

KUER (UNIVERSITY OF UTAH)
EEO PUBLIC FILE REPORT
(June 1, 2022 thru May 30, 2023)

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 Development Specialist PRN29645B

Notice sent to Referral Source list for entries on or before 3-9-22
Date Filled: 6-14-22
Number of Interviewees: 1
Interviewees according to Referral Source: B7=1
Hiree: B7

2) KUER Associate Producer RadioWest PRN29698B

Notice sent to Referral Source list for entries on or before 3-11-22
Date Filled: 6-1-22
Number of Interviewees: 7
Interviewees according to Referral Source: B6=1; B7=2; C43=4
Hiree: B7

3) KUER Manager, Media Production PRN30048B

Notice sent to Referral Source list for entries on or before 4-6-22
Date Filled: 6-17-22
Number of Interviewees: 3
Interviewees according to Referral Source: B6=1; B7=2
Hiree: B7

4) KUER Reporter Producer PRN30206B – 2 positions

Notice sent to Referral Source list for entries on or before 4-18-22
Date Filled: 7-11-23 and 7-18-23
Number of Interviewees: 2
Interviewees according to Referral Source: C43=2
Hiree: C43 – both hirees

5) KUER Reporter Producer PRN30207B

Notice sent to Referral Source list for entries on or before 4-18-22
Date Filled: 9-1-22
Number of Interviewees: 14

Interviewees according to Referral Source: B6=2; C43=12
Hiree: C43

6) KUER Announcer PRN30869B

Notice sent to Referral Source list for entries on or before 8-9-22
Date Filled: 10-3-22
Number of Interviewees: 4
Interviewees according to Referral Source: B6=2; C43=2
Hiree: B6

7) KUER Producer/Director PRN31794B

Notice sent to Referral Source list for entries on or before 8-9-22
Date Filled: 11-1-22
Number of Interviewees: 4
Interviewees according to Referral Source: B7=1; C43=3
Hiree: C43

8) KUER Reporter Producer PRN30943B

Notice sent to Referral Source list for entries on or before 6-10-22
Date Filled: 8-17-22
Number of Interviewees: 6
Interviewees according to Referral Source: B6=3; B7=1; C43=2
Hiree: B6

9) KUER Producer Director PRN31794B

Notice sent to Referral Source list for entries on or before 8-9-22
Date Filled: 11-1-22
Number of Interviewees: 4
Interviewees according to Referral Source: B7=1; C43=3
Hiree: C43

10) KUER Reporter Producer PRN31795B

Notice sent to Referral Source list for entries on or before 8-9-22
Date Filled: 1-2-23
Number of Interviewees: 4
Interviewees according to Referral Source: B6=1; C43=3
Hiree: C43

11) KUER Reporter/Producer PRN31971B

Notice sent to Referral Source list for entries on or before 8-23-22
Date Filled: 11-28-22
Number of Interviewees: 2

Interviewees according to Referral Source: B6=1; C43=1
Hiree: B6

12) KUER Producer Director RadioWest PRN32522B

Notice sent to Referral Source list for entries on or before 10-4-22
Date Filled: 10-20-22
Number of Interviewees: 1
Interviewees according to Referral Source: B7=1
Hiree: B7

13) KUER Reporter/Producer PRN33456B

Notice sent to Referral Source list for entries on or before 1-10-23
Date Filled: 4-25-23
Number of Interviewees: 6
Interviewees according to Referral Source: B7=1; C43=5
Hiree: C43

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS: 58 Persons

NUMBER OF REFERRALS FROM SOURCES USED

B6=11; B7=10; C43=37

*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: 5/18/23; Created 5/21/03

Job Service Locations

Notes

- 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.
- 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
	Workforce Service Centers					
A 1	Department of Workforce Services Employer Services	N/A	801-526-0997 1-888-920-9675	140 East 300 South, SLC, UT 84111	postajob@utah.gov	10/5/17
	Beaver Employment Center	N/A	N/A	875 North Main / PO Box 1138, Beaver, UT 84713	postajob@utah.gov	N/A
	Blanding Employment Center	N/A	N/A	544 North 100 East, Blanding, UT 84511	postajob@utah.gov	N/A
	Brigham City Employment Center	N/A	N/A	138 West 990 South, Brigham City, UT 84302	postajob@utah.gov	N/A
	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, Clearfield, UT 84015	postajob@utah.gov	N/A
	Delta Employment Center	N/A	N/A	44 South 350 East, 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, Heber, UT 84032	postajob@utah.gov	N/A

