

EEO PUBLIC FILE REPORT
2022
KUAF, FAYETTEVILLE, ARKANSAS

REPORTING PERIOD:

January 22, 2021-January 28, 2022

POSITIONS FILLED: 2

RECRUITMENT RESOURCES USES: University of Arkansas careers website, CIRCA Works, Arkansas JobsLink, Getting Hired, HigherEdJobs.com, The Job Guide, US. Jobs by the National Labor Exchange, Women in Public Media FB page, Editors in Public Media FB page, National Association of Black Journalists, KUAF social media pages

RECRUITMENT SOURCE THAT REFERRED PERSON HIRED: UA careers site; KUAF social media pages

INTERVIEWS DURING REPORTING PERIOD: 12

Total Interviews During Reporting Period: 12

OUTREACH INITIATIVES:

1. Internship program for undergraduate and graduate students in the community. A variety of positions were filled, in development, marketing, production and social media. Interns receive college credit and work 10-12 hours a week during a semester or 15 weeks. A total of three interns worked during the reporting period. In addition to our internship program the station also uses the work-study program at the University of Arkansas when possible and in 2020 two work-study students were assigned to the station and they performed a variety of tasks that gave them radio experience.

2. A scholarship program has been established through the University of Arkansas School of Journalism. A \$1,000 to \$2,000 per year award is given to a student in the broadcast program who shows the most potential and interest in radio broadcasting.

3. KUAF management participates in a Job Fair held at the University of Arkansas every year. Dozens of students interested in public media are interviewed and given material describing potential careers at KUAF and public media.

We do internships, scholarships and job fairs every year for a total of six (6) initiatives every two years as required by the Federal Communications Commission.

Diversity policy:

KUAF is committed to ensuring that it reflects the diversity found in the communities it serves. Central to KUAF's mission, vision and values is maintaining a workplace environment that recognizes and celebrates the power of diversity.

KUAF strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.

KUAF seeks a diverse workforce through distinct personalities and capabilities of each individual within the group. On a personal level, the diversity of an individual is defined by his or her cultural and personal differences, as well as life and professional experiences.

KUAF believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes color, religion, sexual orientation, gender identify, gender expression, national origin, age, disability, status as a Vietnam era veteran, culture, education and socioeconomic status.

KUAF, as a department of the University of Arkansas, is an equal opportunity employer and will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability and marital status.

**FCC Form 2100 – Schedule 396
Narrative Statement Exhibit**

EEO Narrative Statement

University of Arkansas

KUAF(FM), Fayetteville, Arkansas (Facility ID No. 4307)

The University of Arkansas (“University”) is the licensee of KUAF(FM), Fayetteville, Arkansas (Facility ID No. 4307) (“KUAF”). KUAF comprises a single station employment unit (“SEU”) for purposes of the University’s compliance with the FCC’s Equal Employment Opportunity (“EEO”) rules and reporting requirements.

The University has taken a number of efforts to achieve broad and inclusive outreach for KUAF over the period of time covered by this report. The University’s efforts to fill specific job vacancies at KUAF and its other outreach efforts are detailed in KUAF’s Annual EEO Public File Reports attached to this EEO Program Report (FCC Form 2100 – Schedule 396).

The University has placed radio advertisements of job openings on KUAF. The University also posts job openings on local job board websites. The University believes that, through the steps described above, it has succeeded in achieving broad and inclusive outreach in its hiring practices.