

KMYU, KUTV

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
Anchor Reporter	1-3, 5-7, 10-11, 18-19, 25, 27, 29-39	11
Photographer/Editor/Live Truck Operator	1, 5, 10, 18-20, 25, 27, 29-30, 32-39	18
Photographer/Editor/Live Truck Operator	1, 5, 10, 18-20, 25, 27, 29-30, 32-39	20
Photographer/Editor/Live Truck Operator	1, 5, 10, 18-20, 25, 27, 29-30, 32-39	18
Account Executive	1-3, 5-6, 10, 14, 17-19, 25, 27, 29, 31-39	14
National Sales Assistant	1, 3, 5-6, 10, 14, 17-19, 25, 27-29, 31-39	17
Credit & Collections/Accounts Receivable Coor.	1-3, 5-6, 10-11, 14, 18-19, 21, 25, 27, 29, 31, 33-39	21
Sales Assistant	1-3, 5-6, 8-10, 14, 18-19, 25, 27-29, 31, 33-39	28
Reporter	1-3, 5-7, 10-11, 18-19, 25, 27, 29, 33-39	29
Reporter	1-3, 5-7, 10-11, 18-19, 25, 27, 29, 33-39	11
Director	1-3, 5-7, 10-11, 18, 25, 27, 29-31, 33-39	7
Director	1-3, 5-7, 10-11, 18, 25, 27, 29-31, 33-39	7
Producer	1-3, 5-7, 10, 12, 18-19, 25, 27, 29-31, 33-39	29
Producer	1-3, 5-7, 10, 12, 18-19, 25, 27, 29-31, 33-39	12
Anchor	1-3, 5-6, 10, 15-16, 18-20, 25, 27, 29-31, 33-39	16
Accounting Assistant	1-2, 5-6, 10-11, 14, 18, 22, 25, 27, 29-31, 33-39	11
Master control operator	1-3, 5-6, 8, 10, 18-19, 25, 27, 29-39	8
Master control operator	1-3, 5-6, 8, 10, 18-19, 25, 27, 29-39	32
Traffic Coordinator	1-3, 5-6, 8, 10, 18-19, 25, 27, 29-31, 33-39	18
Account Executive	1-3, 5-7, 10-11, 18-19, 23, 25, 27, 29-31, 33-39	11
Producer / Editor	1-3, 5-7, 10-11, 18, 25, 27, 29, 33-39	11
National Sales Assistant	1-3, 5-6, 10-11, 18-20, 25, 27, 29-39	18
Baby your Baby CYH Campaign Coordinator	1-3, 5-7, 10, 14, 18-20, 25, 27, 29-31, 33-39	7

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Producer	1-3, 5-6, 10-11, 18-21, 25, 27, 29-31, 33-39	11
Producer	1-3, 5-6, 10-11, 18-21, 25, 27, 29-31, 33-39	29
Producer	1-3, 5-6, 8, 10-11, 13, 18-20, 24, 27, 29 -30, 32-39	11
Credit & Collections/Accounts Receivable Coord.	1-6, 10-11, 18-19, 25, 27, 29-39	18
Assignment Desk Editor	1-3, 5-7, 10-11, 14-15, 18-19, 25, 27, 29, 32-39	11
Account Executive	11, 13, 17-18, 20-22, 28-29, 32, 36	11
Account Executive	11, 13, 17-18, 20-22, 28-29, 32, 36	21
Commercial Producer	1-3, 5-8, 10-11, 14, 18-20, 25, 27, 29- 39	11
Special Projects Producer	1-3, 5-7, 10, 18-20, 25, 27, 29-39	7
Topical Promotions Producer	1-3, 5-8, 10-11, 18-20, 25-27, 29-38	11

