

# KSTU

## EEO PUBLIC FILE REPORT

June 1, 2012 - May 31, 2013

### 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
Associate Producer	3-17, 19-26, 28-35, 37-39, 41-45, 47, 49-50, 53-54, 56-58, 60-61, 63-64, 66-70, 74-75, 77-84, 86-90	38
Associate Producer	3-17, 19-26, 28-35, 37-39, 41-45, 47, 49-50, 53-54, 56-58, 60-61, 63-64, 66-70, 74-75, 77-84, 86-90	38
Associate Producer	3-17, 19-26, 28-35, 37-39, 41-45, 47, 49-50, 53-54, 56-58, 60-61, 63-64, 66-70, 74-75, 77-84, 86-90	24
Reporter	2-17, 19-20, 22-23, 25-26, 28-32, 34-35, 37-39, 41-45, 47-50, 52, 54, 56-64, 66-70, 72-78, 80-84, 86-90	74
Account Executive	1-35, 37-39, 41-45, 47-50, 52, 54, 56-58, 60-61, 63-68, 70-78, 80-84, 86-90	27
Account Executive	1-35, 37-39, 41-45, 47-50, 52, 54, 56-58, 60-61, 63-68, 70-78, 80-84, 86-90	24
Social Media Anchor	2-23, 25-26, 28-32, 34-35, 37-39, 41-45, 47-50, 52, 54, 56-58, 60-61, 63-68, 70-78, 80-84, 86-90	74
Assistant News Director	2-17, 19-23, 25-26, 28-35, 37-39, 41-45, 47-52, 54, 56-58, 60-61, 63-68, 70-78, 80-84, 86-90	35
Digital Sales Manager	3-17, 19-23, 25-26, 28-35, 37-39, 41-47, 49-51, 54, 56-57, 60-61, 63-68, 70-71, 74, 77-78, 80-84, 86-90	46
Local Sales Manager	1, 3-10, 12-17, 19-21, 23, 25-26, 28-35, 37-39, 41-45, 47, 49-51, 54, 56-57, 60-61, 63-67, 70-71, 74, 77-78, 80-84, 86-90	1
On-Air Director/Technical Director/Editor	3-10, 12-17, 19-21, 23, 25-26, 28-35, 37-39, 41-45, 47, 49-51, 54, 56-57, 60-61, 63-67, 70-71, 74, 77-78, 80-84, 86-90	74
On-Air Director/Technical Director/Editor	3-10, 12-17, 19-21, 23, 25-26, 28-35, 37-39, 41-45, 47, 49-51, 54, 56-57, 60-61, 63-67, 70-71, 74, 77-78, 80-84, 86-90	74
Assignment Editor	3-17, 19-21, 23-26, 28-35, 37-39, 41-45, 47, 49-51, 54, 56-57, 60-61, 63-67, 70-71, 74, 77-78, 80-84, 86-90	24
Assignment Editor	3-17, 19-21, 23-26, 28-35, 37-39, 41-45, 47, 49-51, 54, 56-57, 60-61, 63-67, 70-71, 74, 77-78, 80-84, 86-90	24

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Photographer/Editor	3-17, 19-26, 28-35, 37-39, 41-45, 47, 49-51, 53-54, 56-58, 60-61, 63-71, 74-75, 77-78, 80-90	24
Photographer/Editor	3-17, 19-26, 28-35, 37-39, 41-45, 47, 49-51, 53-54, 56-58, 60-61, 63-71, 74-75, 77-78, 80-90	24
Sales Coordinator	3-17, 19-21, 23-26, 28-35, 37-39, 41-45, 47, 49-51, 56-57, 60-61, 63-67, 70-71, 74, 77-78, 80-83, 85-90	38
Account Executive Advertising	3-17, 19-21, 23-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	24
Account Executive Advertising	3-17, 19-21, 23-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	24
Broadcast & Digital Content Coordinator	3-7, 9-17, 19-21, 23, 25-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	20
Good Day Utah Producer	3-7, 9-17, 19-21, 23-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	24
Good Day Utah Producer	3-7, 9-17, 19-21, 23-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	38
Reporter	3-7, 9-17, 19-21, 23, 25-26, 28-35, 37-39, 41-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	74
Reporter	3-7, 9-17, 19-21, 23, 25-26, 28-35, 37-39, 41-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	74
Associate Producer	3-7, 9-17, 19-21, 23-26, 28-35, 37-39, 41-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	80
Associate Producer	3-7, 9-17, 19-21, 23-26, 28-35, 37-39, 41-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	24
Photographer/Editor	3-7, 9-17, 19-21, 23-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	24
Photogrpher/Editor/Field Producer	3-7, 9-17, 19-21, 23, 25-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-83, 85-91	38

