

KUER (UNIVERSITY OF UTAH)
EEO PUBLIC FILE REPORT

(June 1, 2021 thru May 20, 2022)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

*Appendix A includes a list of recruitment sources and referral agencies, indicating name, address, the contact person and telephone number.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

1) KUER Administrative Director PRN26134B

Notice sent to Referral Source list for entries on or before 5-14-21
Date Filled: 9-7-21
Number of Interviewees: 5
Interviewees according to Referral Source: B7=2; C43=3
Hiree: B7

2) KUER Production Assistant PRN28032B

Notice sent to Referral Source list for entries on or before 10-14-21
Date Filled: 12-6-21
Number of Interviewees: 4
Interviewees according to Referral Source: B7=2; C43=2
Hiree: B7

3) KUER Coordinator, Media Production PRN28634B

Notice sent to Referral Source list for entries on or before 12-6-21
Date Filled: 2-1-22
Number of Interviewees: 3
Interviewees according to Referral Source: B6=1; C43=2
Hiree: B6

4) KUER Development Specialist PRN28641B

Notice sent to Referral Source list for entries on or before 12-6-21-Local pkg KSL,
Monsterboard, Indeed \$325.00; Current
Date Filled: 3-1-21
Number of Interviewees: 7
Interviewees according to Referral Source: B6=1; C43=6
Hiree: C43

5) KUER Marketing Communications Specialist PRN28902B

Notice sent to Referral Source list for entries on or before 1-7-22
Date Filled: 3-16-22
Number of Interviewees: 6
Interviewees according to Referral Source: B6=3; B7=1; C43=2
Hiree: B7

6) KUER Manager, Media Production PRN27816B

Notice sent to Referral Source list for entries on or before 9-28-21
Date Filled: 12-20-21
Number of Interviewees: 4
Interviewees according to Referral Source: B7=1; C43=3
Hiree: C43

7) KUER Production Assistant Digital Assistant PRN28714B

Notice sent to Referral Source list for entries on or before 12-10-21
Date Filled: 4-11-22
Number of Interviewees: 5
Interviewees according to Referral Source: B6=3; C43=2
Hiree: B6

8) KUER Producer Director RadioWest PRN27767B

Notice sent to Referral Source list for entries on or before 9-23-21
Date Filled: 4-18-22
Number of Interviewees: 6
Interviewees according to Referral Source: B6=2; C43=4
Hiree: C43

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

40 Persons

NUMBER OF REFERRALS FROM SOURCES USED

B6=10; B7=6; C43=24

*Denotes referral sources and their respective numbers found on Appendix A.

KUER sends information regarding full-time positions to a mailing list maintained by station technical staff. This list is open to any subscriber so the list of individuals and/or organizations that receive information about our job postings may be broader than the referral source list in Appendix A. An invitation is sent to these subscribers asking if they will provide more contact information, but some do not respond.

APPENDIX A: EMPLOYMENT REFERRAL AND RECRUITMENT (REFERRAL SOURCE LIST)

Updated: 4-29-22; Created 5/21/03

Job Service Locations

Notes

- The University has a signed contract with Utah DWS.
- Postings are sent to the State Employment Team via postajob@utah.gov or by fax at 801-526-4321 or 1-866-968-0060.
- DWS Employment Centers do not have direct phone numbers; calls are directed to a general call center at 801-526-0950 or 1-866-435-7414.

Agency	Contact	Phone	Address	E-mail	Date Entered
A 1 Department of Workforce Services Employer Services	State Employment Team	801-526-0997 1-888-920-9675	140 East 300 South, SLC, UT 84111	postajob@utah.gov	10/5/17
A 1 Department of Workforce Services Employer Services	Amy Rindlisbacher	801-526-0997 1-888-920-9675	140 East 300 South, SLC, UT 84111	amyrindis@utah.gov	10/5/17
Workforce Service Centers					

Agency	Contact	Phone	Address	E-mail	Date Entered
Beaver Employment Center	N/A	N/A	875 North Main / PO Box 1138, Beaver, UT 84713	postajob@utah.gov	
Blanding Employment Center	N/A	N/A	544 North 100 East, Blanding, UT 84511	postajob@utah.gov	
Brigham City Employment Center	N/A	N/A	138 West 990 South, Brigham City, UT 84302	postajob@utah.gov	
Cedar City Employment Center	N/A	N/A	176 East 200 North / PO Box 669, Cedar City, UT 84720	postajob@utah.gov	
Clearfield Employment Center	N/A	N/A	1290 East 1450 South, Clearfield, UT 84015	postajob@utah.gov	
Delta Employment Center	N/A	N/A	44 South 350 East, Delta, UT 84624	postajob@utah.gov	