Agency	Contact	Phone	Address	E-mail	Date Entered
Junction Employment Center	N/A	N/A	550 North Main / PO Box 127, Junction, UT 84740	postajob@utah.gov	N/A
Kanab Employment Center	N/A	N/A	468 East 300 South, Kanab, UT 84641	postajob@utah.gov	N/A
Lehi Employment Center	N/A	N/A	557 West State St, Lehi, UT 84043	postajob@utah.gov	N/A
Loa Employment Center	N/A	N/A	18 South Main / PO Box 267, Loa, UT 84747	postajob@utah.gov	N/A
Logan Employment Center	N/A	N/A	446 North 100 West, Logan, UT 84321	postajob@utah.gov	N/A
Bridgerland Technical College Employment Center	N/A	N/A	1301 North 600 West, Logan, UT 84321	postajob@utah.gov	N/A
Manti Employment Center	N/A	N/A	55 North Main, Ste #3, Manti, UT 84642	postajob@utah.gov	N/A
Midvale Employment Center	N/A	N/A	7292 South State, Midvale, UT 84047	postajob@utah.gov	N/A
Moab-South Employment Center	N/A	N/A	457 Kane Creek Blvd, Moab, UT 84532	postajob@utah.gov	N/A
Nephi Employment Center	N/A	N/A	625 North Main, Nephi, UT 84648	postajob@utah.gov	N/A
Ogden Employment Center	N/A	N/A	480 East 27th Street, Ogden, UT 84401	postajob@utah.gov	N/A

Agency	Contact	Phone	Address	E-mail	Date Entered
Panguitch Employment Center	N/A	N/A	665 North Main Street, Panguitch, UT 84759	postajob@utah.gov	N/A
Park City Employment Center	N/A	N/A	1846 Prospector Ave / PO Box 680697 Park City, UT 84068	postajob@utah.gov	N/A
Price Employment Center	N/A	N/A	475 West Price River Dr, Ste 300, Price, UT 84501	postajob@utah.gov	N/A
Provo Employment Center	N/A	N/A	1550 North 200 West, Provo, UT 84604	postajob@utah.gov	N/A
Richfield Employment Center	N/A	N/A	115 East 100 South, Richfield, UT 84701	postajob@utah.gov	N/A
Roosevelt Employment Center	N/A	N/A	140 West 425 South 330-13, Roosevelt, UT 84066	postajob@utah.gov	N/A
St. George Employment Center	N/A	N/A	162 North 400 East Bldg B, St. George, UT 84770	postajob@utah.gov	N/A
Salt Lake City Metro Employment Center	N/A	N/A	720 South 200 East, SLC, UT 84111	postajob@utah.gov	N/A
South County Employment Center	N/A	N/A	5735 South Redwood Rd, Taylorsville, UT 84123	postajob@utah.gov	N/A
South Davis Employment Center	N/A	N/A	763 West 700 South, Woods Cross, UT 84015	postajob@utah.gov	N/A

Agency	Contact	Phone	Address	E-mail	Date Entered
Spanish Fork Employment Center	N/A	N/A	1185 North Chappel Dr, Spanish Fork, UT 84660	postajob@utah.gov	N/A
Tooele Employment Center	N/A	N/A	305 North Main Street, Ste 100, Tooele, UT 84074	postajob@utah.gov	N/A
Vernal Employment Center	N/A	N/A	1050 West Market Dr, Vernal, UT 84078	postajob@utah.gov	N/A

