

**KUER (UNIVERSITY OF UTAH)**  
**EEO PUBLIC FILE REPORT**  
(June 1, 2023 thru May 31, 2024)

**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 Executive Producer PRN34334B**

Notice sent to Referral Source list for entries on or before 3-27-23  
Date Filled: 5-24-23  
Number of Interviewees: 2  
Interviewees according to Referral Source: B6=1; B7=1  
Hiree: B7

**2) KUER Associate Producer PRN35115B**

Notice sent to Referral Source list for entries on or before 6-1-23  
Date Filled: 9-5-23  
Number of Interviewees: 7  
Interviewees according to Referral Source: B7=2; C43=5  
Hiree: B7

**3) KUER Reporter Producer PRN36034B**

Notice sent to Referral Source list for entries on or before 5-15-23  
Date Filled: 11-20-23  
Number of Interviewees: 4  
Interviewees according to Referral Source: B7=2; C43=2  
Hiree: C43

**4) KUER Editor PRN36991B**

Notice sent to Referral Source list for entries on or before 11-21-23  
Date Filled: 1-22-24  
Number of Interviewees: 7  
Interviewees according to Referral Source: B6=1; B7=4; C43=2  
Hiree: C43

**5) KUER Director Editorial & Media PRN37752B**

Notice sent to Referral Source list for entries on or before 2-21-24  
Date Filled: 5-16-24  
Number of Interviewees: 4  
Interviewees according to Referral Source: B1=1; C43=3  
Hiree: B1

**TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS:**

24 Persons

**NUMBER OF REFERRALS FROM SOURCES USED**

**B1= 1; B6= 2; B7= 9; C43= 12**

\*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: 5/20/24; Created 5/21/03

The referral source number in column one of each table below corresponds to the “Interviewees according to Referral Source” details provided in KUEN’s report on Full-Time Positions Filled with Recruitment Sources Used.

### **Workforce Service Centers**

- The University has a signed contract with the Utah Department of Workforce Services (DWS).
- Postings are sent to the State Employment Team via [postajob@utah.gov](mailto:postajob@utah.gov).
- 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.

| <b>Agency</b>  | <b>Contact</b> | <b>Phone</b>                   | <b>Address</b>                                    | <b>E-mail</b>  | <b>Date Entered</b> |
|--|----------------|--------------------------------|---|--|---------------------|
| <b>A1</b> Department of Workforce Services Employer Services | N/A            | 801-526-0997<br>1-888-920-9675 | 140 East 300 South,<br>SLC, UT 84111              | <a href="mailto:postajob@utah.gov">postajob@utah.gov</a> | 10/5/17             |
| Beaver Employment Center                                     | N/A            | N/A                            | 875 North Main / PO Box<br>1138, Beaver, UT 84713 | <a href="mailto:postajob@utah.gov">postajob@utah.gov</a> | N/A                 |
| Blanding Employment Center                                   | N/A            | N/A                            | 544 North 100 East,<br>Blanding, UT 84511         | <a href="mailto:postajob@utah.gov">postajob@utah.gov</a> | N/A                 |

|                                |     |     |   |                   |     |
|--------------------------------|-----|-----|---|-------------------|-----|
| Brigham City Employment Center | N/A | N/A | 138 West 990 South,<br>Brigham City, UT 84302 | postajob@utah.gov | N/A |
|--------------------------------|-----|-----|---|-------------------|-----|

| Agency                         | Contact | Phone | Address   | E-mail            | Date Entered |
|--------------------------------|---------|-------|---|-------------------|--------------|
| Cedar City Employment Center   | N/A     | N/A   | 176 East 200 North / PO Box 669, Cedar City, UT 84720 | postajob@utah.gov | N/A          |
| Clearfield Employment Center   | N/A     | N/A   | 1290 East 1450 South,<br>Clearfield, UT 84015         | postajob@utah.gov | N/A          |
| Delta Employment Center        | N/A     | N/A   | 44 South 350 East,<br>Delta, UT 84624                 | postajob@utah.gov | N/A          |
| Emery County Employment Center | N/A     | N/A   | 550 West Hwy 29 / PO Box 859, Castle Dale, UT 84513   | postajob@utah.gov | N/A          |
| Heber City Employment Center   | N/A     | N/A   | 69 North 600 West, Ste C,<br>Heber, UT 84032          | postajob@utah.gov | N/A          |
| Junction Employment Center     | N/A     | N/A   | 550 North Main / PO Box 127,<br>Junction, UT 84740    | postajob@utah.gov | N/A          |
| Kanab Employment Center        | N/A     | N/A   | 468 East 300 South,<br>Kanab, UT 84641                | postajob@utah.gov | N/A          |
| Lehi Employment Center         | N/A     | N/A   | 557 West State St,<br>Lehi, UT 84043                  | postajob@utah.gov | N/A          |