Agency	Contact	Phone	Address	E-mail	Date Entered
Emery County Employment Center	N/A	N/A	550 West Hwy 29/ PO Box 859, Castle Dale, UT 84513	postajob@utah.gov	
Heber City Employment Center	N/A	N/A	69 North 600 West, Ste C, Heber, UT 84032	postajob@utah.gov	
Junction Employment Center	N/A	N/A	550 North Main / PO Box 127, Junction, UT 84740	postajob@utah.gov	
Kanab Employment Center	N/A	N/A	468 East 300 South, Kanab, UT 84641	postajob@utah.gov	
Lehi Employment Center	N/A	N/A	557 West State St, Lehi, UT 84043	postajob@utah.gov	
Loa Employment Center	N/A	N/A	18 South Main / PO Box 267, Loa, UT 84747	postajob@utah.gov	
Logan Employment Center	N/A	N/A	446 North 100 West, Logan, UT 84321	postajob@utah.gov	

Agency	Contact	Phone	Address	E-mail	Date Entered
Bridgerland Technical College Employment Center	N/A	N/A	1301 North 600 West, Logan, UT 84321	postajob@utah.gov	
Manti Employment Center	N/A	N/A	55 North Main, Ste #3, Manti, UT 84642	postajob@utah.gov	
Midvale Employment Center	N/A	N/A	7292 South State, Midvale, UT 84047	postajob@utah.gov	
Moab-South Employment Center	N/A	N/A	457 Kane Creek Blvd, Moab, UT 84532	postajob@utah.gov	
Nephi Employment Center	N/A	N/A	625 North Main, Nephi, UT 84648	postajob@utah.gov	
Ogden Employment Center	N/A	N/A	480 East 27th Street, Ogden, UT 84401	postajob@utah.gov	
Panguitch Employment Center	N/A	N/A	665 North Main Street, Panguitch, UT 84759	postajob@utah.gov	

Agency	Contact	Phone	Address	E-mail	Date Entered
Park City Employment Center	N/A	N/A	1846 Prospector Ave / PO Box 680697 Park City, UT 84068	postajob@utah.gov	
Price Employment Center	N/A	N/A	475 West Price River Drive, Ste 300, Price, UT 84501	postajob@utah.gov	
Provo Employment Center	N/A	N/A	1550 North 200 West, Provo, UT 84604	postajob@utah.gov	
Richfield Employment Center	N/A	N/A	115 East 100 South, Richfield, UT 84701	postajob@utah.gov	
Roosevelt Employment Center	N/A	N/A	140 West 425 South 330-13, Roosevelt, UT 84066	postajob@utah.gov	
St. George Employment Center	N/A	N/A	162 North 400 East Bldg B, St. George, UT 84770	postajob@utah.gov	
Salt Lake City Metro Employment Center	N/A	N/A	720 South 200 East, SLC, UT 84111	postajob@utah.gov	

Agency	Contact	Phone	Address	E-mail	Date Entered
South County Employment Center	N/A	N/A	5735 South Redwood Rd, Taylorsville, UT 84123	postajob@utah.gov	
South Davis Employment Center	N/A	N/A	763 West 700 South, Woods Cross, UT 84015	postajob@utah.gov	
Spanish Fork Employment Center	N/A	N/A	1185 North Chappel Dr, Spanish Fork, UT 84660	postajob@utah.gov	
Tooele Employment Center	N/A	N/A	305 North Main Street, Ste 100, Tooele, UT 84074	postajob@utah.gov	
Vernal Employment Center	N/A	N/A	1050 West Market Dr, Vernal, UT 84078	postajob@utah.gov	