College Recruiting/Educational Institutions

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 1	KUEN/KUED/KU ER staff	Elena Sharma, Lindsey Gideon, Miji Lee and Ernesto Negrete	801-581- 7777	101 Wasatch Dr, SLC, UT 84112	ebc@lists.u tah.edu	3/28/03
B 2	KUEN/KUED/KU ER website	Elena Sharma, Lindsey Gideon, Miji Lee and Ernesto Negrete	801-585- 6021	250 East 200 South Ste 125, SLC, UT 84111	ebc@lists.u tah.edu	3/28/03
B 3	Utah Valley University	Kaylen Dodson	801-863- 7438	800 W University Parkway Mail Stop: 203 University Orem, UT 84058- 5999	kaylen.dods on@uvu.ed u	10/2/18
B 4	Salt Lake Community College	Jack Hesleph	801-957- 4013	4600 South Redwood Rd, SLC, UT 84130	jack.heslep h@slcc.edu	3/28/03
B 5	Southern Utah University	Marisa Coburn	435-586- 5483	351 West Center St, Cedar City, UT 84720	careercente r@suu.edu	3/28/03

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 6	University of Utah Human Resources (web)	Elena Sharma, Lindsey Gideon, Miji Lee and Ernesto Negrete	801-585-6021	250 East 200 South Ste 125, SLC, UT 84111	miji.lee@utah.edu; elena.sharma@utah.edu; lindsey.gideon@utah.edu; ernesto.negrete@utah.edu	5-19-22
B 7	University of Utah Staff (campus referral)	varied	varied	250 East 200 South Ste 125, SLC, UT 84111	miji.lee@utah.edu; elena.sharma@utah.edu; lindsey.gideon@utah.edu; ernesto.negrete@utah.edu	3/28/03
B 8	University of Utah Communication Dept	Cameroon Vakilian	801-581-6889	255 S Central Campus LNCO Rm 2400 SLC, UT 84112	comm-advisor@utah.edu	10/18/17
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@utahsb.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

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 1 2	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 1 3	West High School	Connie Wyckoff, CTE Specialist/Coordinator SLCS	801-578-8500 ext. 383	241 North 300 West, SLC, UT 84103	Connie.Wyckoff@slcschools.org	3/28/03
B 1 4	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 1 6	University of Utah Department of Marketing	Paul Dowling	801-581-7489	1645 East Campus Center Dr, #107, SLC, UT 84112	mktprd@business.utah.edu	11/10/05
B 1 7	Weber State University	Larry Burdett	801626-8765	1105 University Cir, Ogden, UT 84408-1105	larryburdett@weber.edu	10/27/08
B 1 8	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 1 9	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 2 0	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 2 1	BYU Theater & Media Arts	Elizabeth Funk	801-422-7768	DD581 HFAC Provo, UT 84602	tina_bellon@byu.edu	6/8/22

	Agency	Contact	Phone	Address	E-mail	Date Entered
B 2 2	BYU Career Placement	Scott Greenh algh	801-422-7600	2400A WSC, Provo, UT 84602	cougarcareers@byu.edu	5/26/16
B 2 3	City Academy	Crystal Boteju or Sonia Woodbury	801-596-8489	550 East 200 South SLC UT 84102	office@cityacademyslc.org	5/26/16
B 2 4	Davis School District	Sandra DeCaire	435-760-5538	45 East State Street, Farmington, UT 84025	sdecaire@dsdmail.net	5/27/16
B 2 5	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 2 6	South Summit School District	Kip Bigelow	435-783-4301	285 East 400 South, Kamas, UT 84036	kbigelow@summit.org	5/27/16
B 2 7	Stansbury High School	Tom Rathke	435-882-2479	5300 Aberdeen Lane, Toole, UT 84074	trathke@gmail.com	5/27/16
B 2 9	BYU School of Communication	Debbie Jackson	801-422-2997	360 BRMB Provo, UT 84602	comms_secretary@byu.edu	10/12/17
B 3 0	Idaho State University Comm, Media & Persuasion	Carrie Page	208-282-3695	921 S 8 th Ave, Stop 8242 Frazier Hall, Rm 219 Pocatello, ID 83209	cmp@isu.edu	10/12/17
B 3 1	LDS Business College	Reception	801-524-1925	95 North 300 West, SLC, UT 84101-3500	employmentcenter@LDSBC.edu	10/10/17

