

**KUTV/KUSG**  
**EEO Public File Report**  
**June 1, 2010 - May 31, 2011**

**I. VACANCY LIST**

	Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree	Total # of Applicants Interviewed
1	Photographer	1-18,19,26,20	19	7
2	Master Control Operator	1-18,24,25	25	3
3	News Sports Reporter	1-18,19,26	19	7
4	Producer	1-18,19,24,26	3	8
5	Photographer	1-18,26	26	3
6	News Anchor	1-18,4,26	4	8
7	Master Control Operator	1-18,24,25,26	25	4
8	Account Executive	1-18,21,24,26	26	3
9	News Director	Exigent Circumstances	n/a	1
10	TV News Investigative/Special Projects Producer	Exigent Circumstances	n/a	1
11	Traffic Coordinator	1-18,21,26	21	15
12	KUSG Station Manager	Exigent Circumstances	n/a	1
13	Photographer	1-18,20,26	20	3
14	Reporter/Producer	Exigent Circumstances	n/a	1
15	Account Executive	1-18,25	25	3
16	Account Executive	Exigent Circumstances	n/a	1
17	Account Executive	Exigent Circumstances	n/a	1
18	Fresh Living Host	Exigent Circumstances	n/a	1

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19	Assignment Desk Editor	1-18,24	24	5
20	Producer	1-18,27	27	3
21	Producer	1-18,27	27	3
22	Producer	1-18,24	24	3
23	KUSG Account Executive	1-18,24,26	26	2
24	Photographer	Exigent Circumstances	n/a	1
25	Accounts Recievables Clerk	1-18,21,22,24	24	5
26	Master Control Operator	1-18,24	24	8
27	Photographer	1-18,19,20,26	20	5
28	Traffic Coordinator	1-18,21,24	24	3
29	Traffic Coordinator	1-18,21,24	24	3
30	Assignment Desk Editor	1-18,24	24	5
31	Producer	1-18,24,26	3	5
32	Traffic Coordinator	1-18,21,24,26	24	4
33	National Sales Assistant	1-18,21,24,26	24	6
34	Master Control Operator	1-18,19,24,26,27	3	10
35	National Sales Assistant	1-18,26	3	2
36	Master Control Operator	1-18,19,24,25,26,27	25	10

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	Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree	Total # of Applicants Interviewed
36	IT Manager	1-18,24	24	6
37	Editor	1-18,24	24	5
38				
39				
40				

