City UT, 84145	NA, web form for posting	801-526-9675 dwscontactus@utah.gov
KRCL.org	-	1971 West North Temple, Salt Lake City UT 84116	Haley Wightman	801-363-1818, haleyw@krcl.org

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