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Web Content Producer	3-7, 9-17, 19-21, 23-26, 28-35, 37-45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77- 78, 80-83, 85-91	24
Video Editor (full time)	3-7, 9-17, 19-20, 23-26, 28-45, 47, 49- 51, 56-57, 59-67, 70-71, 74, 77-78, 80- 83, 85-91	24
Good Day Utah Executive Producer	3-7, 9-17, 19-20, 23, 25-26, 28-39, 41- 45, 47, 49-51, 56-57, 59-67, 70-71, 74, 77-78, 80-82, 85-91	38
Sales Assistant	3-7, 9-17, 19-20, 23-26, 28-45, 47, 49- 51, 55-57, 59-67, 70-71, 74, 77-78, 80- 82, 85-91	24
Sales Assistant	3-7, 9-17, 19-20, 23-26, 28-45, 47, 49- 51, 55-57, 59-67, 70-71, 74, 77-78, 80- 82, 85-91	20
Senior Account Executive - TV Station	3-7, 9-17, 19-20, 23-26, 28-45, 47, 49- 51, 56-57, 59-67, 70-71, 74, 77-78, 80- 82, 85-91	38
Senior Account Executive - TV Station	3-7, 9-17, 19-20, 23-26, 28-45, 47, 49- 51, 56-57, 59-67, 70-71, 74, 77-78, 80- 82, 85-91	24

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Alex Clarke * *, Utah Phone : * Email : alex.clarke@ltvdoc.com Alex Clarke	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	BYU / Provo Alumni Placement Office 2440 WSC Provo, Utah 84602 Phone : 801-422-7600 Monte Marshall Manual Posting	N	0
5	BYU Idaho 230 Kimball Rexburg, Idaho 83460 Phone : 208-496-2176 Email : careernavigator@byui.edu Fax : 1-208-496-2293 Linda Williams	N	0
6	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
7	BYU/Provo Career Placement 2410 WSC Provo, Utah 84062 Phone : 801-422-7600 Fax : 1-801-422-0537 Scott Greenhalgh Manual Posting	N	0

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8	BYU/Provo University 280 BRMN Provo, Utah 84602 Phone : 801-422-6846 Email : natalie_chambers@byu.edu Fax : 1-801-442-0161 Natalie Chambers	N	0
9	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
10	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
11	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
12	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
13	Christian Life Center 1455 Stetson S.L.C., Utah 84104 Career Services Manual Posting	N	0

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14	COLLECTIVE TALEN 1721 RICHARDSON PLACE TAMPA, Florida 33606 Phone : 813-254-9695 Url : WWW.COLLECTIVETALENT.COM Email : bille@michaelsmedia.com MICHAEL BILLE	N	0
15	College of Easter 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
16	Deanna Medley 200 Holmes Avenue Huntsville, , Alabama 35801 Phone : 256-533-1919 Email : deanna.Medley@whnt.com Deanna Medley	N	2
17	Dept. Of Workforce Services P.O. Box 45249 Salt Lake City, Utah 84145 Fax : 1-801-394-7375 Career Services	N	0
18	Dept. Of Workforce Services 140 East 300 South Salt Lake City, Utah 84111 Phone : 801-298-6635 Email : shaneotvos@utah.gov Shane Otvos	N	0
19	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

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20	Dept. Of Workforce Services/SLC 1385 S. State Street S.L.C., Utah 84115 Phone : 801-468-0073 Email : postajob@utah.gov Fax : 1-801-468-0070 Naomi Martindale	N	3
21	Disabled Rights Action Committee 3565 South West Temple #16 Salt Lake City, Utah 84115 Phone : 801-685-8214 Email : dracslc@earthlink.net Fax : 1-801-685-8216 Cindy Stephens	N	0
22	Dixie College 225 South 700 East Placement Office St. George, Utah 84770 Phone : 435-652-7669 Fax : 1-435-652-7871 Rae Smart	N	0
23	El Club De Mujeres Latinas 4868 S Stone Crest Drive Murray, Utah 84107 Francis Lopez Manual Posting	N	0
24	Employee Referral	N	22
25	Faith Temple Church 1510 Richards Street S.L.C., Utah 84115 Career Services Manual Posting	N	0
26	Filipino American Assn. 1938 Texas Street S.L.C, Utah 84108 June Lucero Manual Posting	N	0
27	Former Employee	N	1