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Contact	Address	Email	Phone	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Dept of Workforce Services (notifies all Utah)		1385 S. State Salt Lake City, UT 84115	postajcb@utah.gov	801-468-0073	Yes	4
2	Dept of Workforce Services (notifies all Utah)	Bill Campbell	1385 S. State Salt Lake City, UT 84115	wcampbell@utah.gov	801-468-0073	Yes	1
3	KUTV Web site	Cherie Hansen	299 S Main St, Suite 150 Salt Lake City, UT 84111	Chansen@KUTV2.com	801-839-1129	Yes	31
4	Brigham Young University Alumni Placement Office	Scott Greenhalgh	2440 WSC Provo, UT 84602	sr06@bvui.edu	801-422-7800	Yes	1
5	BYU Student Services	Heidi Vogeler	2440 WSC Provo, UT 84602	heidi_vogeler@bvui.edu	801-422-3752	Yes	0
6	BYU Idaho	James Gordon	Kimball Building #244 Rexburg, ID 83460-1675	gordonja@bvui.edu	208-496-2176	Yes	0
7	Salt Lake Community College Placement Office	Maryann Parker	4800 S. Redwood Road Salt Lake City, UT 84123	maryann.parker@slcc.edu	801-657-4207	Yes	0
8	Salt Lake Community College Placement Office	Angelita Florez	4800 S. Redwood Road Salt Lake City, UT 84123	Angelita.Florez@slcc.edu	801-657-4207	Yes	0
9	Salt Lake Community College Placement Office	Samantha Faupula	4800 S. Redwood Road Salt Lake City, UT 84123	Samantha.Faupula@slcc.edu	801-657-4207	Yes	0
10	Dixie State College	Candace Christensen	225 South 700 East ST.George, UT 84770	careercenter@dixie.edu	435-652-7669	Yes	0
11	LDS Business College Career Services	Frank Sano	95 N 300 W. SLC, UT 84101	fsano@ldsbc.edu	801-524-8156	Yes	0
12	Utah Career College Placement Office	Chris Oakeson	1902 West 7800 South #1 West Jordan, UT 84088	coakeson@Utah_College.edu	801-304-4224	Yes	0
13	Utah Valley State College Career/Student Employment	Alison Gray	800 West University ParkWay Orem, UT 84058	alison.gray@uvu.edu	801-863-8916	Yes	0
14	Weber State University Career Service Center	Steven Eichmeier	1105 University Cir. Rm 230 Ogden, UT 84408-1105	seichmeier@weber.edu	801-626-7595	Yes	1
15	Weber State University Career Service Center	Winn Stanger	1105 University Cir. Rm 230 Ogden, UT 84408-1105	careerservices@weber.edu	801-626-6393	Yes	0
16	RecruiterGuy.com	Bill Humbert		recruiteguy@msn.com		Yes	0
17	LDS Employment Services	Dean Walker (notifies all offices)	780 West 800 South Salt Lake City, UT 84104	walkerdw@ldschurch.org	801-240-7240	Yes	0
18	Utah State Office of Rehabilitation	Gordon Swensen (notifies all offices)	660 S. 200 E., Ste 400 Salt Lake City, UT 84111	gswensen@utah.gov	801-238-4560	Yes	0
19	TVJOBS.com	Mark C. Holloway	P.O. Box 4116 Oceanside, CA 92052	admin@tvjobs.com	760-754-8177		15
20	B-Roll.net	Kevin Johnson	1623 D St. NE Washington, DC 20002	www.b-roll.net	800-443-0697		4
21	Salt Lake Tribune	Casey Telford	P.O. Box 704005 WVC, UT 84170	ctelford@medialoneutah.com	801-204-6213		5
22	Monster.Com			www.monster.com			0
23	HotJobs.com			www.hotjobs.com			1
24	Employee Referral						43
25	Internal Promotion						4
26	Other/Unknown/Walk-in						51
27	University of Utah Job Fair						4

Total Interviewees

165

Job Title	Department of Workforce Services	Department of Workforce Services	KUTV Website	BYU Placement Office	BYU Student Services	BYU Idaho	SLCC Placement Office	SLCC Placement Office	SLCC Placement Office	Dixie State	LDS Business Coll	Utah Career College	UVSC	Weber State University Career Service	Weber State University Career Service	Recruiter Guy	LDS Emp Svc	Utah State Office of Rehab	TVJobs.com	B-Roll.net	SL Trib	Monster.com	HotJobs.com	Emp Referral	Internal Promotion	Other / Unknown / Walk-in	U of U Job Fair	Total Interviewed by Position
1 Photographer																												7
2 Master Control Operator																												3
3 News Sports Reporter																												7
4 Producer	1																											8
5 Photographer																												3
6 News Anchor																												8
7 Master Control Operator																												4
8 Account Executive																												3
9 News Director																												1
10 TV News Investigative/Special Projects Producer																												1
11 Traffic Coordinator	1																											15
12 KUSG Station Manager																												1
13 Photographer																												3
14 Reporter/Producer																												1
15 Account Executive																												3
16 Account Executive																												1
17 Account Executive																												1
18 Fresh Living Host																												1
19 Assignment Desk Editor																												5
20 Producer																												3
21 Producer																												3
22 Producer																												3
23 KUSG Account Executive																												2
24 Photographer																												1
25 Accounts Receivables Clerk																												5
26 Master Control Operator																												8
27 Photographer																												5
28 Traffic Coordinator																												3
29 Traffic Coordinator																												3
30 Assignment Desk Editor	2																											5
31 Producer																												5
32 Traffic Coordinator																												4
33 National Sales Assistant																												6
34 Master Control Operator																												10
35 National Sales Assistant																												2
36 Master Control Operator																												10
37 IT Manager																												6
38 Editor																												5
Total Interviewed by Source	4	1	31	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	43	4	51	4	165