College Recruiting/Educational Institutions

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 1	KUEN/KUED/KUER Staff	Staff	801-581-7777	101 Wasatch Dr, SLC, UT 84112	ebc@lists.utah.edu	3/28/03
B 2	KUEN/KUED/KUER website	Nick Loomans	801-585-6021	250 East 200 South Ste 125, SLC, UT 84111	ebc@lists.utah.edu	3/28/03
B 3	Morgan County School District	Jana Brown	801-829-3411	PO Box 530, Morgan, UT 84050	jbrown@morgansc.org	3/28/03
B 4	Salt Lake Community College	Jack Hesleph	801-957-4013	4600 South Redwood Rd, SLC, UT 84130	Jack.hesleph@slcc.edu	3/28/03

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 5	Southern Utah University	Marisa Coburn	435-586-5483	351 West Center St, Cedar City, UT 84720	careercenter@suu.edu	3/28/03
B 6	University of Utah Human Resources (web)	Nick Loomans	801-585-6021	250 East 200 South Ste 125, SLC, UT 84111	Nicholas.Loomans@utah.edu	3/28/03
B 7	University of Utah Staff (campus referral)	varied	varied	250 East 200 South Ste 125, SLC, UT 84111	Nicholas.Loomans@utah.edu	3/28/03
B 8	University of Utah Instructional Media Services	Jeanne Krogen	801-581-6779	207 MBH, SLC, UT 84112	jkrogen@ims.utah.edu	3/28/03

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 9	University of Utah University Press	Hannah New	801-585-0080	Marriott Library Ste 5400, SLC, UT 84112	hannah.new@utah.edu	3/28/03
B 10	Utah State Board of Regents	Julie Vincent/ Anya Turner/ Kiersten Allred	801-321-7124	60 South 400 West, 5th Floor, SLC, UT 84101	HR@utahsbr.edu	3/28/03
B 11	Weber State University Career Services	Pat Wheeler	801-626-7914	1105 University Cir, Ogden, UT 84408-1105	pwheeler@weber.edu	3/28/03
B 12	Weber State University	Betty Simons	801-626-6960	1105 University Cir, SC Rm 230, Ogden, UT 84408-1105	bsimons@weber.edu	3/28/03

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 13	West High School	Connie Wyckoff, CTE Specialist/ Coordinator SLCS	801.578 .8500 ext. 383	241 North 300 West, SLC, UT 84103	Connie.Wyckoff@slcs chools.org	3/28/03
B 14	Carbon School District, Adult Education	Nelda Grundy	435- 613- 3145	251 West 400 North, Price UT 84501	grundyn@carbonscho ols.org	3/28/03
B 16	University of Utah Department of Marketing	Paul Dowling	801- 581- 7489	1645 East Campu s Center Dr, #107, SLC, UT 84112	mktpd@business.utah .edu	11/10/05
B 17	Weber State University	Larry Burdett	801626- 8765	1105 Univer sity Cir, Ogden, UT 84408- 1105	larryburdett@weber.e du	10/27/08

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 18	Weber State University, Data Center (Weber ATC)	Theresa Walker	801- 627- 8413	200 North Washing- ton Blvd, Ogden, UT 84404	walkert@owatc.edu	10/27/08
B 19	Career Services (Utah State)	Eddy Tsing	435- 797- 1748	4305 Old Main Hill, Univer- sity Inn Room 102, Logan, UT 84322	career.services@usu. edu	3/19/09
B 20	Utah State University	Kim Latu	435- 797- 1745	4205 Old Main Hill, Logan, UT 84322- 4305	kim.latu@usu.edu	12/5/11
B 21	Davis Applied Technology College	Alex Johnson	801- 593- 2399	550 East 300 South, Kaysvil- le, UT 84067	alex.johnson@davistech.edu	5/26/16

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 22	BYU Career Placement	Scott Greenhalgh	801-422-7600	2400A WSC, Provo, UT 84602	cougarcareers@byu.edu	5/26/16
B 23	City Academy	Crystal Boteju or Sonia Woodbury	801-596-8489	550 East 200 South SLC UT 84102	office@cityacademysl.c.org	5/26/16
B 24	Davis School District	Sandra DeCaire	435-760-5538	45 East State Street, Farington, UT 84025	sdecaire@dsdmail.net	5/27/16
B 25	North Sanpete School District: Adult Education	Ben Cox	435-462-2452	220 East 700 South, Mt Pleasant, UT 84647	ben.cox@nsanpete.org	5/27/16
B 26	South Summit School District	Kip Bigelow	435-783-4301	285 East 400 South, Kamas, UT 84036	kbigelow@ssummit.org	5/27/16