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28	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
29	Guadalupe School 340 South Goshen Street S.L.C, Utah 84044 Phone : 801-531-9316 Fax : 1-801-531-6106 Judy Cohen	N	0
30	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
31	Idaho State University 921 S 8th Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Troy Kase Manual Posting	N	0
32	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
33	ITT Technical Institute 920 W Levoy Drive Murray, Utah 84123 Phone : 801-263-3313 Email : cmcbride@itt-tech.edu Fax : 1-801-263-3497 Chandra McBride	N	0
34	Japanese American 5408 South 3100 West Roy, Utah 84067 Email : horisan@comcast.net Marion Hori	N	0

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35	KDVR-TV 100 East Speer Blvd Denver, Colorado 80203 Phone : 303.595.3131 Url : www.kdvr.com Email : mercedes.romero@kdvr.com Mercedes Romero	N	1
36	KFOR 803 CHANNEL 3 DRIVE MEMPHIS,, Tennessee 38103 Phone : 9015432138 Email : jobs@kfor.com Krysten Scott	N	0
37	KFSM TV 318 North 13th Street Fort Smith, Arkansas 72901 Phone : 479-783-3131 Email : debby.etz Korn@kfsm.com Debby Etzkorn	N	0
38	KSTU Website 5020 West Amelia Earhart Drive Salt Lake City, Utah 84116 Phone : 801-536-1391 Email : HR@fox13now.com Fax : 1-801-536-1391 Janet Gray	N	17
39	KWCR 2188 University Circle Ogden, Utah 84408 Phone : 801-626-7424 Email : weberfm@gmail.com Fax : 1-801-626-6550 Michael Addams	N	0
40	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	LDS Emploment Resource Services/ SLC 780 WEST 800 SOUTH SALT LAKE CITY, Utah 84104 Phone : 801-240-7244 Email : christy.l.peterson@ldschurch.org Fax : 1-801-240-7269 CHRISTY PETERSON	N	1
42	LDS Employment Services / Sandy 625 East 8400 South Sandy, Utah 84070 Phone : 801-561-9555 Email : squirelr@ldschurch.org Fax : 1-801-561-1983 Lynn Squire	N	0
43	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
44	LDS Employment Services/Magna 175 WEST 1400 NORTH #C Magna, Utah 84044 Phone : 801-250-3600 Fax : 1-435-752-1617 Career Services	N	0
45	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
46	Linked In	N	1
47	Medialine P.O. Box 51909 Pacific Gove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Mr. Rich Tuttle 1038 West 1200 North S.L.C, Utah 84116 Career Services Manual Posting	N	0
49	Mujeres EN Progreso 989 South 400 East S.L.C, Utah 84111 Jeannette Giron Manual Posting	N	0
50	NAACP / Ogden P.O. Box 1581 Ogden, Utah 84402 H.C. Massey Manual Posting	N	0
51	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
52	Nahj Jobline 529 14th St NW Ste 570 Washington, District of Columbia 20045 Career Services Manual Posting	N	0
53	Nat'l Assn. of Hispanic Journalists 529 14th Street NW Washington, District of Columbia 20045 Email : jobbank@nahj.org Career Services	N	0
54	National Urban League 1101 Connecticut Ave Suite 810 Washington, District of Columbia 20036 Career Services Manual Posting	N	0
55	None indicated	N	1

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56	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
57	Salt Lake Community College / Salt Lake P.O. Box 30808 S.L.C., Utah 84130 Phone : 801-957-4014 Email : angelita.florez@slcc.edu Fax : 1-801-957-4071 Angelita Florez	N	1
58	Salt Lake Housing Services 622 West 500 North Salt Lake City, Utah 84116 Phone : 801-539-1590 Fax : 1-801-539-1593 Paul Justham	N	0
59	Salt Lake Valley LDS/ West Jordan 7166 South Redwood Road Suite B West Jordan, Utah 84084 Phone : 801-566-4040 Email : wel-ec-westjordan@ldsmail.net Fax : 1-801-566-4676 Career Services	N	0
60	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
61	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