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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	Brigham Young University 2440 WSC Provo, Utah 84602 Phone : 801-422-7600 Email : srg6@byu.edu Scott Grenhalgh	Y	0
2	BYU Idaho Kimball Building #244 Rexburg, Idaho Phone : 208-496-2176 Email : gordonja@byui.edu James Gordon	Y	0
3	BYU Student Services 2440 WSC Provo, Utah 84602 Phone : 801-422-3752 Email : heidi_vogeler@byu.edu Heidi Vogeler	Y	0
4	Career Builder 1101 15th St, NW Washington, District of Columbia Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	1
5	College of Eastern Utah 451 East 400 North Price, Utah 84501 Phone : 435-613-5284 Email : kathy.murray@ceu.edu Kathy Murray	Y	0
6	Columbia College 5250 S Commerce Dr Ste 300 Murray, Utah 84107 Phone : 801-281-6677 Email : kshaeffer@ccis.edu Karen Sheaffer	Y	0
7	Current Employee	N	16

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8	Department of Dept of Workforce Services 1385 S. State Street Salt Lake City, Utah 84115 Phone : 801-468-0073 Email : postajob@utah.gov Career Services	Y	4
9	Did not indicate where they found out about the position	N	1
10	Dixie State College 225 South 700 East St. George, Utah 84770 Phone : 435-652-7669 Email : careercenter@dixie.edu Candace Candace	Y	0
11	Employee Referral	N	21
12	Former Intern	N	1
13	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : www.h2h.jobs Crystal Arcilla Manual Posting	N	0
14	Indeed.com Utah Url : http://www.indeed.com Career Services Manual Posting	N	11
15	Internal Candidate	N	2
16	Interoffice Job Posting	N	1
17	Job posting on internet Monster.com	N	3
18	KUTV Website 299 S. Main Street Salt Lake City, Utah 84111 Phone : 801-839-1149 Url : http://www.kutv.com Dannielle Malmstrom Manual Posting	Y	30

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19	LDS Employment Services 780 West 800 South Salt Lake City, Utah 84104 Phone : 801-240-7240 Email : walkerdw@ldschurch.org Dean Walker	Y	0
20	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Andeson Manual Posting	N	2
21	Non-Employee Referral	N	4
22	None indicated	N	3
23	Phone Inquiry	N	1
24	Recruiter Guy Utah Email : recruiterguy@msn.com Bill Humbert	N	0
25	RecruiterGuy.com Utah Bill Humbert Manual Posting	N	0
26	Salt Lake Community College Placement Office 4600 S. Redwood Road Salt Lake City, Utah 84123 Phone : 801-957-4561 Email : mozelle.orton@slcc.edu Mozelle Orton	Y	0
27	Salt Lake Community College Placement Office 4600 S. Redwood Road Salt Lake City, Utah 84123 Phone : 801-657-4207 Email : samantha.faupula@slcc.edu Samantha Faupula	Y	0
28	Salt Lake Tribune P.O. Box 704005 West Valley City, Utah 84170 Casey Telford Manual Posting	N	5

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29	Sinclair Braodcast Group Utah Url : http://www.sbgi.net Career Services Manual Posting	Y	10
30	The Art Institute 121 West Election Rd.Ste 100 Draper, Utah Phone : 801-601-4772 Email : jsass@aii.edu Jennifer Sass	Y	0
31	The Art Institute 121 West Election Rd.Ste 100 Draper, Utah Phone : 801-601-4712 Email : mmcfarland@aii.edu Reenie McFarland	Y	0
32	TV JOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark C. Holloway	N	2
33	University of Utah 201 S. 1460 East, 350 SSB Salt Lake City, Utah Phone : 801-585-5049 Email : careerjobs@sa.utah.edu Stan Inman	Y	0
34	Utah Broadcasters Association 1600 South Main Street Salt Lake City, Utah 84115 Phone : 801-486-9521 Email : jobsuba@gmail.com Michelle Zabriski	Y	0
35	Utah State Office of Rehabilitation 660 S. 200 E., Ste 400 Salt Lake City, Utah 84111 Phone : 801-238-4560 Email : gswensen@utah.gov Gordon Swensen	Y	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
36	Utah State University 4305 Old Main Hill Logan, Utah Phone : 435-797-7777 Email : kim.iverson@usu.edu Kim Iverson	Y	0
37	Weber State University 1105 University Cir. Rm 230 Ogden, Utah Phone : 801-626-7595 Email : seichmeier@weber.edu Steven Eichmeier	Y	0
38	Weber State University 1105 University Cir. Rm 230 Ogden, Utah Phone : 801-626-6393 Email : careerservices@weber.edu Winn Stanger	Y	0
39	Westminster College 1840 South 1300 East Salt Lake City, Utah 84105 Phone : 801-832-2590 Email : jdavis@westminstercollege.edu Jon Davis	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			118