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 27	Stansbury High School	Tom Rathke	435-882-2479	5300 Aberdeen Lane, Toole, UT 84074	trathke@gmail.com	5/27/16
B 29	SLCC Diversity & Multicultural Affairs	Shellie Jo Enscoe, Director	801-957-4415	4600 South Redwood Rd, STC 246, SLC, UT 84130	shellie.enscoe@slcc.edu	10/3/17
B 30	Broadview University	Crystal Beweerd	801-542-7223	1902 West 7800 South, West Jordan , UT 84088	cdeweerd@broadview university.edu	10/3/17
B 31	LDS Business College	Reception	801-524-1925	95 North 300 West, SLC, UT 84101- 3500	employmentcenter@L DSBC.edu	10/10/17

Agency	Contact	Phone	Address	E-mail	Date Entered
B 32 Idaho State University: Communication, Media & Persuasion	Carrie Page	208-282-3695	921 S 8th Ave, Stop 8242, Frazier Hall, Room 219, Pocatello, ID 83209	cmp@isu.edu	10/12/17
B 33 BYU School of Communication	Debbie Jackson or front desk	801-422-2997	360 BRMB, Provo, UT 84602	comms_secretary@byu.edu	10/12/17
B 34 BYU Theater & Media Arts	Elizabeth Funk	801-422-7768	DD581 HFAC, Provo, UT 84602	elizabeth_funk@byu.edu	10/12/17
B 35 Salt Lake Community College: Career Services	Will Unga	801-957-4210	1575 South State, SLC, UT 84115	will.unga@slcc.edu	10/17/17

Agency	Contact	Phone	Address	E-mail	Date Entered
B 36 Salt Lake Community College Center for Arts & Media	Josh Elstein	801-957-3127	1575 South State; Room 2-009C, SLC, UT 84115	josh.elstein@slcc.edu	10/17/17
B 37 CTI (Career Services Network)	Vaughn Taylor	801-440-6380	842 East Three Fountains Dr Ste192, SLC, UT 84107	vaughn.cti@gmail.com	10/17/17
B 38 University of Utah Communication Department	Cameron Vakilian	801-581-6889	255 South Central Campuses Dr, LNCO Rm 2400, SLC, UT 84112	comm-advisor@utah.edu	10/18/17

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 40	University of Utah Film and Media Arts	Jennifer Humphreys	801-581-5127	375 South 1530 East, Rm 270, SLC, Utah 84112	jenni.humphreys@utah.edu	11/21/17
B 41	West High Career and Technical Center	Connie Wyckoff, CTE Specialist/ Coordinator SLCS	801.578 .8500 ext. 383	1633 Edison Street, SLC, UT 84115	Connie.Wyckoff@slcschools.org	11/21/17
B 42	Art Institute of SLC	Reenie McFarland	801-601-4712	121 West Election Rd, SLC, UT 84020	mmacharris@aii.edu	5/8/18

Agency	Contact	Phone	Address	E-mail	Date Entered	
B 43	Utah Valley University	Kaylen Dodson	801- 863- 7438	800 West Univer sity Parkw ay, Mail Stop: 203 Univer sity, Orem, UT 84058- 5999	Kaylen.dodson@uvu. edu	10/2/18
B 44	Columbia College of Salt Lake	David Stoddard	801- 281- 6677	5250 South Comm erce Dr, Ste 300, Murray UT 84107	dgoddard@ccis.edu; saltlake@ccis.edu	10/17/07 updated 2/19/19

Community/Minority Agencies

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 2	Alliance House	Amber Mackay	801-486-5012	1724 South Main, SLC, UT 84115	amberm@vmh.com	5/26/16
C 3	Boys/Girls Club of Greater Salt Lake	Carley Cahoon	801-322-4411	PO Box 57071, Murray, UT 84157	ccahoon@gsclclubs.org	5/26/16
C 4	Broadcast Employment Services (TVJobs.com)	Mark C. Holloway	760-754-8177	PO Box 4116, Oceanside, CA 92052	jobs@tvjobs.com	11/10/05
C 7	Center for Ethnic Student Affairs (CESA)	Feleti Fatu Matagi	801-581-8151	200 South Central Campus Drive SLC, UT 84112	f.matagi@utah.edu	5/27/16
C 8	Housing Authority of Salt Lake County	Virginia Sertain	801-284-4400	3595 South Main, SLC, UT 84105	vsertain@hacsl.org	5/8/18
C 1 1	Indian Training & Education Center	Janie Ridd	801-484-4447	1865 South Main, SLC, UT 84115	jridd@qwest.net	5/8/18

