



2026 ANNUAL EEO PUBLIC FILE REPORT

Stations: KUNR, KNCJ and KNCC

(June 1, 2025 – May 31, 2026)

Licensee: Board of Regents of the Nevada System of Higher Education

Community of Licensee: Reno, Nevada

Number of Full-time Employees: 16 (No Small Market Exemption)

FCC Outreach Initiatives

Participated in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

- KUNR continued offering its KUNR Youth Media program through June 2026, a job-skills program now in its 7th year, in partnership with the Washoe County School District. The program allows high school students to learn more about careers in broadcasting and to develop writing, audio, and other skills needed for those broadcasting career opportunities. Between the fall and spring semester approximately 14 high school students participated.
- Reynolds School of Journalism holds internship fairs once a semester every school year. The fall internship fair was held on November 20, 2025 to recruit for spring. The spring internship fair was February 25, 2026 to recruit for the summer and coming fall. KUNR's managing editor and staff members attend the internship fairs to recruit students. We collect two to three dozen interest forms from students interested in becoming interns at KUNR.
- KUNR offers an internship program in conjunction with the Reynolds School of Journalism at the University of Nevada, Reno. This program gives journalism students real-world, hands-on broadcast journalism experience while preparing them for future opportunities in the industry. Each year, 5-15 internship slots offer students the chance to learn, grow, be mentored, and contribute stories as an integral part of the news or digital team.
- KUNR hosted an open house at its primary broadcasting location at the University of Nevada, Reno, on May 28, 2026 for elementary students. Nearly 25 4th, 5th and 6th graders attended the event. Most KUNR staff, including the general manager, managing editor, and operations manager, were present. KUNR discussed employment opportunities in broadcasting and journalism, promoted KUNR programs, and answered the student's questions about radio/newsroom operations at KUNR.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

- KUNR's licensee, the Nevada System of Higher Education, requires any job opening to be posted on at least one diversity hiring job board—and KUNR's practice is to use multiple diversity job sites or sources. In addition to the required diversity posting, KUNR searches out other groups with high membership rates of women and minorities. Documentation of these listings can be found in the recruitment sources section of this document.

Establishment of an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.

- KUNR’s internship program allows journalism and other University of Nevada, Reno, students to learn, build skills, contribute their talents to the station, and gain valuable media career experience via on-air broadcast, news, photography, video editing, and other roles. Internship participation for the reporting period was:
 - Summer 2025: 3 interns, Fall 2025: 5 interns, Spring 2026: 8 interns

Provided training to management-level personnel on ensuring equal employment opportunity and preventing discrimination.

- The University of Nevada, Reno, requires all management staff to stay current on several required training courses. Trainings taken during this reporting period: Proactive Coaching Training; Navigating and implementing HR policy and procedures; ADA/PWFA and Religious Accommodations for Supervisors; Expectation Setting for Supervisors; Search Chair and Hiring Manager: Mastering the Hiring Process.
 - KUNR’s Operations Manager also took a Leadership training session in the spring of 2026 offered through Public Media Women in Leadership. As well went to a UNR HR Employee Relations Retreat in the summer of 2025 with interactive workshops covering the latest topics in HR.
- Besides the recurring training courses, all staff including management have to attend Implicit Bias training every two years by the University of Nevada, Reno Human Resources. KUNR staff completed training this training in May 2026 leading up to a summer recruitment.
- Management and all staff are also required to take Title IX training every two years through the University of Nevada Reno. The Title IX training for management is more in-depth for those that supervise others.

Established training programs are designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

- KUNR’s commitment to the training, skill development, and advancement opportunities for all station staff is reflected in its operation and practices. Station management and staff strive to provide a culture of mentoring, collaboration, and growth. As the newsroom continues to grow, ongoing training and skill development are provided to broadcast and news staff to advance digital editing, automation, troubleshooting, and newsgathering skills.
- KUNR has an established “line of progression” within the broadcast journalist and on-air host positions, allowing for growth and promotion between entry-level news reporters and the managing news editor. We have a line of progression for on-air hosts between the on-air host and the senior operator position.
- KUNR, through its collaborative programs, has created a “pipeline of opportunity” for broadcasters and journalists. It begins with the Youth Radio program in high school. It continues through university-level internship programs, volunteer opportunities, entry-level hiring, and year-by-year career growth, including formal training, conference attendance, and regular mentoring.
- KUNR continues to open opportunities for news and broadcast staff, growing a news department by allowing news volunteers and news interns to gain experience and then be considered for part-time or full-time paid positions. Part-time staff are supported in their learning and development and can apply for full-time positions as they become available. All together KUNR, KNCC, and its classical music and jazz station, KNCJ, have seven part-time employees – all on air hosts.

- Other training opportunities for station personnel include conference attendance, webinars, working with consultants, tuition assistance, and attending speaking engagements. Some direct examples from the reporting period include:
 - June 2025 KUNRs Investigative Reporter attends Investigate Reporters and Editors (IRE) Conference
 - June 2025 KUNR Managing Editor attends Public Media Journalists Association (PMJA) Conference
 - July 2025 KUNR Newsroom attends National Association of Hispanic Journalists (NAHJ) Conference
 - August 2025 KUNRs MWNB reporter attends Indigenous Journalists Association (IJA) Conference
 - October 2025 KUNRs Managing Editor attends Center for Community News Conference
 - February 2026 KUNRs General Manager and Managing Editor attend a Mountain West News Bureau Retreat
 - February 2026 KUNRs Managing Editor attends Center for Community News Conference
 - March 2026 KUNRs Underrepresented Communities reporter attended API Local News Summit on Youth Trust and Civic Resilience in West Palm Beach, FL.
 - March 2026 KUNRs political reporter attends Journalism and Women Symposium fellowship
 - May 2026 KUNRs staff attended an all-day retreat by Poynter for KUNR staff development day.

