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: ME Reporter
Job Number: 606257
Date Posted: April 19, 2022
Date Hired: June 24, 2022
Total # People Applied: 17
Total # Interviewed: 3
Referral Source Hired Applicant: NAU Website
Referral Source other interviewees: NAU Website (1) Friend/Referral (2)
Recruitment Sources: InsideHigherEd.com, Indeed.com, HigherEdJobs.com, Chronicle.com, CPB.org, GreaterPublic.org, Current.org, Arizona Republic, Arizona Daily Sun, NAU Human Resources website, which promotes positions on the NAU “Careers at NAU” web page, State of Arizona Department of Economic Security One Stop Office, the Academic Network (http://www.tandiversity.com/MFAD_jobs.html) which in turn promotes all positions to academic and professional organizations with circulation to more than 12,000 current faculty, staff and administrators in higher education and distribution to more than 1,300 minority academic and professional organizations, “Hot Jobs” e-blasts, and faculty, staff and administrators in higher education.

Job Title: Weekend Edition
Job Number: 606404
Date Posted: June 14, 2022
Date Hired: July 13, 2022
Total # People Applied: 5
Total # Interviewed: 2
Referral Source Hired Applicant: NAU Employee
Referral Source Other Interviewees: NAU Employee (1)
Recruitment Sources: Higher Ed jobs, Inside Higher Ed, and the Chronicle. Arizona Daily Sun, Arizona Republic, Arizona Daily Star, KNAU on-air announcements, NAU Human Resources website which promotes positions on the NAU “Careers at NAU” web
page, State of Arizona Department of Economic Security One Stop Office and the Academic Network (http://www.tandiversity.com/MFAD jobs.html) which in turn promotes all positions to academic and professional organizations with circulation to more than 12,000 current faculty, staff and administrators in higher education and distribution to more than 1,300 minority academic and professional organizations, “Hot Jobs” e-blasts, and faculty, staff and administrators in higher education.

Recruitment Source Information

Additional Sources Routinely Provided Vacancy Notification by KNAU Radio / Northern Arizona University Human Resources Department

- Arizona Daily Sun newspaper
  Vicki Burton
  928-556-2276
  http://www.azdailysun.com
  928-556-2298

- Arizona Republic
  602-444-4920
  https://www.azcentral.com

- Arizona Daily Star
  520-573-4343
  https://Tucson.com

- Current newspaper – trade journal
  Kathleen Unwin
  877-745-8776
  www.current.org

- KNAU on-air announcements
  Linda Clewell
  928-523-5628
  Broadcast on KNAU’s 6 station network:

- CPB website
  www.CPB.org

- NAU Human Resources website
  Cheryl Goldberg
  928-523-8959
  www.nau.edu
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, 2022 – May 31, 2023

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 2010 US census, the population of the Flagstaff, AZ-UT metropolitan area is 134,421. 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 four.

1. **Internship Programs**

KNAU-FM and its associated stations operate an active, on-going internship program designed to assist members of the community to acquire skills needed for broadcast employees. Interns at the radio station have come predominantly from Northern Arizona University, Flagstaff, AZ, the licensee of KNAU. The radio station employs interns who provide a range of broadcast services including technical operations, web maintenance, newsroom assistance, and front office administrative responsibilities. During the period June 1, 2022 – May 31, 2023, KNAU employed approximately two different students as interns.

2. **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.

3. **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 managers, including Shelly Watkins, Cory Sheeley, Brian Sanders, Josh England, and Gillian Ferris completed mandatory annual courses delivered by the University’s Affirmative Action office, including training entitled Accommodating Disabilities, Building Supportive Communities: Clery Act and Title IX and Preventing Harassment and Discrimination.

4. **Training program for station personnel to acquire skills for advancement**

KNAU continued providing training opportunities for station personnel. Examples included program staff attending national meetings to learn about production and journalism techniques, sales staff attending training seminars to learn more about effective prospecting and closing techniques, accounting and payroll personnel attending sessions to refine and expand skills in those areas, development staff attending national meetings to learn more about fundraising strategies and techniques.