

# KSTU

## EEO PUBLIC FILE REPORT

### June 3, 2016 - June 2, 2017

#### Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KSTU, Salt Lake City, Utah.

KSTU, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 801-532-1300.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
FT On-Air Director	1, 3-25, 27-38, 40, 42-46, 48-51, 53-60, 62-76, 78-79, 81-94	36
News Promotion Producer	1-5, 7-18, 22-40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-84, 86-93	39
AM Producer	1-5, 7-13, 15-18, 22-31, 33-37, 40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-84, 86-94	36
FT On-Air Director	1-5, 7-13, 15-18, 22-31, 33-37, 40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-84, 86-94	36
FT Studio Technician	1-5, 7-18, 22-25, 27-31, 33-37, 40, 42-44, 47-50, 53-60, 62-70, 72-79, 81-83, 87-94	36
FT Associate Producer	1-5, 7-18, 22-25, 27-31, 33-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-83, 87-94	39
FT Associate Producer	1-5, 7-18, 22-25, 27-31, 33-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-83, 87-94	36
FT Assignment Editor	1-5, 7-18, 22-25, 27-31, 33-35, 37-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	39
FT Photographer	1-5, 7-18, 22-31, 33-37, 40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-83, 87-94	36

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FT Reporter/MMJ	1-5, 7-18, 22-31, 33-35, 37, 40, 42-44, 47-60, 62-70, 72-79, 81-83, 87-94	77
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	36
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	39
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	36
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	26
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	26
FT Media Coordinator	1-5, 7-18, 22-25, 27-31, 33-40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-83, 87-94	39
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	26
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	26
Master Control Operator	1-5, 7-18, 22-37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-79, 81-83, 87-94	26
Assignment Editor/Digital Content Producer	1-5, 7-18, 22-25, 27-31, 33-37, 40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-83, 87-92, 94	36
Maintenance Engineer	1-5, 7-18, 22-25, 27-28, 30-31, 33-37, 40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-83, 87-92, 94	36
Maintenance Engineer	1-5, 7-18, 22-25, 27-28, 30-31, 33-37, 40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-79, 81-83, 87-92, 94	36
Master Control Operator	1-5, 7-18, 22-25, 27-31, 33-37, 40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-83, 87-92, 94	36
FT Assignment Editor/Digital Content Producer.	1-5, 7-18, 22-25, 27-31, 33-35, 37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-83, 87-92, 94	39
Manager, Assignment	1-5, 7-18, 22-31, 33-35, 37, 39-40, 42-44, 47-51, 53-60, 62-70, 72-76, 78-83, 87-92, 94	39
Executive Producer	1-5, 7-18, 22-25, 27-31, 33-35, 37-40, 42-44, 47-60, 62-70, 72-76, 78-83, 88-92, 94	39

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**I. VACANCY LIST**

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Account Executive	77	77
Producer, Newscast	26, 41, 77	41
Producer, Newscast	26, 41, 77	26
Chief Meteorologist	1-5, 7-18, 22, 24-31, 33-35, 37-38, 40, 42-44, 47-51, 53-70, 72-76, 78-83, 88- 92, 94	26

