

KMYU, KUTV

EEO PUBLIC FILE REPORT

June 1, 2013 - May 31, 2014

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Graphic Artist	1-7, 9, 11-12, 16-18, 23-25, 29-30, 32, 34-37, 39-44	18
Inventory Specialist	1-7, 9, 11-13, 16-18, 23-25, 29-32, 34- 37, 39-44	18
Producer	1-6, 11-13, 16, 23-25, 29-30, 32, 34-37, 39-44	25
Photographer/Editor/Live Truck Operator	1-7, 11-13, 16-17, 20, 23-25, 29-30, 32, 34-37, 39-44	20
Photographer/Editor/Live Truck Operator	1-7, 11-13, 16-17, 20, 23-25, 29-30, 32, 34-37, 39-44	20
Photographer/Editor/Live Truck Operator	1-7, 11-13, 16-17, 20, 23-25, 29-30, 32, 34-37, 39-44	32
ACCOUNT EXECUTIVE - ENTRY LEVEL	1-6, 11-13, 16, 23-25, 29-30, 32, 34-37, 39-44	13
Producer	14	14
Producer / Editor	1-7, 9, 11-13, 16-17, 23-25, 29-30, 32- 37, 39-45	13
Assignment Desk Editor	14	14
Director of Engineering	1-6, 9, 11-13, 16, 23-25, 29-30, 32, 34- 37, 39-44	13
Assistant Chief Engineer	1-6, 9, 11-12, 16, 20, 23-25, 29-30, 32, 34-37, 39-44	20
Internet Producer	1, 3-7, 9, 11-13, 16-17, 23-25, 29-30, 32, 34-37, 39-44	32
Topical / Commercial Producer	1, 3-7, 9-13, 16-17, 23-25, 29-30, 32, 34-37, 39-44	10
Regional Accountant	1, 3-6, 11-12, 16, 18, 20, 23-25, 29-30, 32, 34-37, 39-44	18
Regional Accountant	1, 3-6, 11-12, 16, 18, 20, 23-25, 29-30, 32, 34-37, 39-44	20
Credit & Collections Specialist	1, 3-6, 11-13, 16, 18, 23-25, 29-30, 32, 34-37, 39-44	11
Accounts Receivable Specialist	1, 3-6, 11-13, 16, 18, 21, 23-25, 27-30, 32, 34-37, 39-44	13
Accounts Receivable Specialist	1, 3-6, 11-13, 16, 18, 21, 23-25, 27-30, 32, 34-37, 39-44	27
Inventory Specialist	1, 3-7, 9, 11-13, 16-17, 23-25, 29-30, 32, 34-37, 39-44	9

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Broadcast Maintenance Engineer	1, 3-7, 9, 11-12, 16-17, 21, 23-25, 29-30, 32, 34-37, 39-44	23
EDITOR (Full Time)	1, 3-7, 9, 11-12, 15-17, 23-25, 29-30, 32, 34-37, 39-44	15
EDITOR (Full Time)	1, 3-7, 9, 11-12, 15-17, 23-25, 29-30, 32, 34-37, 39-44	23
EDITOR (Full Time)	1, 3-7, 9, 11-12, 15-17, 23-25, 29-30, 32, 34-37, 39-44	32
EDITOR (Full Time)	1, 3-7, 9, 11-12, 15-17, 23-25, 29-30, 32, 34-37, 39-44	32
Accounting Manager	1, 3-7, 11-12, 16-19, 23-25, 29-30, 32, 34-37, 39-44	18
Information Technology Manager	1, 3-4, 6-7, 11-13, 16-17, 23-25, 29-30, 32, 34-37, 39-44	13
Director	14	14
Studio Technician	14	14
Producer	1, 3-4, 6-7, 9, 11-12, 16-17, 23-25, 29-30, 32, 34-37, 39-44	9
Promotions Producer	1, 3-4, 6-7, 9, 11-13, 16-17, 23-25, 29-30, 32, 34-37, 39-44	13
KMYU Account Executive	1, 3-4, 6-7, 11-13, 16-17, 23-25, 27, 29-30, 32, 34-37, 39-44	27
KMYU Account Executive	1, 3-4, 6-7, 11-13, 16-17, 23-25, 27, 29-30, 32, 34-37, 39-44	13
KUTV Account Executive	1, 3-4, 6-7, 11-13, 16-17, 23-25, 27, 29-30, 32, 34-37, 39-44	13
Editor/Feed Room operator	14	14
Master Control Operator	1, 3-4, 6, 8, 11-13, 16-17, 21, 23-26, 29-30, 32, 34-37, 39-44	23
Regional National Sales Assistant	1, 3-4, 6, 8, 11-13, 16-17, 23-26, 29-30, 32, 34-37, 39-44	13
Senior Social Media/Web Producer	1, 3-4, 8-13, 16-17, 23-26, 29-30, 32, 34-37, 39-44	10
News Producer	1, 3-4, 8, 11-13, 16-17, 23-26, 29-30, 32, 34-37, 39-44	13
Digital Sales Promotions Coordinator	14	14
Web Producer	1, 3-4, 8-9, 11-12, 16-17, 23-26, 29-30, 32, 34-44	32