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62	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
63	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
64	Socio Chapter- Ogden 606 West 24th Street Ogden, Utah 84401 Jimmy Medina Manual Posting	N	0
65	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
66	St. Rose Catholic Church P.O. Box 557 Layton, Utah 84041 Phone : 801-544-4269 Ana Martinez Manual Posting	N	0
67	State Of Utah Ethnic Affairs 60 East South Temple 3rd Floor S.L.C, Utah 84111 Phone : 801-538-8811 Email : mgsullivan@utah.gov Fax : 1-801-538-8678 Michael Sullivan	N	0

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68	Steven Henagar College 1476 Sandhill Road Orem, Utah 84058 Phone : 801-418-1450 Email : jacob.mayer@stevenshenager.edu Fax : 1-801-375-9836 Jake Mayer	N	0
69	Television Bureau of Advertising 3 East 54th St 10th Floor New York, New York 10022 Phone : 212-486-1111 Email : tiphany@tvb.org Fax : 1-212-935-5631 Tiphany Jones	N	0
70	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
71	The Leadership Institute 1101 N. Highland St. Arlington, Virginia 22201 Phone : 703-247-2000 Fax : 1-703-247-2001 Cara Pustnam	N	0
72	Tracey Whitaker 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : * Url : www.wreg.com Email : tracey.whitaker@wreg.com Tracy Whitaker	N	0
73	TV Jobs Utah Email : info@tvjobs.com Career Services	N	0

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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>
74	TVJOBS.COM P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	8
75	University of Utah 201 South 1460 East Room 350 Utah's Career Services Salt Lake City,, Utah Phone : 801-581-6186 Email : studentjobs@careers.utah.edu Valery Pozo	N	0
76	University of Utah 201 S. 1460 East Room 350 SLC, Utah 84112 Phone : 801-581-6186 Fax : 1-801-581-5217 Career Services	N	0
77	University of Utah / Central Campus 200 S. Central Campus Drive Room 318 S.L.C., Utah 84112 Augustino Trujillo Manual Posting	N	17
78	University of Utah / Student Service Bldg. 350 Student Services Bldg. Career Services S.L.C., Utah 84112 Phone : 801-581-5037 Email : studentjobs@sa.utah.edu Fax : 1-801-581-5217 Patti Henriksen	N	0
79	Utah Broadcaster Association 1600 South Main Salt Lake City, Utah 84115 Phone : 801-484-9521 Email : jobsuba@gmail.com Fax : 1-801-484-7294 Michele Zabriskie	N	1

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80	Utah State University -Career Services/ Logan 4305 Old Main Hill Career Services Logan, Utah 84322 Phone : 435-797-7777 Email : career.services@usu.edu Fax : 1-435-797-2644 Kim Latu	N	1
81	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
82	Weber State University / Office of Cultural Affs. 1909 University Circle Office of Cultural Affs. Ogden, Utah 84408 Kristen Rowell Manual Posting	N	0
83	Weber State University /Diversity Center 2125 University Circle Diversity Center Ogden, Utah 84408 Phone : 801-626-7243 Email : adriennegillespie@weber.edu Fax : 1-801-626-6228 Adrienne Gillespie	N	0
84	Weber State/Goddard School Career Center 3801 University Circle Ogden, Utah 84408 Email : pwheeler@weber.edu Patricia Wheeler	N	0
85	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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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
86	WGHP-TV 2005 FRANCIS ST. HIGH POINT, , North Carolina 27263 Phone : 336-821-1207 Url : MYFOX8.COM Email : becky.austin@wghe.com BECKY AUSTIN	N	0
87	WJW TV 5800 S. Marginal Road Cleveland, Ohio 441023 Phone : 216-431-8888 Email : susan.pace@fox8.com Susan Pace	N	0
88	WNEP TV 16 Montage Mountain Road Moosic, Pennsylvania 18507 Phone : 570-346-7474 Email : debbie.drechin@wnep.com Debbie Drechin	N	0
89	WQAD TV 3003 Park 16th Street Moline, Illinois Phone : 309-764-8888 Email : molly.mayfield@wqad.com Molly Mayfield	N	0
90	WTKR TV 720 Bousch street Norfolk, Virginia 23510 Phone : 757-446-1000 Email : pamela.weaver@wtkr.com Pamela Weaver	N	0
91	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>79</b>