Participated in other activities designed by the station’s 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.

- KUNR staff or management sponsors various events throughout the year, highlighting employment and development opportunities for job candidates, internships, Youth Radio participation, and training. Events include:
 - Film Festivals – KUNR sponsors the Manhattan Short Film Festival in the fall. About 1,000 or more community members attend this event.
 - Community Forums — KUNR sponsors a monthly community forum with Sierra Nevada Forums in Carson City, Nev. The events attract about 100 people monthly.
 - Family Financial & Estate Planning Series - KUNR is a media sponsor for this twice-annual event.
 - “Artown” – a month-long music/art festival in July each year throughout the greater Reno area. There are hundreds of events, and a KUNR employee represented us at several of them, increasing awareness of the station and providing opportunities to join our team.
- KUNR staff tabled several community events to discuss employment opportunities in broadcasting and journalism, to promote KUNR programs, to show support for our local community, and to provide the public the opportunity to ask questions about radio/newsroom operations at KUNR. KUNR also moderated forms and hosted community events
 - 06/08/25 KNCJ Summer Concert
 - 07/17/25 Classical Tahoe Event
 - 09/06/25 Northern Nevada Pride
 - 09/21/25 Fiesta on Wells
 - 09/28/25 KNCJ Fall Concert
 - 10/22/25 KUNR State of Nevada Reporter Housing Panel
 - 11/20/25 RSJ Intern Fair
 - 12/31/25 KNCJ Winter Concert
 - 02/22/26 KNCJ Spring Concert

- 02/24/26 The Librarians Screening – Documentary at UNR
- 02/25/26 RSJ Intern Fair
- 03/03/26 Lerude First Amendment Forum at UNR
- 03/11/26 Sierra Nevada Forums: Immigration Panel
- 03/18/26 Reception with Peter O’Dowd
- 04/17/26 WIN Speaker Series – feature on economics
- 04/18/26 Earth Day at Idlewild
- 04/29/26 News Literate Community Initiative’s Combatting Truth Decay panel
- 05/12/26 Sierra Nevada Forums Voters Rights
- 05/13/26 Reno Mayoral Forum
- 05/28/26 Open house at KUNR – elementary students from High Desert Montessori School

Full-Time Positions Filled at KUNR

- *No recruitments during this reporting period*

# of FT Positions	Position Title	Recruitment Sources	# of Interviews	Sources of Interviews	Source of Hire
0	n/a		n/a		

Recruitment Sources when KUNR does recruit

<p>HigherEdJobs 328 Innovation Blvd., Ste. 235 State College, PA 16803 (814) 861-3080 https://www.higheredjobs.com</p>	<p>JournalismJobs.com P.O. Box 1018 Greenwood, SC 29648 (510) 508-7386 https://www.journalismjobs.com</p>	<p>University of Nevada, Reno Job Board Kim Beers – kimbeers@unr.edu 1664 N. Virginia St., MS 0238 Reno, NV 89557 (775) 682-6113 https://nshe.wd1.myworkdayjobs.com/UNR-external</p>
<p>Asian American Journalists Association (AAJA) Daniel Garcia – danielg@aja.org 5 Third St., Suite 1108 San Francisco, CA 94103 www.aja.org/career_center</p>	<p>BlacksInHigherEd 1717 Pennsylvania Ave., NW #1025 Washington, D.C. 20006 (202) 559-8734 https://www.blacksinhighered.com</p>	<p>National Association of Black Journalists (NABJ) NABJ Career Center 8800 Lakewood Dr. #117 Windsor, CA 95492 (626) 792-3846 www.nabjcareers.org</p>
<p>National Association of Hispanic Journalists (NAHJ) 1050 Connecticut Ave, NW 5th Fl Washington, DC 20036 (866) 624-5674 https://www.nahicareers.org/</p>	<p>LatinosInHigherEd 185 Main St. New Britain, CT 06051 (860) 632-7676 https://latinosinhighered.com</p>	<p>Radio Television Digital News Association (RTDNA) The National Press Building 529 14th Street NW, Suite 1240 Washington, D.C. 20045 (202) 221-4282 https://www.rtdna.org</p>
<p>Think.Public.Media Jasmine Richmond jrichmond@npr.org https://www.thinkpublicmedia.org</p>	<p>Public Media Journalists Association (PMJA) Christine Paige Diers PO Box 838 Sturgis, SD 57785 (605) 490-3033 christine@pmja.org www.pmja.org</p>	<p>KUNR Social Media (LinkedIn) Erinn Kari 1664 N. Virginia St., MS 0294 Reno, NV 89557 (775) 682-6052 https://www.linkedin.com/</p>
<p>KUNR Jobs Page Erinn Kari 1664 N. Virginia St., MS 0294 Reno, NV 89557 (775) 682-6052 www.kunr.org/jobs</p>	<p>KUNR Social Media (Facebook) Erinn Kari 1664 N. Virginia St., MS 0294 Reno, NV 89557 (775) 682-6052 www.facebook.com/KUNRPublicRadio</p>	<p>KUNR Social Media (Instagram) Erinn Kari 1664 N. Virginia St., MS 0294 Reno, NV 89557 (775) 682-6052 www.instagram.com/KUNRPublicRadio</p>

No organizations specifically asked to receive notices of KUNRs job openings.