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alan Sanders Media Grou 111 Eighth Ave New York, New York 10011 Alan Sander Manual Posting	N	0
2	Art Institute 121 W Election Rd Draper, Utah 840200 Phone : 801-601-4712 Email : mmcfarland@aai.edu Reenie McFarland	N	0
3	Asian Association Of Utah 1588 S. Major Street S.L.C., Utah 84115 Phone : 801-412-0577 Fax : 1-801-412-9925 Lina Smith	N	0
4	B-Roll.net 1623 D St. NE Washington , District of Columbia 20002 Coleen Higashide Manual Posting	N	0
5	Bell Talent 81-112 Avenida Castelar Indio, California 92203 Phone : 7603470500 Url : www.belltalent.com Email : belltalent@aol.com Fax : 1-760-347-0501 Roger Bell	N	0
6	Bell Talent INc 114 S Irena Ave Redondo Beach, California 90277 Rober Bell Manual Posting	N	0
7	BYU / Provo Alumni Placement Office 2440 WSC Provo, Utah 84602 Phone : 801-422-7600 Monte Marshall Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	BYU Idaho 230 Kimball Rexburg, Idaho 83460 Phone : 208-496-2176 Email : careernavigator@byui.edu Fax : 1-208-496-2293 Linda Williams	N	0
9	BYU/Provo Broadcasting 2000 Ironton Blvd Provo, Utah 84606 Phone : 801-422-8450 Email : alana.tilley@byu.edu Fax : 1-801-422-8478 Alana Tilley	N	0
10	BYU/Provo Career Placement 2410 WSC Provo, Utah 84062 Phone : 801-422-7600 Fax : 1-801-422-0537 Scott Greenhalgh Manual Posting	N	0
11	Calif Chicano News Media Association 727 West 27th Street Room 201 Los Angeles, California 90007 Phone : 213-740-5263 Url : www.ccnma.org Email : sylvia@ccnma.org Fax : 1-214-743-4960 Sylvia Wells	N	0
12	Calvary Baptist Church 1090 South State S.L.C, Utah 84111 Phone : 801-355-1025 Email : office@calvaryslc.com Fax : 1-801-355-1019 France Davis	N	0
13	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	0

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14	Catholic Comm Services 745 East 300 South Salt Lake City,, Utah 84102 Phone : 801-977-9119 Fax : 1-801-977-9224 Marci Price	N	0
15	Centro Civico Mexicano 155 South 600 West S.L.C, Utah 84101 Phone : 801-359-9316 Email : coronareal2005@yahoo.com Fax : 1-801-322-4302 Mario Arellano	N	0
16	Christian Life Center 1455 Stetson S.L.C., Utah 84104 Career Services Manual Posting	N	0
17	COLLECTIVE TALEN 1721 RICHARDSON PLACE TAMPA, Florida 33606 Phone : 813-254-9695 Url : WWW.COLLECTIVETALENT.COM Email : bille@michaelsmedia.com MICHAEL BILLE	N	0
18	College of Eastern Utah 451 North 400 East Price, Utah 84501 Phone : 435-637-2120 Email : kathy.murray@ceu.edu Fax : 1-435-613-5814 Kathy Murray	N	0
19	Dale Whitaker 201 East 1460 South Salt Lake City, Utah 84112 Email : dalewhitaker2626@gmail.com Dale Whitaker	N	0
20	Deanna Medley 200 Holmes Avenue Huntsville, , Alabama 35801 Phone : 256-533-1919 Email : deanna.Medley@whnt.com Deanna Medley	N	0

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21	Debbie Drechin 16 Montage Mountain Road Moosic, Pennsylvania 18507 Url : www.wnep.com Email : debbie.drechin@wnep.com Career Services	N	0
22	Dept. Of Workforce Services P.O. Box 45249 Salt Lake City, Utah 84145 Fax : 1-801-394-7375 Career Services	N	0
23	Dept. Of Workforce Services / St. George 162 N 400 East St. George, Utah 84770 Phone : 435-983-3541 Email : kjohnson@utah.gov Fax : 1-435-986-3595 Kimberly Johnson	N	0
24	Dept. Of Workforce Services/SLC 1385 S. State Street S.L.C., Utah 84115 Phone : 801-300-1995 Email : postajob@utah.gov Fax : 1-801-468-0070 Gary Kimber	N	0
25	El Club De Mujeres Latinas 4868 S Stone Crest Drive Murray, Utah 84107 Francis Lopez Manual Posting	N	0
26	Employee Referral	N	24
27	Faith Temple Church 1510 Richards Street S.L.C., Utah 84115 Career Services Manual Posting	N	0
28	Filipino American Assn. 1938 Texas Street S.L.C, Utah 84108 June Lucero Manual Posting	N	0