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**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	6/14/2012	Participation in events or programs sponsored by educational institutions	Ben Winslow participated in a summit with Utah Digital Government and discussed Social Media, how to formulate a workable strategy, and working in the broadcast news industry.	1	Reporter
2	8/14/2012	Participation in events or programs sponsored by educational institutions	Participated in discussion with a group of students opportunities in the Broadcast Industry. 13 to 16 students from Spy Hop Productions, a non-profit production company in SLC teaching out of the University of Utah.	2	Anchor Associate Producer
3	9/24/2012	Establishment of an intern program designed to assist members of the community	Max Horehled Video Editing Internship. Fall Internship Program This internship is designed to teach non-linear video editing techniques in a working newsroom, while honing written interpretation and critical thinking skills. Participants learn technology used to gather and disseminate news materials, signal flow from the field to broadcast, and intermediate and advanced video editing skills in Final Cut Pro.	1	News Operation Manager
4	9/25/2012	Participation in events or programs sponsored by educational institutions	Utah Statewide PIO's daylong Conference – Reporter Ben Winslow participated in a media panel for a half hour on the Utah Statewide Pios conference in St. George. It is a gathering of all the public information officers in the state. Ben will be discussing media relations alongside Lisa Carricaburu of SL Tribune and John Hollenhorst of KSL TV.	1	Reporter
5	10/8/2012	Establishment of training programs for station personnel	Account Executive training Introduction to new AE's to Scarborough, Nielsen Media Research and media industry specific terminology	4	Local Sales Manager Account Executive Account Executive Interactive Sales
6	10/24/2012	Establishment of training programs for station personnel	Kantar Training for new Account Executives - pulling media reports for radio, outdoor, and newspaper.	4	Local Sales Manager Account Executive Account Executive Research Director

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7	11/7/2012	Participation in events or programs sponsored by educational institutions	Patrick Garner Account executive gave tour of KSTU to Mountain America employees. Station tours help education the public about the inner workings of a news station and employment opportunities	13	Account Executive
8	11/7/2012	Participation in events or programs sponsored by educational institutions	Melanie Say conducted a tour of the station for the Ad Council of Utah. Station tours help education the public about the inner workings of a news station and employment opportunities.	1	V/PCreative Services & Programming
9	11/10/2012	Participation in events or programs sponsored by educational institutions	John Hayes Sr. Audio technician – hosted a tour of the station with scout troop 3947 from 2p to 3p and their leader Chuck Murillo. John hands out information about KSTU and station tours help education the public about the inner workings of a news station and employment opportunities	1	Sr. Audio technician
10	11/14/2012	Provision of training to management	Barb Buchwald- SVP Human Resources Conducted a Supervisor HR Seminar. As a part of continuing efforts to make sure all are informed of company policies and procedures	1	SVP Human Resources Local TV LLC.
11	12/8/2012	Participation in events or programs sponsored by educational institutions	John Hayes Sr. Audio technician – hosted a tour of the station with scout troop 4162 and their leader Scott Crawford. John hands out information on the history of KSTU and station tours help education the public about the inner workings of a news station and employment opportunities	1	Sr. Audio technician
12	1/26/2013	Participation in events or programs sponsored by educational institutions	John Hayes Sr. Audio technician – hosted a tour of the station with scout troop 4642 and their leader Steve Bunting. John hands out information on the history of KSTU and station tours help education the public about the inner workings of a news station and employment opportunities	1	Sr. Audio technician

