

EEO Public File Report

Employment Unit Covered:

Bonneville International Corporation – Sacramento Market
KNCI(FM), KHTK(AM), KYMX(FM), KZZO(FM)

Reporting Period

July 25, 2021 – July 24, 2022

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Job Title of FT Vacancy</u>	<u>Date Filled</u>	<u>Hire Source</u>	<u>Recruitment Source</u>
Production Assistant R3676	9/7/2021	Indeed	See Recruitment Source List for Entries
Promotion Assistant R3671	9/7/2021	Internal Candidate	See Recruitment Source List for Entries
Promotion Assistant R3671	9/20/2021	Indeed	See Recruitment Source List for Entries
Account Manager R3672	10/11/2021	Employee Referral	See Recruitment Source List for Entries
Promotion Director R3862	11/1/2021	Employee Referral	See Recruitment Source List for Entries
IT & Technology Solutions Engineer R3705	11/03/2021	Market Referral	See Recruitment Source List for Entries
Program Director/On-air Talent R3728	12/13/2021	Employee Referral	See Recruitment Source List for Entries
Account Manager R3995	12/20/2021	Internal Candidate	See Recruitment Source List for Entries
Account Manager R4217	2/17/2022	Employee Referral	See Recruitment Source List for Entries
Promotion Assistant R4122	3/7/2022	Indeed	See Recruitment Source List for Entries
Account Executive R4216	4/12/2022	All Access	See Recruitment Source List for Entries
Digital Sports Writer/Editor R4397	6/1/2022	Internal Candidate	See Recruitment Source List for Entries
Account Executive R4216	06/01/2022	Internal Candidate	See Recruitment Source List for Entries
Lead Digital Sports Editor R4380	06/14/2022	Employee Referral	See Recruitment Source List for Entries
On-air Talent R4353	6/21/2022	Market Referral	See Recruitment Source List for Entries
Digital Project Manager R4540	6/21/2022	LinkedIn	See Recruitment Source List for Entries
Account Executive R4216	6/27/2022	Market Referral	See Recruitment Source List for Entries
Digital Media Strategist R4669	7/18/2022	Market Referral	See Recruitment Source List for Entries

**Total Number of Interviews for All Full-Time Vacancies Filled
During Reporting Period Per Recruitment/Referral Sources:**

Recruitment Source:	Number of Interviewees Referred
All Access website	4
Cal Jobs	1
Bonneville Career page	3
Internal Candidate	6
Indeed	23
Inside Radio	2
Los Rios Community College	1
Market Referral	4
Employee Referral	16
Sac Jobs	2
Sacramento State University	1
UC Davis	1
Women in Communication	1
LinkedIn	1
Total:	66

Performance Initiatives Undertaken

During the reporting period, members of the Employment Unit attended career days at local school in the area: The Promotion Coordinator attended the Mayor's Youth Employment and Education Program (MYEEP) career day on March 17, 2022. 15 students, freshman to senior in high school attended the career presentation from 3:30p – 5:00p which covered topics on the broad range of careers in radio broadcasting, possible education paths, radio's reach within the community, and allowed for Q&A. The Digital Sports Writer/Editor attended career day at Leroy Greene Academy during their LGA Culture and Connectedness Summit on April 22, 2022. Students ranging from 8th grade to seniors in high school from the academy were attendance. The presentation included possible education required for sports journalism, other career opportunities available in radio broadcasting, and time for Q&A.

Members of the Employment Unit attended webinars on various topics during the reporting period. On November 5, 2021, the HR Business Partner attended a virtual HR summit offered by BambooHR, which held various webinars throughout the day on topics such as recruitment, diversity and inclusion, self-care for employees, and people management. On November 16, 2021, the HR Business Partner attended a webinar offered by Crucial Learning, 'Unafraid: How to Speak Up About Things That Matter.' On February 11, 2022, the HR Business Partner attended a virtual webinar, 'Refining Equitable Practices' offered by Alcheminzing HR. On May 23 and 24, 2022, the Director of Finance attended seminars during the Media Financial Management conference that covered topics on diversity and inclusion and changes with the FCC.

During the reporting period, the Employment Unit attended two (2) virtual job/career fairs: On September 23, 2021 three (3) HR Business Partners from various Bonneville markets represented the Employment Unit during the 'LHH Fall Job Jam Virtual Career Fair.' 592 potential candidates were in attendance. On May 26, 2022, three (3) HR Business Partners from various Bonneville markets represented the Employment Unit during the "LHH Virtual Career Fair." 665 potential candidates were in attendance.