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 1 3	Keith Kippen	Keith Kippen	801-773-2468	3105 West 4800 South, Roy, UT 84067	kippenks@yahoo.com	10/3/17
C 1 4	NAACP	Jeanetta Williams	801-250-5088	PO Box 25414, SLC, UT 84125-0414	jdwnaACP@att.net	3/28/03
C 1 5	LDS Inner City Project	Robert B. Hall	801-967-5466	https://icp.lds.org/	rvhall41@msn.com	6/1/10
C 1 6	LDS Employment Resource Services	Bruce Ellis	801-240-7240	780 West 800 South, SLC, UT 84104	bruiserslc@gmail.com	10/17/17
C 1 7	LDS Employment Resource Services	Diane and Harold Bird	801-566-4040	7166 South Redwood Road, Suite B, West Jordan, UT 84084-3488	wel-ec-westjordan@lds mail.net	5/8/18

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 1 8	LDS Employment Resource Services : West Valley & Tooele	Lori Harding	801-988-4455	2994 South Glen Eagle Dr, WVC, UT 84128	loriharding@ldschurch.org	10/17/17
C 1 9	LDS Employment Resource Services : West Valley & Tooele	Lori Harding	801-988-4455	2994 South Glen Eagle Dr, WVC, UT 84128	wel-ec-wvc@ldschurch.org	10/17/17
C 2 0	LDS Employment Resource Services: West Valley & Tooele	Lori Harding	801-988-4455	2994 S. Glen Eagle Dr, WVC, UT 84128	wel-ec-tooele@ldschurch.org	10/17/17
C 2 1	LDS Employment Resource Services	Rick Morley	801-566-4040	West Jordan Employment Resources Center, 817 E 9400 S Sandy, UT 84094	Wel-ec-westjordan@ldschurch.org	5/26/16 updated 2/19/19

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 2 2	Salt Lake Marriott Downtown at City Creek	Haley Okura	801-537-6118	75 South West Temple, SLC, UT 84101	haley.vanmeeteren@marriott.com	10/12/17
C 2 5	New Pilgrim Baptist Church	Elizabeth Needelman	801-969-4681	6196 South Redwood Rd, SLC UT 84123-5333	npilgm@aol.com	3/28/03
C 2 6	People Helping People	Kristin Fulbright	801-355-5538	205 North 400 West, SLC, UT 84103	kristin@phputah.org	10/18/17
C 2 7	Pioneer Adult Rehabilitation Center	Ken Naegle	801-402-0950	485 PARC Cir, Clearfield, UT 84015	knaegle@dsdmail.net	5/24/16
C 2 8	Polynesian Association of Utah	Ellen P. Selu	801-967-1780	4687 West 3100 South, WVC, UT 84120	eselu@juno.com	5/8/18

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 2 9	ProductionHUB.com	Multiple Contacts	407-629-4122	801 West Fairbanks Ave, Winter Park, FL 32789	classifieds@productionhub.com	2/2/05
C 3 0	Red Cross	Donette Dodwell & Sheryl Fraser	801-323-7020	6616 South 900 East, SLC, UT 84121	Donette.Dodwell@redcross.org	10/10/17
C 3 1	Samoran Community Council	Jacob Fitisemanu	801-265-7564	3522 South 700 West, SLC, UT 84119	jfitisemanu@utah.gov	3/29/03
C 3 3	Project Coord, HIV/AIDS No. Utah Project	Mary Saenz Cervantez	801-393-4153	536 24th Street, Ste 2B, Ogden UT 84401	nuc24th@comcast.net	5/25/16
C 3 4	State Office of Hispanic Affairs	Laura Garcia	801-538-8755	324 South State, Ste 500, SLC, UT 84111	lgarcia@utah.gov	3/28/03