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29	Greater Washington Urban League 3501 14th Street NW Washington, District of Columbia 20010 Phone : 202-265-5263 Fax : 1-202-265-6122 Career Services	N	0
30	Guadalupe School 340 South Goshen Street S.L.C, Utah 84044 Phone : 801-531-9316 Fax : 1-801-531-6106 Judy Cohen	N	0
31	HD Reps 5005 Greensville Ave Suite 150 Dallas, Texas 75206 David Bordelon Manual Posting	N	0
32	Hill AFB Employment Office 5837 D. Ave Bldg. 150 Hill AFB, Utah 84056 Phone : 801-777-5736 Email : kimberly.taylor@hill.af.mil Kimberly Taylor	N	0
33	Idaho State University 921 S 8th Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Troy Kase Manual Posting	N	0
34	IF Management Inc 810 7th Ave 11th Floor Dallas, Texas 10019 Steve Herz Manual Posting	N	0
35	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	0
36	Indeed.com	N	46



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37	Indian Training & Education Center 1455 East 2200 South Ste 100 West Valley City, Utah 84119 Phone : 801-973-6484 Email : itecenter@qwestoffice.net Fax : 1-801-973-0877 Janie Ridd	N	0
38	Internal Candidate	N	9
39	Internal Transfer/Promotion	N	8
40	Japanese American 5408 South 3100 West Roy, Utah 84067 Email : horisan@comcast.net Marion Hori	N	0
41	Job Fair	N	1
42	JOURNALISMJOBS.COM NA, Colorado Dan Rohn Manual Posting	N	0
43	Ken Fishkin & Associates 106 Union Wharf Boston, Massachusetts 02190 Ken Fishkin Manual Posting	N	0
44	Ken Lindner & Associates Inc. 2019 Century Park East Suite 1000 Los Angeles, California 90067 Ken Lindner Manual Posting	N	0
45	KHQN P.O. Box 143245 Salt Lake City, Utah 84114 Phone : 801-921-3985 Email : chrisp@utah.gov Chris Peterson	N	0
46	KSTU Website 5020 West Amelia Earhart Drive Salt Lake City, Utah 84116 Phone : 801-536-1391 Email : HR@fox13now.com Janet Gray	N	0

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47	LDS Business College 95 North 300 West S.L.C, Utah 84101 Phone : 801-524-8147 Email : slasay@ldsbe.edu Fax : 1-801-524-1900 Steve Asay	N	0
48	LDS Emploment Resource Services/ SLC 780 WEST 800 SOUTH SALT LAKE CITY, Utah 84104 Phone : 801-240-7240 Fax : 1-801-240-7269 Sister Meredith	N	0
49	LDS Employment Resource Center/Logan 175 WEST 1400 NORTH #C Magna, Utah 84044 Phone : 801-250-3600 Fax : 1-435-752-1617 Karyl Eustice	N	0
50	LDS Employment Services/Layton Office 1010 W. Hill Field Road Layton, Utah 84041 Phone : 801-593-5347 Fax : 1-801-593-5366 Career Services	N	0
51	Leadership Institute 1101 North Highland Street Arlington,, Virginia 22201 Phone : 703-247-2000 Email : emiller@leadershipinstitute.org Fax : 1-703-247-2001 Emily Miller	N	0
52	Linked In	N	2
53	Liz Schulte 201 South 1460 UBA Salt Lake City, Utah 84112 Email : liz.in.3d@gmail.com Liz Schulte	N	0

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54	Medialine P.O. Box 51909 Pacific Gove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
55	Mujeres EN Progreso 989 South 400 East S.L.C, Utah 84111 Jeannette Giron Manual Posting	N	0
56	N.S. BienStock Inc. 250 West 57th Street New York, New York 10107 Rick Ramage Manual Posting	N	0
57	NAACP / Ogden P.O. Box 1581 Ogden, Utah 84402 H.C. Massey Manual Posting	N	0
58	NAACP / Salt Lake City P.O. Box 25414 S.L.C, Utah 84123 Phone : 801-250-5088 Email : jdwnaACP@att.net Fax : 1-801-250-5111 Jeanetta Williams	N	0
59	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart Manual Posting	N	0
60	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
61	Non-Employee Referral	N	1