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/1/2012	Participation in events sponsored by community groups	Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour.	1	Receptionist	0.25
2	7/1/2012	Participation in events sponsored by community groups	Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour.	1	Receptionist	0.25
3	9/1/2012	Participation in events sponsored by community groups	Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour.	1	Receptionist	0.25

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	9/3/2012	Establishment of an intern program designed to assist members of the community	Program designed to bring in around 5 interns from local Colleges & Universities to KUTV for Fall, Spring, and Summer 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.	2	Executive Producer Human Resources Coordinator	1.00
5	1/1/2013	Participation in events sponsored by community groups	Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour.	1	Receptionist	0.25
6	1/3/2013	Participation in other activities designed by the station employment unit	Program designed to bring in around 5 interns from local Colleges & Universities to KUTV for Fall, Spring, and Summer 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.	2	Executive Producer Human Resources Coordinator	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	2/1/2013	Participation in events sponsored by community groups	Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour.	1	Receptionist	0.25
8	3/1/2013	Participation in events sponsored by community groups	Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour.	1	Receptionist	0.25
9	3/2/2013	Participation in events sponsored by community groups	Mary Nickles, an Anchor for KUTV was the keynote speaker at the Utah High School Film Festival. Mary spoke about the skills it takes to be a journalist, specifically a TV Reporter, Producer, or Photographer. She spoke about the changes happening in the industry surrounding social media and took questions from the students.	1	Nickles	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	3/20/2013	Co Sponsoring Job Fair	On March 20, 2013, our station employment unit co-sponsored the Utah Broadcasters Association Job Fair at the University of Utah in Salt Lake City, UT. The job fair gives us an opportunity to discuss education and working in broadcasting. This gives our Intern Coordinator an opportunity to actively recruit candidates for our intern program as well as inform students about the program.	4	Human Resources Coordinator VP of Engineering Executive Producer News Producer	1.00
11	4/1/2013	Participation in other activities designed by the station employment unit	Program designed to bring in around 5 interns from local Colleges & Universities to KUTV for Fall, Spring, and Summer 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.	2	Executive Producer Human Resources Coordinator	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
12	4/3/2013	Participation in events sponsored by community groups	Ken Garff and Mountain America Keys to Success program Every year, KUTV partners with Ken Garff Automotive group and Mountain America to cosponsor the Keys to Success program. Each year 54 iPads 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.	2	Sales Promotions Producer/Reporter	0.25

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13	4/23/2013	Participation in events sponsored by community groups	Ken Garff and Mountain America Keys to Success program Every year, KUTV partners with Ken Garff Automotive group and Mountain America to cosponsor the Keys to Success program. Each year 54 iPads 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.	2	Sales Promotions Producer/Reporter	0.25
14	4/30/2013	Participation in events sponsored by community groups	Cristina Flores, an Anchor for KUTV was a speaker at the Multicultural Affairs Youth Leadership Summit put on by the governor's office. Cristina spoke to children attending this event about her career in television broadcasting.	1	Anchor	0.25

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15	5/8/2013	Participation in events sponsored by community groups	Ken Garff and Mountain America Keys to Success program Every year, KUTV partners with Ken Garff Automotive group and Mountain America to cosponsor 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.	2	Sales Promotions Producer/Reporter	0.25

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16	5/23/2013	Participation in events sponsored by community groups	Ken Garff and Mountain America Keys to Success program Every year, KUTV partners with Ken Garff Automotive group and Mountain America to cosponsor the Keys to Success program. Each year 54 iPads 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.	2	Sales Promotions Producer/Reporter	0.25
TOTAL POINTS OVER REPORTING PERIOD:						7.00