To promote understanding of, and compliance with our policy of equal opportunity employment, on October 26, 2021, the Employment Unit's supervisory personnel received training on methods of ensuring equal employment opportunity and discrimination prevention through a seminar conducted virtually by Bonneville's EVP and General Counsel. On

October 26, 2021, all non-supervisory employees were required to complete a one-hour seminar conducted virtually with Bonneville's EVP and General Counsel. All new employees hired have been required to complete two trainings, Sexual Harassment Prevention and Discrimination and Harassment Prevention, as part of their onboarding process. Employment unit also established an employee resource group, "Bonneville Community" for employees interested in learning about, participating in, and promoting inclusion and diversity at Bonneville.

The Employment Unit participates in a company-wide mentorship program: This mentoring initiative pairs employees with a mentor to give employees (mentors and mentees) an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development. This program is a six (6) month commitment and employees from all departments are encouraged to participate. Programs for this reporting period took place from May 2021 – November 2021 and March 2022 – August 2022.

To promote understanding of, and compliance with, our policy of equal opportunity employment, the Employment Unit participated in a company-wide diversity and inclusion initiative via Franklin Covey's 'Unconscious Bias' program. On February 25, 2022, members of the Employment Unit's leadership team attended a full day workshop: Franklin Covey's 'Unconscious Bias: Understanding Bias to Unleash Potential.' This workshop was designed to help our current leaders improve their skills by providing important tools, training, and resources to take back and implement within their teams. The Market Manager and HR Business Partner attended this workshop. All employees were provided access to Franklin Covey learning platform where they were assigned three (3) online, self-paced, interactive modules designed to address biases. The Employment Unit also invited all employees to participate in bi-weekly 'Team Talks' from April 2022 – October 2022 to allow for continued discussion and review of Franklin Covey's Unconscious Bias material. All Employees were also granted access to Franklin Covey's 'All Access Pass' which provides an array of tools, resources, and training modules on various topics to help expand their skills in a variety of areas.

The Employment Unit conducts on-going sales training. Training is designed to enable sales and other employees to learn information and gain skills in digital, marketing, and selling practices necessary for advancement to higher level positions in the radio industry.

Recruitment Source List:

The following sources receive notification of Employment Unit job openings. The sources marked with an asterisk (*), if any, have requested and received notification of full-time job openings.

Start Date	Recruitment Source
22-Jan-2018	KSL Careers Website Contact: Human Resources Address: 55 North 300 West Salt Lake City UT 84180
22-Jan-2018	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731
22-Jan-2018	Glassdoor Contact: Glassdoor, Inc. Address: 100 Shoreline Highway Mill Valley, CA 94941 Phone: (888) 355-9323
10-Jan-2017	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu CA 90265 Phone: (310) 457-6616

10-Jan-2017	Creative Jobs Central Address: 222 E 34 th Street New York, NY 10016 Phone: 732-996-3224
1-Feb-2018	Cal Jobs/EDD Address: 1900 K Street Sacramento, CA 95811 Phone: 916-448-2321 or 800-758-0398
1-Sep-2018	Roseville Chamber of Commerce Address: 650 Douglas Blvd Roseville, CA 95678 Phone: 916-783-8136
17-Nov-2017	Bonneville Careers Website Contact: Human Resources Address: 280 Commerce Circle Sacramento, CA 95815 Phone: 916-923-6805
17-Nov-2017	LinkedIn Phone: 844-587-5732
1-Jun-2019	California State University - Chico Contact: via Handshake Address: 400 W 1 st St Chico, CA 95928 Phone: 530-898-5253
1-Jun-2019	California State University – Sacramento Contact: via Handshake Phone: 916-278-6231
1-Jun-2019	Sonoma State University Contact: via Handshake 1801 Rohnert Park, CA 94928 707-664-2880
1-Jun-2019	University of California – Davis Contact: via Handshake Phone: 530-752-2286
1-Jun-2019	University of California – Stanislaus Contact: via Handshake Phone: 209-667-6937
16-Sept-2020	Sacramento City College Los Rios Community College District Contact: via Handshake Address: 3835 Freeport Blvd Sacramento, CA 95822 Phone: 916-558-2111
16-Sept-2020	American River College Los Rios Community College District Contact: via Handshake Address: 4700 College Oak Dr Sacramento, CA 95841 Phone: 916-484-8011

16-Sept-2020	<p>Consumes River College Los Rios Community College District Contact: via Handshake Address: 8401 Center Pkwy Sacramento, CA 95823 Phone: 916-691-7344</p>
16-Sept-2020	<p>Folsom Lake College Los Rios Community College District Contact: via Handshake Address: 10 College Pkwy Folsom, CA 95630 Phone: 916-608-6500</p>
16-Sept-2020	<p>University of Nevada – Reno Contact: via Handshake 1664 N Virginia St Reno, NA 89503 775-682-7114</p>
1-Apr-2021	<p>Sacramento State College of Business Administration Contact: Career Center 916-278-5875 cbastudentaffairs@csus.edu</p>