

**EEO Report Public File**  
**June 1, 2008 – May 31, 2009**  
**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 – KNAU neither posted nor hired any permanent part-time or full-time positions between June 1, 2008 and May 31, 2009.

---

**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, 2008 – May 31, 2009

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, 2008 – May 31, 2009, KNAU employed approximately six 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.

- A wide range of KNAU staff participate in the KUYI-FM partnership, including the general manager, news director, operations manager, and news producers.
- 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.

- (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 news staff attending in-service 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 seminars to learn more about fundraising strategies and techniques.