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Co-Sponsor Utah Broadcasters Association Job Fair, University of Utah, Salt Lake City, UT	On March 16, 2011, our station employment unit co-sponsored the Utah Broadcasters Association Job Fair at the University of Utah in Salt Lake City, UT. Station participants included our Production Manager, Chief of Engineering, Executive Producer, and Human Resources Manager.
2	On Going Internship Program Fall & Spring Semesters	Program designed to bring in around 5 interns from local Colleges & Universities to KUTV for Fall & Spring Semesters. Interns can receive training in the areas of news, sports, weather, & sales. News interns learn responsibilities of the assignment desk, assist in producing newscasts and writing. Sports and weather interns learn the above as it is applicable to sports and weather. Sales interns learn to write web copy, work with web designers, support public relations, and learn production and development of on-air promotions.
3	Training FCC EEO Compliance Guest Speaker David Oxenford from Davis Wright Tremaine Law Firm	On March 22, 2011 our GM, Administrative Assistant, News Director, and Human Resources Manager attended a 3 hour seminar sponsored by the Utah Broadcasters Association on FCC EEO Compliance and FCC EEO Updates.
4	Community activities to educate public on Broadcast Employment.	On atleast one day per month, KUTV employee's escort groups of children, adults, foreign exchange students, etc. around the station and show them everything that goes into putting together a newscast and discusses all the areas of opportunity at a news station.
5	Community activities to educate public on Broadcast Employment.	Every year, KUTV partners with Ken Garff Automotive group and several other sponsors on the Keys To Success program. Each year 54 i pads and a chance to win a brand new car are given away to students at almost every high school in Utah. Throughout the school year, students set goals with their teachers and/or counselors. These goals can be attendance related, academic related, citizenship related or other areas that the administration feels the student needs work on. When the students reach those goals during the year, there are a number of rewards. Towards the end of the year, there is an assembly at each school where the 50 final students have the opportunity to win a number of prizes including a \$1,000 scholarship. The grand prize is a car. KUTV sends "talent" to many of these assemblies and talks to the school about education and working in broadcasting then takes part in rewarding the car.

6	Community activities to educate public on Broadcast Employment	August 2010 Sterling Poulson, Anchor hosted The Freedom Academy of the Utah National Guard. Over 125 students participate in this program. He conducted a tour of the station and had a Q&A session for about an hour where the cadets can ask questions of the station reporters and anchors. The Freedom Academy are students with high achievement from high schools around the state of Utah.
7	Community activities to educate public on Broadcast Employment	Melissa Gibbs (News Producer) participated in a career day at Sunrise Elementary School Tomorrow. (Canyons District, Sandy). Melissa spoke to 4 separate groups of students about working in journalism and what we do at KUTV. During those presentations, she showed copies of newscasts, scripts and also took some small technical items to show the students.
8	Community activities to educate public on Broadcast Employment	On Wednesday, March 9 <sup>th</sup> , Jennifer Dahl (News Director) spoke to a group of BYU students who were graduating about how to land a job in the tv industry. She was there for a total of 3 hours. While she was there she critiqued their newscast and answered questions.
9	Community activities to educate public on Broadcast Employment	July 2010 McGruff Summer Classic - KUTV teams up with the Utah Council for Crime Prevention on the McGruff Summer Classic as well as other community events throughout the year. This allows KUTV to be part of the DARE program. The DARE program spends time in schools promoting a drug and violence free environment. KUTV has the opportunity to discuss the importance of staying in school and getting a strong education.
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