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62	Office of Hispanic Ministry 27 C Street Catholic Diocese of SLC S.L.C., Utah 84103 Phone : 801-328-8641 ext 333 Email : dolores.lopez@dioslc.org Fax : 1-801-328-9680 Dolores Lopez	N	0
63	Rick Gevers & Associates 355 E Ohio St #303 Zionsville, Indiana 46077 Phone : 303-300-6900 Rick Gevers Manual Posting	N	0
64	Salt Lake Community College / Salt Lake P.O. Box 30808 S.L.C., Utah 84130 Phone : 801-957-4014 Email : Studentemployment@slcc.edu Fax : 1-801-957-4017 n/a n/a	N	0
65	Salt Lake Community College / West Jordan 3491 W Wight's Fort Rd HTC 164B West Jordan, Utah 84088 Phone : 801-957-4218 Phyllis Seyler Manual Posting	N	0
66	Salt Lake Valley - LDS / West Valley West Valley,, Utah Email : wel-ec-wsq@ldschurch.org Career Services	N	0
67	Salt Lake Valley LDS/ West Jordan 7166 South Redwood Road Suite B West Jordan, Utah 84084 Phone : 801-566-4040 Career Services Manual Posting	N	0
68	Salt Lake Valley LDS/ West Valley 2994 West Glen Eagle Drive Suite B West Valley City, Utah 84128 Phone : 801-988-4455 Email : wel-ec-wv@ldschurch.org Fax : 1-801-988-4448 Career Services	N	0

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69	Salt Lake Valley LDS/Salt Lake City 780 West 800 south S.L.C., Utah 84104 Phone : 801-240-7240 Email : wel-ec-wsq@ldschurch.org Fax : 1-801-240-7269 Valerie Fredley	N	0
70	Salt Lake Valley LDS/Sandy 615 East 8400 South Sandy, Utah 84070 Phone : 801-561-5555 Email : wel-ec-sandy@ldsmail.net Fax : 1-801-561-1983 Career Services	N	0
71	SL County Economic Dev. 2001 South State Street S2600 S.L.C, Utah 84115 Phone : 801-468-3703 Fax : 1-801-468-3684 Career Services	N	0
72	Society for News Design 424 East Central Blvd. Orlando, Florida 35801 Phone : 407-420-7748 Web Source Manual Posting	N	0
73	Socio Chapter- Ogden 606 West 24th Street Ogden, Utah 84401 Jimmy Medina Manual Posting	N	0
74	Southern Utah University 351 West University Ave Cedar City, Utah 84720 Phone : 435-586-7861 Email : tamaramiller@suu.edu Fax : 1-435-865-8352 Tamara Miller	N	0

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75	St. Rose Catholic Church P.O. Box 557 Layton, Utah 84041 Phone : 801-544-4269 Ana Martinez Manual Posting	N	0
76	State Of Utah Ethnic Affairs 60 East South Temple 3rd Floor S.L.C, Utah 84111 Phone : 801-538-8811 Email : edwards@utah.gov Fax : 1-801-538-8678 Aimee Edwards	N	0
77	Station Website	N	16
78	The American Heart Association 465 South 4th East #110 Salt Lake City, Utah 84111 Phone : 801-484-3838 Email : jennifer.merback@heart.org Jennifer Merback	N	0
79	The Leadership Institute 1101 N. Highland St. Arlington, Virginia 22201 Phone : 703-247-2000 Fax : 1-703-247-2001 Cara Pustnam	N	0
80	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Elysia Niemi	N	0
81	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	2