|                         |     |     |  |                   |     |
|-------------------------|-----|-----|--|-------------------|-----|
| Loa Employment Center   | N/A | N/A | 18 South Main / PO Box 267,<br>Loa, UT 84747 | postajob@utah.gov | N/A |
| Logan Employment Center | N/A | N/A | 446 North 100 West,<br>Logan, UT 84321       | postajob@utah.gov | N/A |

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

|                             |     |     |   |                   |     |
|-----------------------------|-----|-----|---|-------------------|-----|
| Park City Employment Center | N/A | N/A | 1846 Prospector Ave /<br>PO Box 680697<br>Park City, UT 84068 | postajob@utah.gov | N/A |
| Price Employment Center     | N/A | N/A | 475 West Price River Dr, Ste<br>300, Price, UT 84501          | postajob@utah.gov | N/A |

| Agency                                 | Contact | Phone | Address  | E-mail            | Date Entered |
|--|---------|-------|--|-------------------|--------------|
| Provo Employment Center                | N/A     | N/A   | 1550 North 200 West,<br>Provo, UT 84604            | postajob@utah.gov | N/A          |
| Richfield Employment Center            | N/A     | N/A   | 115 East 100 South,<br>Richfield, UT 84701         | postajob@utah.gov | N/A          |
| Roosevelt Employment Center            | N/A     | N/A   | 140 West 425 South 330-13,<br>Roosevelt, UT 84066  | postajob@utah.gov | N/A          |
| St. George Employment Center           | N/A     | N/A   | 162 North 400 East Bldg B,<br>St. George, UT 84770 | postajob@utah.gov | N/A          |
| Salt Lake City Metro Employment Center | N/A     | N/A   | 720 South 200 East,<br>SLC, UT 84111               | postajob@utah.gov | N/A          |
| South County Employment Center         | N/A     | N/A   | 5735 South Redwood Rd,<br>Taylorsville, UT 84123   | postajob@utah.gov | N/A          |
| South Davis Employment Center          | N/A     | N/A   | 763 West 700 South,<br>Woods Cross, UT 84015       | postajob@utah.gov | N/A          |

|                                |     |     |   |                   |     |
|--------------------------------|-----|-----|---|-------------------|-----|
| Spanish Fork Employment Center | N/A | N/A | 1185 North Chappel Dr,<br>Spanish Fork, UT 84660    | postajob@utah.gov | N/A |
| Tooele Employment Center       | N/A | N/A | 305 North Main Street, Ste<br>100, Tooele, UT 84074 | postajob@utah.gov | N/A |
| Vernal Employment Center       | N/A | N/A | 1050 West Market Dr,<br>Vernal, UT 84078            | postajob@utah.gov | N/A |

**College Recruiting/Educational Institutions**

|           | <b>Agency</b>               | <b>Contact</b>  | <b>Phone</b> | <b>Address</b>   | <b>E-mail</b>         | <b>Date Entered</b> |
|-----------|-----------------------------|---|--------------|--|-----------------------|---------------------|
| <b>B1</b> | KUEN/KUED/KUER staff        | Elena Sharma, Lindsey Gideon, Miji Lee, Eduardo Estrella, and Ernesto Negrete | 801-581-7777 | 101 Wasatch Dr, SLC, UT 84112  | ebc@lists.utah.edu    | 3/28/03             |
| <b>B2</b> | KUEN/KUED/KUER website      | Elena Sharma, Lindsey Gideon, Miji Lee, Eduardo Estrella, and Ernesto Negrete | 801-585-6021 | 250 East 200 South Ste 125, SLC, UT 84111                                    | ebc@lists.utah.edu    | 3/28/03             |
| <b>B3</b> | Utah Valley University      | Kaylen Dodson   | 801-863-7438 | 800 W University Parkway<br>Mail Stop: 203 University<br>Orem, UT 84058-5999 | kaylen.dodson@uvu.edu | 10/2/18             |
| <b>B4</b> | Salt Lake Community College | Jack Hesleph  | 801-957-4013 | 4600 South Redwood Rd, SLC, UT 84130   | jack.hesleph@slcc.edu | 3/28/03             |