Community/Minority Agencies

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 1	Broadcast Employment Services (TVJobs.com)	Mark C. Holloway	760-754-8177	PO Box 4116, Oceanside, CA 92052	jobs@tvjobs.com	11/10/05
C 2	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 3	Keith Kippen	Keith Kippen	801-773-2468	3105 West 4800 South, Roy, UT 84067	kippenks@yahoo.com	10/3/17
C 4	NAACP	Jeanetta Williams	801-250-5088	PO Box 25414, SLC, UT 84125-0414	jdwnaACP@att.net	3/28/03
C 5	LDS Inner City Project	Robert B. Hall	801-967-5466	https://icp.lds.org/	rvhall41@msn.com	6/1/10
C 6	LDS Employment Resource Services	Bruce Ellis	801-240-7240	780 West 800 South, SLC, UT 84104	bruiserslc@gmail.com	10/17/17
C 7	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 8	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 9	New Pilgrim Baptist Church	Elizabeth Needelman	801-969-4681	6196 South Redwood Rd, SLC UT 84123-5333	npilgm@aol.com	3/28/03

	Agency	Contact	Phone	Address	E-Mail	Date Entered
C 1 0	ProductionHUB.com	Multiple contacts	407-629-4122	801 West Fairbanks Ave, Winter Park, FL 32789	classifieds@productionhub.com	2/2/05
C 1 1	Project Coord, HIV/AIDS No. Utah Project	Mary Saenz Cervantes	801-393-4153	536 24th Street, Ste 2B, Ogden UT 84401	nuc24th@comcast.net	5/25/16
C 1 2	Volunteers of America Youth Center	Erin McGuire	801-364-0744 x 115	888 South 400 West SLC, UT 84101	erin.McGuire@voaut.org	11/7/17
C 1 3	Work Activity Center	Melissa Foulger	801-977-9779 x 133	1275 West 2320 South, WVC, UT 84119	mfoulger@hotmail.com	3/28/03
C 1 4	HigherEdJobs	Staff	814-861-3080 x2	328 Innovation Blvd, Ste 235, State College, PA 16803	Posted through University of Utah portal by contract	10/30/18
C 1 5	Salt Lake County Mayor Office of Diversity & Inclusion	Emerald Greene (intern; changes every year)	385-468-7036	2001 South State St 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 5	Millcreek	Andrew Odoardi	801-520-6816	1377 Skyline Dr, SLC, UT 84108	andrewodoardi@mac.com	12/5/11
D 6	Kearns	Enrique Ruiz	801-651-0475	5573 Mallow Ridge Cir, Kearns, UT 84118	eruizv@gmail.com	12/12/11
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 Activities
June 1, 2022 – May 31, 2023

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, Station Manager, and Newsroom Director attended the University of Utah Student Job Fair for Part-Time & On-Campus Jobs on August 24, 2022.
- KUER Executive Director, Station Manager, and Newsroom Director participated in the Utah College Media Career and Internship Fair at Salt Lake Community College on September 17, 2022.
- KUER Executive Director and Station Manager participated in the University of Utah Internship and Career Fair on September 20, 2022.

(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;

- KUER Assistant News Director served as a panelist on the OSHA panel which provided training on communicating with the media on August 18, 2022.
- KUER hosted a media training event at the Weber County Library on August 22, 2022. The event was a media training day for local nonprofit groups. It provided training on how to pitch stories and who to contact within media organizations. The event included a presentation, Q & A with panelists, and one-on-one chats.
- KUER News Director moderated a panel discussion as part of the Great Salt Lake Collaborative, a coalition of news outlets and nonprofits reporting on solutions to the crisis at the Great Salt Lake. The KUER News Director moderated the conversation on September 28, 2022, about how the lake has affected different communities in Utah.
- In November, 2022, KUER partnered with the nonprofit organization, Nurture the Creative Mind, to mentor and produce five podcast episodes with high school students from Ogden, Utah. The students worked with KUER producers and audio engineers to create their own podcast episodes which were posted on KUER's webpage and shared at an event in the community.
- KUER's Executive Director provided a station tour on December 21, 2022. The Executive Director answered questions about careers and internships in public broadcasting to a group of students she met at a KUER community engagement event.
- KUER hosted a second media training event in partnership with PBS Utah at the Weber County Library on January 30, 2023. The event was a media training day for local nonprofit groups and journalists to learn techniques to speak about their organizations for interviews on radio and camera.

