

2020 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, 2019– May 31, 2020
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.

*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 "RadioACTIVE Town Hall" panel discussion forums at the Marmalade Branch of the Salt Lake Public Library. Panels are on topics of interest to the community such as deliberate democracy, homelessness, and digital inclusion. Panelists are chosen from community members with expertise and life experience on the topic. Events held 7/11/19, 8/8/19, 9/12/19, 10/10/19, and 11/14/19.
- KRCL hosted and broadcast one on one conversations with Salt Lake City mayoral candidates that provided a forum for citizens to learn about candidates and have their questions answered. Events held 6/6/29, 6/20/19, and 6/27/19.
- KRCL hosted and broadcast Salt Lake City mayoral debates prior to the primary and general elections. Events held 6/13/19 and 10/17/19.
- 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, Ogden Music Festival, 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 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 and Community Content Manager attended the National Federation of Community Broadcasters annual conference, June 18-20, 2019, San Diego, CA.
- Membership Director participated in Public Media Development and Marketing Conference, July 10-12, Dallas TX.
- Membership Director attended the GBS Benefits annual conference, September 27, 2019.
- Membership Director attended Public media Women in Leadership’s Brave Talk and Breakthrough conferences, July 13, 2019 and May 5, 2020, respectively.

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.

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

- 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

*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.*

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

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 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 is a member of the Utah Black Chamber of Commerce and the Utah Nonprofits Association. All job opportunities are posted to their respective job boards.
- 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 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.
- KRCL sponsored Escalante Elementary School's Art Department's "Work" multimedia art program and exhibit. As part of the program students had the opportunity

to shadow station staff and learn about a wide variety of radio careers. In addition, KRCL provided recording equipment for participants, edited interviews recorded by participants, and provided multimedia equipment for exhibition.

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: 3

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.