

## 2020-2021 ANNUAL EEO PUBLIC FILE REPORT

### Utah Public Radio

Station(s): KUSU-FM, KUSR

Communities of License: Logan, UT

Reporting Period: June 1, 2020 – May 31, 2021

No. of Full-time Employees: 5 – 10 X More than 10

Small Market Exemption:

During the Reporting Period, no full-time positions were filled. 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):

*Operated and strengthened internship programs designed to assist members of the community to acquire skills needed for broadcast employment.*

**UPR Internship Program**, Ongoing: Includes paid internships and university credit offerings. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.

**The Corey Flintoff Student Intern Fund**, Ongoing: UPR partners with friends in radio and the university to create an ongoing fund to support up and coming student interns in the radio field. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.

**The Nancy Williams Student Intern Endowment**, Ongoing: To support the future of the UPR Internship Programs. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.

**Agriculture Reporter Internship**, Ongoing: UPR partners with the USU College of

Agriculture and Applied Science to support an Agriculture Communication News Internship for a UPR intern specializing in reporting on agriculture. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.

**USU Ecology Center Science Reporting Internships**, Ongoing: UPR partners with the USU Ecology Center to provide USU graduate students with internships to report on science. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.

*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).*

**Cache Chamber of Commerce Women in Business Annual Summit**, October 22, 2020: UPR Underwriting Manager spoke at this event and staff hosted a booth. Station Co-Manager, Staff Assistant, Development Director and Senior Producer attended either in person or via Zoom.

*Established and participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.*

**Lee C. and Sarah Jean Frischknecht Scholarship**, Ongoing: Awarded annually to a USU student majoring in broadcast journalism. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.

**John W. Morris Scholarship**, updated in February 2021 to provide scholarships to USU students for internships with UPR. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.

*Organized and participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.*

**USU College of Humanities and Social Sciences, Scholarship Program**, ongoing: All staff are eligible to apply for scholarships for classes, workshops or technical training programs conducted on or off-campus.

**UPR Retreat**, April 28, 2020: All staff participated in a one-day retreat focused on Community Engagement, new programming

schedules, and fundraising opportunities and strategic planning.

**Training Webinars and Courses**, ongoing: Staff members and interns utilize these webinars to increase journalistic, fundraising, digital media, and other skills. Station Co-Manager and Development Director, among others, attended webinars and online courses.

**LinkedIn Learning**, ongoing: Provided to all university staff in the wake of the spring 2020 pandemic.

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

**Women's Suffrage Essay Contest**, March 17, 2021: Partnered in an essay contest with Better Days 2020. Elementary, middle, and high school students participated. Winners read their essays and interacted with the program host on UPR's daily public affairs program Access Utah on March 17, 2021. Station Co-Manager/Program Director hosted the Access Utah program and interacted with the students and their parents.

**Writing for Broadcast, JCOM 3200**, September 29, 2020; October 1, 2020; and February 23, 2021 – USU students in this class came to UPR studios on these dates for in-station student news writing lecture/discussions and station tours conducted by News Director.

**Multimedia Bootcamp, JCOM 2030**, Fall 2020 and Spring 2021 semesters – UPR News Director provided instruction and coaching to USU students as a part of this class.

**Teen Reporter Corps**, ongoing: UPR is partnering with the Uintah County Library, Bear River Heritage Area, Hyrum City Museum, and Utah Humanities to provide training, equipment and assistance to K-12 students to select and report on relevant and interesting items in their communities.

*Provided training to management level personnel on methods of ensuring*

**Sexual Harassment Prevention Online Training, Corporation for Public**

*equal employment opportunity and prevent discrimination.*

**Broadcasting**, Annual: All employees (full-time, part-time, and interns) are required to take this course annually.

**Sexual Harassment Prevention Online Training, USU Office of Equity**, March 2021 – UPR Co-Managers participated in online training to learn their responsibilities regarding sexual harassment prevention.

*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.*

**UPR Weekly Newsletter**, ongoing: UPR sends out a weekly e-newsletter to approximately 2,800 people notifying them of upcoming UPR events, new original series, volunteer opportunities, and programing updates. The newsletter contains links to the UPR website when job postings are available. Staff Assistant creates the newsletter.

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#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRES
No full-time positions filled		

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#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
No full-time positions filled	N/A

### RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
No full-time positions filled				

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