|           |                          |               |              |   |                          |         |
|-----------|--------------------------|---------------|--------------|---|--------------------------|---------|
| <b>B5</b> | Southern Utah University | Marisa Coburn | 435-586-5483 | 351 West Center St,<br>Cedar City, UT 84720 | careercenter@suu.<br>edu | 3/28/03 |
|-----------|--------------------------|---------------|--------------|---|--------------------------|---------|

| <b>Agency</b> | <b>Contact</b>                             | <b>Phone</b>  | <b>Address</b> | <b>E-mail</b>   | <b>Date Entered</b>  |          |
|---------------|--|---|----------------|---|--|----------|
| <b>B6</b>     | University of Utah Human Resources (web)   | Elena Sharma,<br>Lindsey Gideon, Miji Lee,<br>Eduardo Estrella,<br>and<br>Ernesto Negrete | 801-585-6021   | 250 East 200 South Ste 125,<br>SLC, UT 84111          | miji.lee@utah.edu;<br>elena.sharma@utah.edu;<br>lindsey.gideon@utah.edu;<br>ernesto.negrete@utah.edu;<br><br>Eduardo.estrella@utah.edu | 5/19/22  |
| <b>B7</b>     | University of Utah Staff (campus referral) | Varied  | Varied         | 250 East 200 South Ste 125,<br>SLC, UT 84111          | miji.lee@utah.edu;<br>elena.sharma@utah.edu;<br>lindsey.gideon@utah.edu;<br>ernesto.negrete@utah.edu;<br>Eduardo.estrella@utah.edu     | 3/28/03  |
| <b>B8</b>     | University of Utah Communication Dept.     | Cameron Vakilian  | 801-581-6889   | 255 S Central Campus<br>LNCO Rm 2400<br>SLC, UT 84112 | comm-<br>advisor@utah.edu  | 10/18/17 |
| <b>B9</b>     | University of Utah University Press        | Hannah New  | 801-585-0080   | Marriott Library Ste 5400,<br>SLC, UT 84112           | hannah.new@utah.edu  | 3/28/03  |

|            |  |   |              |   |                    |         |
|------------|--|---|--------------|---|--------------------|---------|
| <b>B10</b> | Utah State Board of Regents            | Julie Vincent, Anya Turner, and Kiersten Allred | 801-321-7124 | 60 South 400 West, 5th Floor, SLC, UT 84101 | HR@utahsbr.edu     | 3/28/03 |
| <b>B11</b> | Weber State University Career Services | Pat Wheeler                                     | 801-626-7914 | 1105 University Cir, Ogden, UT 84408-1105   | pwheeler@weber.edu | 3/28/03 |

|            | <b>Agency</b>                              | <b>Contact</b>     | <b>Phone</b>          | <b>Address</b>                                       | <b>E-mail</b>                 | <b>Date Entered</b> |
|------------|--|--------------------|-----------------------|--|-------------------------------|---------------------|
| <b>B12</b> | Weber State University                     | Betty Simons       | 801-626-6960          | 1105 University Cir, SC Rm 230, Ogden, UT 84408-1105 | bsimons@weber.edu             | 3/28/03             |
| <b>B13</b> | West High School                           | Connie Wyckoff     | 801-578-8500 ext. 383 | 241 North 300 West, SLC, UT 84103                    | Connie.Wyckoff@slcschools.org | 3/28/03             |
| <b>B14</b> | University of Utah Film & Media Arts       | Jennifer Humphreys | 801-581-5127          | 375 S 1530 East, Rm 270 SLC, UT 84112                | jenni.humphreys@utah.edu      | 11/21/17            |
| <b>B16</b> | University of Utah Department of Marketing | Paul Dowling       | 801-581-7489          | 1645 East Campus Center Dr, #107, SLC, UT 84112      | mktpd@business.utah.edu       | 11/10/05            |
| <b>B17</b> | Weber State University                     | Larry Burdett      | 801-626-8765          | 1105 University Cir, Ogden, UT 84408-1105            | larryburdett@weber.edu        | 10/27/08            |
| <b>B18</b> | CTI (Career Services Network)              | Vaughn Taylor      | 801-440-6380          | 842 E Three Fountains Dr, Ste 192, SLC, UT 848107    | vaughn.cti@gmail.com          | 10/17/17            |