- KUER's Station Manager and News Director hosted a group of journalism students from the University of Utah for a tour and presentation on careers in radio and broadcast journalism at the station on February 21, 2023.

(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 2022 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 2022 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 during the Fall 2022 semester who helped with research for show topics, pitching ideas, editing audio, assisting with social media and web build-out, and other tasks as assigned.
- KUER hired an Audio Broadcast Engineer Intern for the Fall 2022 semester who worked closely with KUER's Engineer and IT department.
- KUER hosted a Spring News Intern during the Spring 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.

(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);

- A KUER Politics Reporters was a guest on PBS Utah's program, Contact, on October 6, 2022. 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.
- A KUER Politics Reporters was a guest on PBS Utah's program, The Hinckley Report on March 24, 2023. They discussed election laws and 2024 political landscape with other journalists. 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's News Director moderated a legislative preview panel on January 4, 2023 for the American Association of University Women, League of Women Voters Salt Lake, and the NAACP Utah.

(7) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;

- KUER offered the Robert K. Avery Scholarship from September 2022- May 2023 for a University of Utah student internship. This intern had the opportunity to work with RadioWest for the Fall 2022 semester and with the KUER Newsroom for the Spring 2023 semester.

(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. (SRG Planning Retreat: August 2022; PRPD: August 2022; NPR Board Meetings throughout 2022-2023)
- KUER Station Manager attended the Audience Development Summit 2023 on February 22, 2023 hosted by Greater Public and The Public Radio Program Directors Association. During the two-day virtual conference, she heard from leaders about ways to offer value and increase reach to younger and more diverse audiences through integrated content, marketing and development efforts.

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

- KUER Executive Director gave a tour of the station on August 26, 2022 to a student she met at a University of Utah career fair who was interested in radio engineering. The student was later hired as an engineering intern at KUER.
- KUER News Director served as a panelist at the Utah College Media Symposium on September 17, 2022 at Salt Lake Community College. She discussed journalism collaboration with students.
- The KUER Station Manager spoke to a high school journalism class about podcasting and audio in radio broadcasts on November 15, 2022. Students were able to ask questions about potential careers in public broadcasting and learn how podcasts are made.
- KUER Chief Engineer gave a presentation on March 2, 2023 to students in the College of Engineering at the University of Utah. His presentation discussed antenna types, performance measurement's, and a virtual transmitter site tour. Students had the opportunity to ask questions and learn more about radio broadcasting and engineering opportunities in this field.
- On March 15, 2023, KUER hosted media students from SUU and Utah Tech University for a station tour and presentation on careers in radio and broadcast journalism. They discussed radio and TV reporting, producing, and podcasting.
- KUER Assistant News Director spoke to students in the Columbia Journalism School audio workshop on May 10, 2023. She spoke about her previous experience as an on-air host and becoming a news director at KUER.

- KUER Executive Director spoke to students at Westminster College on May 24, 2023. The class was titled “Reframing the Realities of Women in Leadership”.

(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;

- KUER employees took an online CPB Harassment and Bias Prevention training completed by September 30, 2022.
- 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, 2023. 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.

(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;

- KUER Station Manager, News Director, and Executive Director participated in a media training event hosted by KUER at the Weber County Library on August 22, 2022. The event was a media training day for local nonprofit groups to learn how to pitch stories and who to contact within media organizations. The event included a presentation, Q & A with panelists, and one-on-one discussions.
- KUER Station Manager participated in a media training event in partnership with PBS Utah at the Weber County Library on January 30, 2023. The event was a media training day for local nonprofit groups and journalists to learn techniques to speak about their organizations for interviews on radio and camera.

(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.

- KUER sends out a weekly e-Newsletter to approximately 23,500 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.