

## KUEN FISCAL YEAR 2019 DIVERSITY AND EMPLOYMENT REPORT

This document describes KUEN's initiatives taken in Fiscal Year (FY) 2019 to support the station's goals as outlined in the document "Diversity Hiring Goals and Guidelines". KUEN's Diversity Policy may be viewed at [www.uen.org/ueninfo/guidelines/diversity](http://www.uen.org/ueninfo/guidelines/diversity).

### *Hiring Guidelines and Processes*

KUEN works with the University of Utah's Human Resources Office and Equal Employment Opportunity (EEO) Office to implement hiring, employee, and EEO policies. The station is required to follow University hiring guidelines and processes:

- Open positions are advertised through the University Human Resources website.
- The University job opportunities bulletin is distributed to community and workforce agencies each week to reach a broad applicant population.

### *Diversity Training for Board, Management, and Staff*

As part of our station's commitment to compliance with EEO principles, KUEN supports annual training of staff, managers, and Board and Advisory Council members in diversity and inclusion. Trainings for this period were provided on **June 15, 2018** (Board) and **August 30, 2018** (managers and staff).

### *Additional Reports*

KUEN reports detailed information regarding the diversity of its employees each year via the annual Station Activities Survey (SAS) and the FCC Equal Employment Opportunity (EEO) Report. The FCC report includes information regarding the broad recruitment of full-time positions and a description of the many outreach efforts performed by station personnel during the year. These reports are posted to UEN's CPB Compliance Diversity Policy and Reports web page at [www.uen.org/tv/cpb-compliance/diversity](http://www.uen.org/tv/cpb-compliance/diversity).