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 3 7	Utah Office of Multicultural Affairs	Rozanna Benally-Sagg & Itzel Hernandez	801- 245- 7210 and 801- 245- 7282	300 South Rio Grande Street, SLC, UT 84101	rbenally- sagg@utah.gov & itzelhernandez@ utah.gov	11/7/17
C 3 8	Volunteers of America Youth Center	Erin McGuire	801- 364- 0744 x 115	888 South 400 West SLC, UT 84101	Erin.McGuire@v oaut.org	11/7/17
C 4 0	Work Activity Center	Melissa Foulger	801- 977- 9779 x 133	1275 West 2320 South, WVC, UT 84119	mfoulger@hotma il.com	3/28/03
C 4 1	HigherEdJobs		814- 861- 3080	328 Innovati on Blvd, Suite 235, State College, PA 16803	Posted through University of Utah portal by contract	10/30/18

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 4 2	Salt Lake County Mayor Office of Diversity & Inclusion	Emerald Greene (intern; changes every year)	385- 468- 7036	2001 South State Street N2100, SLC, UT 84190- 3050	DIntern@slco.org	1/17/19
C 4 3	Other Sources not contacted by the station: e.g., Indeed, Glassdoor, tvjobs.com; Utah Alumni Career Services					5/15/18

Miscellaneous/School Districts

	Agency	Contact	Phone	Address	E-Mail	Date Entered
D 3	Great Basin Industrial	Marjory Howes	801- 660- 2262	1369 Golden Cir, Fruit Heights, 84037	howesj2@comcast.net	12/5/11
D 4	University of Utah, Urban Institute For Teacher Education	Regina Delong	801- 486- 6997	2736 Commonweal th Ave, SLC, UT 84109	r.delong@utah.edu	12/5/11
D 5	Millcreek	Andrew Odoardi	801- 520- 6816	1377 Skyline Dr, SLC, UT 84108	andrewodoardi@mac.c om	12/5/11
D 6	Kearns	Enrique Ruiz	801- 651- 0475	5573 Mallow Ridge Circle, Kearns, UT 84118	eruzv@gmail.com	12/12/11

	Agency	Contact	Phone	Address	E-Mail	Date Entered
D 7	Davis School District	Kay Lynn Schick	801-831-3012	9305 North River Rd, Elwood, UT 84337	kschick@icloud.com	3/11/13

**Appendix B: KUER Supplemental Outreach
Initiatives June 1, 2021 to May 20, 2022**

This report summarizes KUER 's supplementary outreach to broaden dissemination of employment opportunities with the station and information about careers in public media.

(1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;

- KUER Executive Director participated in a virtual networking and career fair sponsored by NPR on July 15, 2021.
- KUER Executive Director and Station Manager attended the University of Utah's Virtual Student Job Fair on August 17, 2021.
- KUER Director of Philanthropy, KUER News Director, and KUER Editor participated in the Public Media Career Fair hosted by Current on March 29, 2022. The career fair was virtual.
- As a department of the University of Utah, KUER was served by the University's Human Resources Recruitment Coordinator during the reporting period. This recruiter attended several community and educational job fairs and advised KUER's Human Resources Analyst of attendees who expressed interest in broadcasting generally or station opportunities. Specific events:
 - July 12, 2021 – University Neighborhood Partners Parade
 - August 17, 2021 – Work Study & Student Job Fair hosted by the University of Utah Career and Professional Development Center
 - September 13, 2021 – Career Fest hosted by the University of Utah Career and Professional Development Center.
 - September 30, 2021 – Work Study & Student Job Fair hosted by the University of Utah Career and Professional Development Center
 - February 1, 2022 – Student Job Fair, hosted by the University of Utah Career and Professional Development Center
 - February 3, 2022 – Career and Internship Fair, hosted by the University of Utah Career and Professional Development Center

(4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities;

- From August 1-6, 2021, KUER sponsored NPR's "Next Generation Radio Program" and four students from Utah colleges participated in a week-long journalism training

program with national journalist mentors who worked one-on-one with students to create a multimedia project.

- KUER Politics Reporter moderated a Q&A film panel sponsored by the Utah Division of Arts & Museums and the National Endowment for the Arts in partnership with the Made in Utah Film Series.
- KUER General Assignment reporter moderated the Multicultural Youth Leadership Day: Pathways to Engagement. There were two events on March 22 and 31, 2022. The event was hosted by the Utah Division of Multicultural Affairs and discussed pathways to careers with community youth.
- KUER's Politics Reporter and Podcast Host served as the host of the Local Civics Matter Series, in partnership with the Hinkley Institute and PBS Utah. She served as host of the workshop where attendees learned from real-life community organizers who educated themselves and applied the work needed to see change, teaching students and community members tools and information for civic engagement and how to get involved. The event was held on May 5 and 12, 2022.
- KUER Morning Edition Host was invited to be a guest speaker at a private event where she spoke about her role as a journalist in a public media organization on May 19, 2022.