|            |                              |              |              |  |                         |          |
|------------|------------------------------|--------------|--------------|--|-------------------------|----------|
| <b>B19</b> | Career Services (Utah State) | Eddy Tsing   | 435-797-1748 | 4305 Old Main Hill, University Inn Room 102, Logan, UT 84322 | career.services@usu.edu | 3/19/09  |
| <b>B20</b> | SLCC Center for Arts & Media | Josh Elstein | 801-957-3127 | 1575 S State, Rm 2-009C SLC, UT 84115                        | josh.elstein@slcc.edu   | 10/17/17 |

|            | <b>Agency</b>                                  | <b>Contact</b>                   | <b>Phone</b> | <b>Address</b>                             | <b>E-mail</b>             | <b>Date Entered</b> |
|------------|--|----------------------------------|--------------|--|---------------------------|---------------------|
| <b>B21</b> | BYU Theater & Media Arts                       | Elizabeth Funk                   | 801-422-7768 | DD581 HFAC, Provo, UT 84602                | tina_bellon@byu.edu       | 6/8/22              |
| <b>B22</b> | BYU Career Placement                           | Scott Greenhalgh                 | 801-422-7600 | 2400A WSC, Provo, UT 84602                 | cougarcareers@byu.edu     | 5/26/16             |
| <b>B23</b> | City Academy                                   | Crystal Boteju or Sonia Woodbury | 801-596-8489 | 550 East 200 South, SLC, UT 84102          | office@cityacademyslc.org | 5/26/16             |
| <b>B24</b> | Davis School District                          | Sandra DeCaire                   | 435-760-5538 | 45 East State Street, Farmington, UT 84025 | sdecaire@dsdmail.net      | 5/27/16             |
| <b>B25</b> | 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>B27</b> | Stansbury High School                          | Tom Rathke                       | 435-882-2479 | 5300 Aberdeen Lane, Toole, UT 84074        | trathke@gmail.com         | 5/27/16             |
| <b>B29</b> | BYU School of Communication                    | Debbie Jackson                   | 801-422-2997 | 360 BRMB Provo, UT 84602                   | comms_secretary@byu.edu   | 10/12/17            |

|            |   |             |              |   |             |          |
|------------|---|-------------|--------------|---|-------------|----------|
| <b>B30</b> | Idaho State University<br>Comm, Media &<br>Persuasion | Carrie Page | 208-282-3695 | 921 S 8 <sup>th</sup> Ave, Stop 8242<br>Frazier Hall, Rm 219<br>Pocatello, ID 83209 | cmp@isu.edu | 10/12/17 |
|------------|---|-------------|--------------|---|-------------|----------|

|            | <b>Agency</b>        | <b>Contact</b> | <b>Phone</b> | <b>Address</b>                           | <b>E-mail</b>                  | <b>Date Entered</b> |
|------------|----------------------|----------------|--------------|--|--------------------------------|---------------------|
| <b>B31</b> | LDS Business College | Reception      | 801-524-1925 | 95 North 300 West,<br>SLC, UT 84101-3500 | employmentcenter<br>@LDSBC.edu | 10/10/17            |

**Community/Minority Agencies**

|           | <b>Agency</b>   | <b>Contact</b>      | <b>Phone</b> | <b>Address</b>  | <b>E-Mail</b>               | <b>Date Entered</b> |
|-----------|---|---------------------|--------------|---|-----------------------------|---------------------|
| <b>C1</b> | Broadcast Employment Services (TVJobs.com)              | Mark C. Holloway    | 760-754-8177 | PO Box 4116, Oceanside, CA 92052                        | jobs@tvjobs.com             | 11/10/05            |
| <b>C2</b> | 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             |
| <b>C3</b> | Keith Kippen  | Keith Kippen        | 801-773-2468 | 3105 West 4800 South, Roy, UT 84067                     | kippenks@yahoo.com          | 10/3/17             |
| <b>C4</b> | NAACP   | Jeanetta Williams   | 801-250-5088 | PO Box 25414, SLC, UT 84125-0414                        | jdwnaACP@att.net            | 3/28/03             |
| <b>C5</b> | LDS Inner City Project                                  | Robert B. Hall      | 801-967-5466 | <a href="https://icp.lds.org/">https://icp.lds.org/</a> | rvhall41@msn.com            | 6/1/10              |
| <b>C6</b> | LDS Employment Resource Services                        | Bruce Ellis         | 801-240-7240 | 780 West 800 South, SLC, UT 84104                       | bruiserslc@gmail.com        | 10/17/17            |
| <b>C7</b> | 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            |
| <b>C8</b> | 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            |
| <b>C9</b> | New Pilgrim Baptist Church                              | Elizabeth Needelman | 801-969-4681 | 6196 South Redwood Rd, SLC UT 84123-5333                | npilgm@aol.com              | 3/28/03             |