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82	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	3
83	TVJOBS.COM P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	1
84	University of Utah 201 South 1460 East 350 SSB Salt Lake City, Utah 84112-9058 Phone : 801-581-6186 Email : <a href="mailto:smorrison@sa.utah.edu">smorrison@sa.utah.edu</a> Fax : 1-801-581-5217 Sam Morrison	N	0
85	University of Utah / Central Campus 200 S. Central Campus Drive Room 318 S.L.C., Utah 84112 Augustino Trujillo Manual Posting	N	0
86	University of Utah / Student Service Bldg. 350 Student Services Bldg. Career Services S.L.C., Utah 84112 Phone : 801-581-5037 Email : <a href="mailto:studentjobs@sa.utah.edu">studentjobs@sa.utah.edu</a> Fax : 1-801-581-5217 Patti Henriksen	N	0
87	Utah State University 4305 Old Main Hill Logan , Utah 84322-4305 Phone : 435-613-5311 Url : <a href="http://usueastern.edu/price/career-advising/find-a-job">http://usueastern.edu/price/career-advising/find-a-job</a> Email : <a href="mailto:lyndsay.reid@usa.edu">lyndsay.reid@usa.edu</a> Fax : 1-435-613-5814 Lyndsay Reid	N	0

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88	Utah Valley University 800 West 1200 South Student Dev. Office for Minority Orem, Utah 84058 Phone : 801-222-8000 x8143 Fax : 1-801-226-0681 Chuck Foster	N	0
89	Warren Archibald 3705 Carolyn Street UBA Salt Lake City, , Utah 84106 Phone : * Email : Wsaslc@aol.com Warren Archibald	N	0
90	Weber State University / Office of Cultural Affs. 1909 University Circle Office of Cultural Affs. Ogden, Utah 84408 Kristen Rowell Manual Posting	N	0
91	Weber State University /Diversity Center 2125 University Circle Diversity Center Ogden, Utah 84408 Phone : 801-626-7243 Email : careerservices@weber.edu Fax : 1-801-626-6228 Adrienne Gillespie	N	0
92	Welldunne Talent 316 Cromwell Ave SW Alburque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0
93	Westminster College 1840 South 1300 East S.L.C, Utah 84015 Phone : 801-832-2590 Email : careerresourcecenter@westminstercollege.edu Fax : 1-801-832-3103 Career Resource Center Career Resource Center	N	0



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94	YWCA 322 East 300 South S.L.C., Utah 84111 Phone : 801-537-8604 Email : jroberts@ywca.com Fax : 1-801-355-2826 Julia Roberts/Villar	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>113</b>

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**June 3, 2016 - June 2, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/16/2016	Participation in events or programs sponsored by educational institutions	Media Correspondent gave a presentation to high school seniors from State of Utah school districts at American Legion Utah Boys' State, Weber State University, Ogden campus. It covered matters pertinent to the media, government and events of public interest.	1	Media Correspondent
2	8/3/2016	Participation in Job Fairs	The 2016 NABJ and NAHJ annual career fair is a venue broadcast media jobs and career development.	4	HR Director HR Manager Sr Director, Talent Acquisition HR Special Projects
3	1/13/2017	Participation in events sponsored by community groups	Reporter spoke to Utah State Legislative interns about working with the media.	1	Reporter
4	1/14/2017	Participation in events sponsored by community groups	Reporter spoke to Libertas Institute, Americans for Prosperity and other community groups about political coverage of issues at the legislature and how they can work with the news media.	1	Reporter
5	3/8/2017	Participation in Job Fairs	Participated in Utah Broadcasters Job Fair.	1	Executive Assistant
6	4/5/2017	Participation in other activities designed by the station employment unit	Recruitment and job opportunity spot on air.	3	HR Manager VP Marketing General Manager
7	5/8/2017	Participation in events or programs sponsored by educational institutions	An Adult Continuing Education class from the University of Utah toured the station.	4	Executive Assistant VP/Creative Services News Operations Manager Reporter/Anchor
8	5/17/2017	Establishment of training programs for station personnel	Tom Ray training seminar. All Account Executives required to attend. Training helps to increase skills of AEs to be able to get to the next level.	8	Local Sales Manager Sales Director
9	5/24/2017	Provision of training to management	Presentation on Discrimination and Harassment for Managers to help them know how to handle these topics in the workplace.	1	HR Manager