(5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

- KUER hosted a Summer News Intern during the Summer 2021 semester. These internships provide the students with hands-on mentoring and on-the-job training in the news department. The students work as reporters and produce stories for broadcast on KUER.
- KUER hosted a Fall News Intern during the Fall 2021 semester. These internships provide the students with hands-on mentoring and on-the-job training in the news department. The students work as reporters and produce stories for broadcast on KUER.
- RadioWest had a student intern from June 7, 2021 to July 31, 2021 who helped with show research, pitching ideas, editing audio, assisting with social media and web build-out, and other tasks as assigned.
- RadioWest had a student intern for the Fall 2021 semester who helped with show research, pitching ideas, editing audio, assisting with social media and web build-out, and other tasks as assigned.

(6) Participation 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);

- KUER Reporter and Podcast Host served as a panelist on the *Local that Works* webinar, Secrets of Successful Local Podcasts hosted by Current on March 8, 2022. She shared information related to creating, editing, and producing a podcast with a focus on the local community perspective, and discussed her career path.

(8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

- The University of Utah/KUER offers 50% tuition reduction for eligible employees and their families. The link to the tuition reduction procedure is located at: <https://www.hr.utah.edu/benefits/tuition.php>.
- KUER Administration supports staff participation in conferences that will educate them to develop additional skills, increase technical expertise, and gain a greater understanding of the industry. Staff attended conferences during the reporting period including Public Radio Super Regional Conference, April 2022; and PMBA Conference, May 2022.

(10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

- KUER's Morning Edition Host gave a presentation on careers to a media class at Clayton Middle School on October 6, 2021.
- KUER Executive Director spoke to middle school students about careers in public media and journalism on January 27, 2022.
- KUER News Director spoke to a journalism class at the University of Utah on April 12, 2022. She discussed specific opportunities available at KUER for students and interns, and discussed careers in public radio journalism.

(12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

- Upper-level category openings were listed in newsletters and posted to social media/web pages for organizations such as Editors in Public Media, Public Media Women in Leadership, Poynter Women in Leadership, Public Media People of Color Facebook page, Public Media Journalists Association (PMJA), Native American Journalist Association (NAJA), The Association of LGBTQ Journalists (NLGJA).

(14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

- All KUER staff participated in an Implicit Bias and Microaggressions Workshop training led by the University of Utah Office of Inclusive Excellence on June 2, 2021. The purpose

of the training was for staff to learn how to recognize microaggressions and bias in their own behavior.

- KUER employees took an online CPB Harassment and Bias Prevention training completed by September 30, 2021.
- The University of Utah Human Resource Training Specialist led a staff wide training on Crucial Conversations: Giving and Receiving Feedback on January 12, 2022 for all employees of KUER.
- All employees took a training course titled “Addressing Discrimination and Sexual Misconduct” through the Office of Equal Opportunity, at the University of Utah. Completed in February 2022.

(16) Participation 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.

- As a department of the University of Utah, KUED, KUER, and KUEN/UEN is required to post all full-time positions with University Human Resources and follow Equal Opportunity guidelines. Job postings at the University are advertised on the Human Resources website, Utah Workforce Services, University Career Services, and HigherEdJobs.com. The link to the University Staff Employment policy can be found at: <https://regulations.utah.edu/human-resources/5-102.php> and the University of Utah employment page is www.employment.utah.edu. The University Human Resources Recruitment Manager also performs additional local recruitment outreach where all open positions are made available to attendees.
- June 1, 2021 – May 31, 2022 - KUER sends out a weekly e-Newsletter to approximately 32,000 people notifying them of the week’s top news stories, KUER special events, NPR programs, film series and discussions, etc. There are many places within the email that direct viewers to kuer.org, where they can find information about job openings on the “About” page.

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions
2. Hosting of at least one job fair
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities

4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies)
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
9. Establishment of a mentoring program for station personnel
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
16. Participation in other activities designed by the station 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.