|            | <b>Agency</b>  | <b>Contact</b>       | <b>Phone</b>       | <b>Address</b>   | <b>E-Mail</b>  | <b>Date Entered</b> |
|------------|--|----------------------|--------------------|--|--|---------------------|
| <b>C10</b> | ProductionHUB.com  | Multiple contacts    | 407-629-4122       | 801 West Fairbanks Ave,<br>Winter Park, FL 32789         | classifieds@productionhub.com                        | 2/2/05              |
| <b>C11</b> | Northern Utah HIV-AIDS Project   | Mary Saenz Cervantez | 801-393-4153       | 536 24th Street, Ste 2B,<br>Ogden UT 84401               | nuc24th@comcast.net                                  | 5/25/16             |
| <b>C12</b> | Volunteers of America Youth Center   | Erin McGuire         | 801-364-0744 x 115 | 888 South 400 West,<br>SLC, UT 84101                     | erin.McGuire@voaut.org                               | 11/7/17             |
| <b>C13</b> | Work Activity Center   | Melissa Foulger      | 801-977-9779 x 133 | 1275 West 2320 South,<br>WVC, UT 84119                   | mfoulger@hotmail.com                                 | 3/28/03             |
| <b>C14</b> | HigherEdJobs   | Staff                | 814-861-3080 x2    | 328 Innovation Blvd, Ste 235,<br>State College, PA 16803 | Posted through University of Utah portal by contract | 10/30/18            |
| <b>C43</b> | Other sources not contacted by the station: e.g., Indeed, Glassdoor, tvjobs.com; Utah Alumni Career Services |                      |                    |  |  | 5/15/18             |

**Miscellaneous/School Districts**

|           | <b>Agency</b>         | <b>Contact</b>  | <b>Phone</b> | <b>Address</b>                             | <b>E-Mail</b>         | <b>Date Entered</b> |
|-----------|-----------------------|-----------------|--------------|--|-----------------------|---------------------|
| <b>D5</b> | Millcreek             | Andrew Odoardi  | 801-520-6816 | 1377 Skyline Dr,<br>SLC, UT 84108          | andrewodoardi@mac.com | 12/5/11             |
| <b>D6</b> | Kearns                | Enrique Ruiz    | 801-651-0475 | 5573 Mallow Ridge Cir,<br>Kearns, UT 84118 | eruizv@gmail.com      | 12/12/11            |
| <b>D7</b> | Davis School District | Kay Lynn Schick | 801-831-3012 | 9305 North River Rd,<br>Elwood, UT 84337   | kschick@icloud.com    | 3/11/13             |

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**Appendix B: KUER Supplemental Outreach Activities  
June 1, 2023 – May 31, 2024**

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

**FCC Menu Categories**

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions
  - KUER’s Executive Director and Station Manager attended the University of Utah Part Time & On-Campus Job Fair at the Union on 8/23/23.
  - KUER’s News Director and Station Manager attended the Utah College Media Symposium Job Fair at SLCC on 9/16/2023.
  - KUER’s Station Manager and Executive Director attended the Utah Broadcaster Association Networking Event at the University of Utah on 3/13/2024.
  - KUER’s Station Manager and Executive Director attended the Public Media Virtual Career Fair by Current on 3/19/2024.
  - KUER’s Station Manager attended the Jewel Box Career Explorations Class Job Fair at the University of Utah on 3/20/2024.

