

**EEO Report Public File****June 1, 2024-May 31, 2025****KNAU-FM Flagstaff, AZ and KPUB-FM Flagstaff, AZ**

This EEO Public File Report is filed in KNAU's and KPUB's public inspection files pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's ("FCC") rules.

If your organization would like information when openings become available with this station, please contact us at 800-523-5628.

Recruitment, Interviewing, and Hiring Source Information.

Job Title: Executive Producer, Radio

Job Number: 607863

Date Posted: 4/25/2024

Date Hired: 7/29/2024

Total # People Applied: 11

Total # Interviewed: 3

Referral Source Hired Applicant: NAU Website

Referral Source Other Interviewees: NAU Website; NAU Employee

Recruitment Sources : BlackPHDNetwork.org; AAHHE.org, ArizonaAtWork.com; Chronicle.com, CPB.org, AZMedia.org; Current.org., NAU Human Resources website, which promotes positions on the NAU "Careers at NAU" web page.

Source	Contact Info
BlackPHDNetwork.org	<a href="https://career.blackphdnetwork.com/employer/login">https://career.blackphdnetwork.com/employer/login</a> All submissions posted on line through admin portal
AAHHE.org	Email: <a href="mailto:jobposting@aahe.org">jobposting@aahe.org</a> Phone Number: 1-800-674-5660
ArizonaAtWork.com	<ul style="list-style-type: none"><li><a href="https://www.azjobconnection.gov/employer">https://www.azjobconnection.gov/employer</a></li><li><a href="mailto:DERSHelpDesk@azdes.gov">DERSHelpDesk@azdes.gov</a></li><li>602-542-2460</li></ul>

Chronicle.com	<a href="mailto:Jobs@chronical.com">Jobs@chronical.com</a> 202-466-1050
CPB.org	CPB.org 202-879-9600
AZMedia.org	<a href="https://azmedia.org/post-a-job/ama@azmedia.org">https://azmedia.org/post-a-job/ama@azmedia.org</a> 602.252.4833
Current.org	Amanda Iannuzzi <a href="mailto:publicmediajobs@current.org">publicmediajobs@current.org</a>
NAU Human Resources website	<a href="https://in.nau.edu/human-resources/current-job-openings/">https://in.nau.edu/human-resources/current-job-openings/</a> Danielle Nelson <a href="mailto:Danielle.nelson@nau.edu">Danielle.nelson@nau.edu</a>

Job Title: Underwriting Sales Manager

Job Number: 607910

Date Posted: 6/03/2024

Date Hired: 9/3/2024

Total # People Applied:10

Total # Interviewed: 4

Referral Source Hired Applicant: NAU Employee

Referral Source Other Interviewees: NAU Website (2 Candidates); NAU Employee

Recruitment Sources: BlackPHDNetwork.org; AAHHE.org, ArizonaAtWork.com; Chronicle.com, CPB.org, AZBroadcasters.org; Current.org; AZDailySun.com; NAU Human Resources website, which promotes positions on the NAU "Careers at NAU" web page.

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ArizonaAtWork.com	<ul style="list-style-type: none"> <li><a href="https://www.azjobconnection.gov/employer/DERSHelpDesk@azdes.gov">https://www.azjobconnection.gov/employer/DERSHelpDesk@azdes.gov</a></li> <li>DERS Help Desk</li> <li><a href="tel:602-542-2460">602-542-2460</a></li> </ul>
Chronicle.com	<a href="mailto:Jobs@chronical.com">Jobs@chronical.com</a> 202-466-1050

CPB.org	CPB.org 202-879-9600
AZBroadcasters.org (AZmedia.org)	<a href="https://azmedia.org/post-a-job/ama@azmedia.org">https://azmedia.org/post-a-job/ama@azmedia.org</a> 602.252.4833
Current.org	Amanda Iannuzzi <a href="mailto:publicmediajobs@current.org">publicmediajobs@current.org</a>
NAU Human Resources website	<a href="https://in.nau.edu/human-resources/current-job-openings/">https://in.nau.edu/human-resources/current-job-openings/</a> Danielle Nelson <a href="mailto:Danielle.nelson@nau.edu">Danielle.nelson@nau.edu</a>
<ul style="list-style-type: none"> <li>Arizona Daily Sun newspaper</li> </ul>	Vicki Burton 928-556-2276 <a href="http://www.azdailysun.com">http://www.azdailysun.com</a>

Job Title: Broadcast Operations & Content Engineer

Job Number: 608033

Date Posted: 08/07/2024

Date Hired: 9/13/2024

Total # People Applied: 12

Total # Interviewed: 1

Referral Source Hired Applicant: NAU Employee

Referral Source Other Interviewees: N/A

Recruitment Sources: BlackPHDNetwork.org, AAHHE.org, ArizonaAtWorkcom, Chronicle.com, AZBroadcasters.org, CPB.org, Current.org, NAU Human Resources website, which promotes positions on the NAU "Careers at NAU" web page.

