

**EEO Report Public File**  
**June 1, 2006 – May 31, 2007**  
**KNAU-FM Flagstaff, AZ and KPUB-FM Flagstaff, AZ.**

This EEO Public File Report is filed in KNAU’s public inspection file 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: Radio Production Engineer  
 Job Number: 556519  
 Date Posted: July 2006  
 Date Hired: September 11, 2006  
 Total # People Applied: 8  
 Total # Interviewed: 1  
 Referral Source Hired Applicant: Current NAU Employee  
 Recruitment Sources: Arizona Daily Sun and Navajo Times newspapers, KNAU on-air announcements, KNAU website, NAU Human Resources website, NAU Human Resources job board, plus 51 “Organizations and Contacts for Sources Routinely Provided Vacancy Notification by Northern Arizona University Human Resources Department” listed below.

Recruitment Source Information

(1) Organizations and Contacts for Sources Routinely Provided Vacancy Notification by Northern Arizona University Human Resources Department

	Organization			
	Albany State University			
	ASU Career Services			
	ASU Office of Veteran Services			
	AZ Area Agency for Aging			
	AZ Commission of Indian Affairs			
	AZ DOT Human Resources			
	AZ Hispanic Chamber of Commerce			
	AZ Job Service Flagstaff			
	AZ Job Service Tuba City			
	AZ Rehabilitation Services Admin			
	AZ State DES			

AZ Veteran's Job Service Phoenix			
Camp Navajo			
Career Development Phoenix			
Coconino Career Services			
Coconino County Community Services			
Community Outreach for the Deaf			
Council of Hearing Impaired Phoenix			
Devry			
Disability Resources for Students ASU			
Gateway Community College			
Glendale Community College Career Services			
Goodwill Industries of Northern Arizona			
Grand Canyon College Employment Office			
Historically Black Colleges and Universities			
Innovation Group Inc.			
Jobs Administration			
LDS Employment Service			
Maricopa County JTPA Training Center			
Maricopa Skill Center			
Mojave Community College			
NACA			
National Black United Fund			
Nationans Bank-Career Service			
NM State Indian Resource Development			
Pima Community College			
Project Hope Phoenix			
Rehabilitation Services Admin Flagstaff			
S. Mountain Community College Career Services			
Scottsdale Community College			
Southwest Skills Center			
The Guidance Center			
The Hopi Tribe - Office of Personnel Management			
Tucson College			
Tucson Indian Center			
Tucson Women's Commission			
University of Texas El Paso			
Veteran's Medical Center			
Vocational Diagnostics Inc. Phoenix			
Vocational Rehabilitation Glendale			
White Mountain Apache Tribe			

(2) 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
- Prescott Courier newspaper  
Sandra Perez  
928-778-0500  
<http://www.prescottaz.com/>
- NavaHopi Observer newspaper  
Jill Swafford  
928-226-9696  
2224 E. Cedar  
Flagstaff, AZ 86004
- Current newspaper – trade journal  
Victoria Maulhardt  
202-463-7055  
[www.current.org](http://www.current.org)
- KNAU on-air announcements  
Annie Kuchler  
928-523-5628  
Broadcast on KNAU's 6 station network:  
KNAU-FM, KPUB-FM, KNAA-FM, KNAD-FM, KNAG-GM, KNAQ-FM
- KNAU website  
Geoff Norcross  
928-523-5628  
[www.knau.org](http://www.knau.org)
- NAU Human Resources website  
Michelle Wallace  
928-523-8959  
[www.nau.edu/m](http://www.nau.edu/m)
- NAU Human Resources job board  
Michelle Wallace  
928-523-8959  
[Hr.contact@nau.edu](mailto:Hr.contact@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, 2006 – May 31, 2007

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 2000 US census, the population of the Flagstaff, AZ-UT metropolitan

area is 122,366. 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 typically employs seven interns at any given time. They provide a range of broadcast services including technical operations, web maintenance and design, newsroom assistance, and front office administrative responsibilities. During the period June 1, 2006 – May 31, 2007, KNAU employed approximately ten 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, and a more limited partnership with KGHR-FM Tuba City, AZ licensed to Greyhills Academy High School, a Bureau of Indian Affairs educational institution .

- A wide range of KNAU staff participate in the KUYI-FM partnership, including the general manager, news director, operations manager, and news producers.
- The KNAU news director works with KUYI staff every week in preparing and reviewing newscast copy and feature reporting.
- KNAU's GM is available for the KUYI station manager to consult on a wide range on management issues including: FCC regulatory concerns; public broadcasting procedural, policy and strategic matters; personnel decision making; and fundraising.

KNAU also operates a mentoring program with KAWC-FM, the public radio station at Arizona Western College in Yuma, AZ.

- A wide range of KNAU staff participate in the KAWC-FM partnership. KNAU's operations manager works as KAWC's part-time station manager. He travels across the state weekly to mentor KAWC staff in programming, operations, and management. KNAU development staff traveled to Yuma extensively to mentor KAWC in fundraising activities.

(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 expected to be 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.

**(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.