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13	2/6/2013	Provision of training to management	Janet Gray, Tim Ermish, Melanie Say, and Jennifer Nash attended David Oxenford Legal Webinar on FCC EEO Compliance Training and License renewal, Nondiscrimination, EEO, Public Files Quarterly Issues.	5	President General Manager VP/Creative Sers & Programming Controller Adminiatrative Assistant - HR Coordinator
14	2/7/2013	Establishment of an intern program designed to assist members of the community	February 7, 2013 – Brett Benson (Meteorologist) winter intern Larisso Giuliano from the University of Utah. Larisso was thought the basics of helping develop the forecast, entering forecast data, designing, building and rendering forecast graphics, helping update social media pages: Twitter, Facebook and Fox13now.com. Also Practice delivering forecast on –air.	1	Meteorologist
15	2/7/2013	Provision of training to personnel of unaffiliated non-profit organizations	Tim Ermish, Jennifer Nash, and Janet Gray Met with Michael McCluskey from Department of Workforce Services Development Services. He discussed how to understand the jobs that are in demand; understand the skills that are necessary to do those jobs; collaborate with higher education, applied technology training providers, and employers; and, placing a special focus on high growth/high demand industries; e.g., Information and Technology. Discuss your organization needs, your key entry level/mid-level positions, how DWS can play a role in meeting your organization needs, and most importantly to build long-term business partnership with you. to learn about your company, your recruitment process and see if DWS can be partner in helping to meet your workforce needs.	3	President General Manager Controler Administrative Assistant HR Coordinator
16	2/21/2013	Participation in events or programs sponsored by educational institutions	Ben Winslow spoke to a class of Weber State University Students from 930a to 1045a (hastag#workingonss) about news and the age of social media.	1	Reporter

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17	2/22/2013	Establishment of training programs for station personnel	Melanie Say VP Creative Services & Promotions, Renai Bodley News Director, Rob Stephens News Promotion Director, and Chris Averett News Promotion Producer attended a seminar Jack Greiner on Legal Implications in Promotions, Social Media Policies, Data protection, bloggers, Facebook use, and news footage in promotions.	8	V/PCreative Services & Programming News Promotion Director VP/News Director News Promotion Producer
18	3/13/2013	Participation in events or programs sponsored by educational institutions	Jennifer Weaver gave a tour to the Unified Police Department public information officers. Lt. Justin Joyal, Sgt. Ken Hansen and Sgt. Levi Hughes. Station tours help educate the public about the inner workings of a news organization and career opportunities	1	Assignment Editor
19	3/21/2013	Co Sponsoring Job Fair	Janet Gray HR Coordinator, Renai Bodley News Director, Matt Lee News Operation Manager, and Wade Wiberg Operations Supervisor attended Utah Broadcasters Association Job Fair. Activities include: attending planning meetings, scheduling staff, promoting events to listeners/viewers & community outreach groups through broadcast, webpage and mail.	4	News Operation Manager Operations Supervisor News Director HR Coordinator
20	3/21/2013	Provision of training to management	HR Procedures and Policies seminar for all KSTU supervisors and Managers. Discussed Procedures for Benefits, New Hires, Open positions, Employee changes & training, Disciplinary Actions & Terminations, Sexual Harassment, Verification of Employment, Workers Compensation and EEO procedures/preventing discrimination	36	Controller Staff Accountant HR Coordinator
21	4/26/2013	Participation in events or programs sponsored by educational institutions	•April 26, 2013 – Brett Benson gave a tour to scout troop/pack 4444. They are working on a special award called the NOVA award which specifically studies weather. Station tours help educate the public about the inner workings of a news organization and career opportunities	1	Meteorologist

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22	4/26/2013	Participation in events or programs sponsored by educational institutions	<ul style="list-style-type: none"> <li>• April 26, 2013 – Hope Woodside was a judge for Utah’s Twelfth Annual Do the Write thing Challenge. 1700 middle school students participated in this year’s Do the Write thing challenge. By submitting writings. The Challenge emphasizes personal responsibility by encouraging students to make a commitment to take positive steps to change the problem. Ultimately, the program strives to help students break the cycle of violence in their homes, schools and neighborhoods.</li> </ul>	1	Anchor
23	5/8/2013	Participation in events or programs sponsored by educational institutions	Janet Gray gave a tour of the station to Copper Hills High School. These were marketing students that were given a presentation by Mark Ito –Research Director, and Melanie Say Marketing Director. Station tours help educate the public about the inner workings of a news organization and career opportunities	3	HR. Coordinator Marketing Director Research Director
24	5/15/2013	Participation in other activities designed by the station employment unit	KSTU Fox 13 has an internship program which provides opportunities for individuals enrolled in accredited colleges and universities to receive academic credit for work at KSTU Fox 13. The program is structured to give students the opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. The interns have the opportunity to participate in the daily operations of various departments and develop skills that will be useful in their job search following graduation.	3	Assignment Editor Sr. Web Producer News Director