- PBS Utah and KUER's Human Resource Recruiter attended the Utah Association of Colleges & Employers: New Grad and Alumni Statewide Career Fair on May 16, 2024 at the University of Utah.
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
    - On 8/26/2023, KUER was a sponsor for the Mind the Gap Film Festival which “educates festival goers on the different gender gaps in equality including the Income Gap, Executive Position Gap, Educational Attainment Gap, and Political Representation Gap. It will also point towards experts in each field and encourage the support of organizations that are doing the good work to lessen each gap”.
    - 9/13/2023: KUER Station Manager alongside PBS Utah's Station Manager presented to University of Utah Communications students in their News Writing class.
    - 1/30/2024: KUER's Station Manager alongside PBS Utah's Station Manager presented to students in the Department of Communication at the University of Utah.
    - 2/21/2024: KUER and PBS Utah Executive Director gave a tour and presentation of KUER and PBS Utah studios to University of Utah Presidential Intern Students.
    - 3/13/2024: KUER Station Manager and News Director gave a station tour to Southern Utah University journalism/communications students
  5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment
    - KUER hired a Fall News Intern for the program All Things Considered for the fall 2023 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 hired an intern to work on local program RadioWest during the Fall 2023 semester. This intern worked directly with the RadioWest team to produce a local production at our station and gain hands on training and experience.
    - KUER hired an Audio Broadcast Engineer Intern during the 2023 summer semester who worked closely with KUER's Engineer and IT department.
    - KUER hired a Spring News Intern during the Spring 2024 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.
  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)



- KUER sponsored a booth at the Utah Pride Festival in June, 2023 with volunteers from KUER's staff and advisory board. This was a state-wide community festival and provided an opportunity to talk and connect with listeners from throughout Utah.
  - KUER Politics Reporters was a guest on PBS Utah's program, Contact, on January 12, 2024. They discussed their upcoming season of the podcast State Street. Contact is produced segments that take a more in-depth look at Utah's arts and culture organizations by going out into the community to highlight the wide range of groups and events available in the state.
  - KUER's station manager gave a station tour and presentation on radio and broadcast journalism to students of the U.S. Naval Academy on January 21, 2024.
  - KUER's Politics Reporters appeared as guests on PBS Utah's program, The Hinckley Report, multiple times throughout 2023-2024. The Hinckley Report is a television show made in partnership with the Hinckley Institute of Politics at the University of Utah. The show provides insight and analysis into Utah politics and features Utah's top journalists, lawmakers and policy experts.
  - KUER Morning Edition Host moderated a panel discussion the From Day One Business Conference in West Valley, Utah on March 12, 2024.
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 several conferences and professional meetings during the reporting period: (SRG Planning Retreat: August 2023; Poynter Institute Workshop: March 2024; NPR Board Meetings throughout 2023-2024)
  - KUER Southern Utah Reporter attended the Investigative Reporters and Editors conference on March 7, 2024. He served as a moderator for a panel discussion at the IRE & NICAR conference.
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
- KUER News Director and KUER Politics Reporter were panelists for The University of Utah's Hinckley Institute of Politics: Responsibilities of the Media in a Free Society seminar for teachers on June 12, 2023.
  - KUER Politics Reporter and Assistant News Director appeared on an election worker training panel sponsored by Weber State University on June 16, 2023.
  - KUER's Newsroom Director and KUER All Things Considered Host gave a tour and presentation to University of Utah journalism students; students observed live All Things Considered with host on November 29, 2023.
  - On 1/18/2024 KUER Station Manager and KUER Assistant News Director spoke to Highland High School journalism class.
  - On 1/31/2024, KUER News Director and KUER Station Manager spoke to Brigham Young University Communications students classes.

- On 1/31/2024, KUER Politics Reporter spoke to a University of Utah journalism class about Reaching for Air, a series in partnership with the Great Salt Lake Collaborative.
- KUER hosted students from the University of Utah Communications department for a station tour and to shadow All Things Considered and KUER's news cast on 2/21/2024, 3/12/2024, 4/11/2024.
- KUER Communication & Audience Engagement Coordinator gave a tour to students from the Utah College Media Alliance on 5/16/2024. Students toured the radio studio, television studio, and learned production techniques and processes for both radio and television. Students met with staff from KUER to learn more about specific roles in radio and television 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

- 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 station employees took a training course titled "Respectful Culture at the University" offered through the Office of Equal Opportunity at the University of Utah. Training was completed by March 31, 2024. Utah law requires all employers within the Utah System of Higher Education to provide training to their employees regarding abusive conduct and the policy for resolving abusive conduct reports.
- All station employees took a training course titled "Addressing Discrimination and Sexual Misconduct" offered through the Office of Equal Opportunity at the University of Utah.
- KUER/RadioWest Executive Producer attended the Loyola University Master Class for Media Managers training from March 4-8, 2024. The training focused on leading with emotional intelligence, inclusivity in leadership, coaching, conversation and feedback.

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

- 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](http://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.

## 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.