

Annual EEO Public File Report Broadway Media, LLC

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Stations Employment Unit that is comprised of the following station (s): KXRK, KEGA, KYMV, KUDD, KUUV KOVO, KALL AM, KOVO AM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2019 to and including May 31, 2020 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station (s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 7302080(c)(2) of the FCC rules.

Appendices 1,2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2019 to May 31, 2020

Station(s) Comprising Stations Employment Unit: KXRK, KEGA, KYMV, KUDD,
KUUU, KOVO, AM, KALL AM, KOVO AM

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees From All Sources for This Position
1	Accountant	In House Posting/Reference	5
2	Sales Assistant	KSL	5
3	On-Air Talent	Indeed	5
4	Account Executive	Indeed	5

Total Number of Persons Interviews During Applicable Period: 20

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2019 to May 31, 2020

Station(s) Comprising Station Employment Unit: KXRK, KEGA, KYMV, KUDD,
KUUU, KOVO AM, KALL AM

Section 2: Recruitment Source Information

1	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for which This Source was Utilized
2	KSL Classified Job Ads		5
3	Station Group Web Site		5
4	In house posting/reference		2
5	Utah Valley University* 800 W University Parkway Orem, UT 84058 801-863-8253 James Gordan		
6	NAACP* Career Services P.O. Box 25414 Salt Lake City, UT 84125		
7	State Office of Hispanic Affairs* Attn: Susie De La Cruz 324 S State Suite 500 Salt Lake City, UT 84111		
8	Utah Work Force Services* Attn: Janelle Wright 5735 S Redwood Road Taylorsville, UT 84123		
9	University of Utah Career Services* Attn: Amy Michaelson 350 Student Services Bldg SLC, UT 84112		
10	Utah State University Career Services Attn: Trish Glowski 4305 Old Main Hill Logan, UT 84322-4305		
11	Director of Student Services Ogden		

	Weber ATC 200 N. Washington Blvd Ogden, UT 84127		
12	Westminster College Career Center* Attn: Sarah Crowther 1840 S 1300 E Salt Lake City, UT 84105		
13	Radio Ads		
14	Steven Henagar College Attn: Kathy Leany P.O. Box 9428 Ogden, UT 84409		
15	Alliance House, Inc Attn Pak Roskelly 1724 S. Main Street Salt Lake City, UT 84115		
16	Diversity Development Attn: Pania Heimuli 17060 West 2100 South Salt Lake City, UT 84199-2922		
17	University of Phoenix Alumni Association Attn: Britt Benner 5251 Green Street Murray, UT 84123		
18	U of U Instructional Media Services Attn: Jeanne Krogen 207 MBH Salt Lake City, UT 84112		
19	Utah State AFL-CIO job Club Attn: Karin Nielsen 2261 S Redwood Rd Ste A Salt Lake City, UT 84119		
20	U of U Center for Ethnic Student Affairs, Attn: Becky McKean 200 S. Central Campus Dr. #318 Salt Lake City, UT 84112		
21	U of U Disability Services Center Attn: Olga Nadeau 200 South Central Campus Dr #162 Salt Lake City, UT 84112		
22	U of U Women's Resource Center Attn: Mary Mattfeldt 200 S. Central Campus Dr #293 Salt Lake City UT 84112		
23	Utah State Office of Rehabilitation		

	5522 South 3200 West Salt Lake City, UT 84110-7802		
24	ITT Technical Institute Attn: Job Board 920 West Levoy Drive Murray UT 84123		
25	University of Utah		3
26	VA Regional Office Attn: Darin Farr 550 Foothill Dr. Suite 202 Salt Lake City, Ut 84108		
27	Ogden Weber Community Action Attn: Shawna Sugihara 3159 Grant Ave Ogden, UT 84401		
28	LDS Employment Services 724 E 2100 South Salt Lake City, UT 84106		
29	Indeed.com		5
30	Salt Lake Community College Employment Center 4600 South Redwood Road, Salt Lake City UT 84123		
31	ZipRecruiter		
32	Allaccess.com		

*Indicates sources that have requested notification of job openings.

Appendix 3 to

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Covering the Period June 1, 2019 to May 31, 2020

Station (s) Comprising Station Employment Unit: KXRK, KEGA, KYMV, KUDD,
KUUU, KALL AM, KOVO AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by Stations

Internship Program: The station group posted to all local colleges and universities an internship program for each semester. The program was posted May 2019, September 2019, December 2019, and January 2020 to all divisions of higher education programs within the state. The interns work for one semester in their area of study to get a better understanding of the broadcast business and school credit. The Radio cluster uses as many interns as possible every semester in the operations area to expose the students the wide range of possibilities of careers that are in the broadcast industry. The radio cluster had 6 interns this past reporting period working in the promotions, operations and sales areas of our business.

Job Fairs: The station group attended 4 university/community job fairs during the reporting period; August 21, 2019 U of U Student Job fair; March 4, 2020 Utah Valley Job Fair; March 18, 2020 UBA Broadcasting Job Fair; May 12, 2020 Virtual Utah Statewide Alumni Career Fair.

Provision of Training: Training was held in March 0f 2020 on for Managers. This was provided by the Director of Human Resources. The presentation reviewed manager duties for managing employees.