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	<ul style="list-style-type: none"> <li>• <u>DERS Help Desk</u></li> <li>• <u>602-542-2460</u></li> </ul>
Chronicle.com	<a href="mailto:Jobs@chronical.com">Jobs@chronical.com</a> 202-466-1050
AZBroadcasters.org (AZmedia.org)	<a href="https://azmedia.org/post-a-job/ama@azmedia.org">https://azmedia.org/post-a-job/ama@azmedia.org</a> 602.252.4833
CPB.org	CPB.org 202-879-9600
Current.org	Amanda Iannuzzi publicmediajobs@current.org
NAU Human Resources website	<a href="https://in.nau.edu/human-resources/current-job-openings/">https://in.nau.edu/human-resources/current-job-openings/</a> Danielle Nelson <a href="mailto:Danielle.nelson@nau.edu">Danielle.nelson@nau.edu</a>

Job Title: Financial Oversight Manager

Job Number: 608215

Date Posted: 12/19/2024

Date Hired: 2/3/2025

Total # People Applied: 9

Total # Interviewed: 2

Referral Source Hired Applicant: NAU Employee

Referral Source Other Interviewees: NAU Website

Recruitment Sources: BlackPHDNetwork.org; ArizonaAtWork.com; Chronicle.com; PipelineAZ.com, NAU Human Resources website, which promotes positions on the NAU "Careers at NAU" web page.

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PipelineAZ.com	<a href="https://pipelineaz.com/sign_up_employer">https://pipelineaz.com/sign_up_employer</a>
NAU Human Resources website	<a href="https://in.nau.edu/human-resources/current-job-openings/">https://in.nau.edu/human-resources/current-job-openings/</a> Danielle Nelson <a href="mailto:Danielle.nelson@nau.edu">Danielle.nelson@nau.edu</a>

#### Supplemental Recruitment Initiatives

**Long-Term Initiatives.** During this time period we undertook the following activities in compliance with the Prong 3 requirements of the FCC EEO Guidelines:

June 1, 2024 – May 31, 2025

KNAU is defined as a small market radio station that is licensed to a community that is located in a metropolitan area that has a population of fewer than 250,000 persons. According to the 2020 US census, the population of the Flagstaff, AZ-UT metropolitan area is 144060. KNAU therefore operates in a very small market. KNAU employs five or more employees. As such, KNAU is obligated to complete two of the FCC's non-vacancy specific outreach programs within a two-year period. KNAU completed 3.

**Commented [RM1]:** I tried to look this up for the 2020 Census, but I'm unclear on what this metro area reference is.

#### **1. Establish a mentoring program**

KNAU collaborates with Native American public radio stations in the region to provide mentoring services. KNAU maintains an on-going partnership with KUYI-FM, Hotevilla, AZ licensed to the Hopi Foundation. Various KNAU staff participate in the KUYI-FM partnership, including the general manager, news and operations employees. KNAU's GM is available for the KUYI station manager to consult on a wide range of issues including: FCC regulatory concerns; public broadcasting procedural, policy and strategic matters; personnel decision making; and fundraising. Interaction occurred on multiple occasions throughout the year including 8/21/24, 4/25/25, 4/28/25, 5/1/25 and 5/21/25

## **2. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**

As part of Northern Arizona University, all managers are trained in, and expected to adhere to, implementation of NAU's Affirmative Action Program. All employees engaged in personnel decision making and activities, such as recruitment, hiring, promotion, separation, and employee development are responsible for assuring that such activities are carried out in a non-discriminatory manner and that all employees are informed of and given equal opportunity to benefit from personnel programs and activities. Northern Arizona University maintains a fully staffed Human Resources Department that regularly consults with and trains KNAU staff. Station managers are responsible for a range of equal employment activities. All full and part time employees, including Shelly Watkins (10/16/24), Cory Sheeley (11/12/24), Ryan Heinsius (4/8/25), Bree Birkett (1/21/25), Melissa Sevigny (4/30/25), Deb Hilton (1/7/25), Kirsten Weaver (4/24/25), Linda Clewell (12/10/24), Jennifer Woodcock (11/30/24), Robyn Cedillos (12/4/24), Carrie Bieging (10/11/24), Richard Davis (2/21/25), Michell Allen (10/12/24), Keith Gomora (4/25/25), Rachel Martinez (12/16/24), Adrian Skabelund (4/8/25) and Lee Born (2/4/25) completed mandatory annual courses delivered by the University's Affirmative Action office, including training entitled Welcoming Diversity.

## **3. Training program for station personnel to acquire skills for advancement**

KNAU continued providing training opportunities for station personnel. Examples included reporters attending national meetings to learn about production and journalism techniques (6/25/24, 1/13/24, 8/22/24, 9/12/24, 9/26/24, 2/27/25), sales staff attending training seminars to learn more about Underwriting Guidelines and Compliance (2/19/25), accounting and payroll personnel attending sessions to refine and expand skills in those areas (5/26/25), development staff attending national meetings to learn more about fundraising strategies and techniques (8/12/24). Employees who received training include, Shelly Watkins, Cory Sheeley, Kirsten Weaver, Robyn Cedillos, Carrie Bieging, Linda Clewell, Rachel Martinez, Ryan Heinsius and Bree Birkett.