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Accounts Receivable Specialist	1, 3-4, 8, 10-12, 17, 22-26, 29-30, 32, 34-44	10
Accounting Assistant	1, 3-4, 8, 11-13, 17-18, 22-26, 29-30, 32, 34-44	18

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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 Url : **source requested removal 7/9/14 Email : gordonja@byui.edu James Gordon	N	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	0
5	College of Eastern Utah 451 East 400 North Price, Utah 84501 Phone : 435-613-5284 Url : **source requested removal 9/4/13 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 Url : **source requested removal 11/15/13 Email : jaharris@ccis.edu Jewly Harris Prong 2 Ended Date: 11/15/2013	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
7	Columbia Journalism School 207 Journalism, MC3801 New York , New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Anusha Schrivastava	N	0
8	Columbia Journalism School 207 Journalism, MC3801 New York , New York 10027 Phone : * Url : Source no longer accepts emailed or faxed Email : as1698@columbia.edu Anusha Shrivastava Prong 2 Ended Date: 4/13/2014	N	0
9	Current Employee	N	20
10	Current Employee/Internal Promotion	N	3
11	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	8
12	Dixie State College 225 South 700 East St. George, Utah 84770 Phone : 435-652-7669 Email : careercenter@dixie.edu Candace Candace	Y	0
13	Employee Referral Anna Eoff	N	28
14	Exigent Circumstances	N	6
15	Former Employee Referral	N	1
16	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : www.h2h.jobs Crystal Arcilla Manual Posting	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
17	Howard University School of Communications 525 Bryant St., NW, Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	N	0
18	Indeed.com Utah Url : http://www.indeed.com Career Services Manual Posting	N	8
19	Internal Posting Monster.com	N	1
20	Internal Transfer/Promotion	N	4
21	Internet Ad	N	3
22	Job posting on internet	N	2
23	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	22
24	LDS Employment Services 780 West 800 South Salt Lake City, Utah 84104 Phone : 801-240-7240 Email : walkerdw@ldschurch.org Dean Walker	Y	0
25	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Andeson Manual Posting	N	1
26	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 555--5555 Email : info@media-match.com Tammy Romaniuk	Y	0
27	Non-Employee Referral	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	None indicated (Source Unknown)	N	1
29	Recruiter Guy Utah Email : recruiterguy@msn.com Bill Humbert	N	0
30	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
31	Salt Lake Tribune P.O. Box 704005 West Valley City, Utah 84170 Casey Telford Manual Posting	N	1
32	Sinclair Braodcast Group Utah Url : http://www.sbgi.net Career Services Manual Posting	Y	12
33	Talent Dynamics Utah JJ Davis Manual Posting	N	0
34	The Art Institute 121 West Election Rd.Ste 100 Draper, Utah Phone : 801-601-4772 Email : jsass@aii.edu Jennifer Sass	Y	0
35	The Art Institute 121 West Election Rd.Ste 100 Draper, Utah Phone : 801-601-4712 Email : mmcfarland@aii.edu Reenie McFarland	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	TV JOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark C. Holloway	N	1
37	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
38	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Url : added 1/14/14 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
39	Utah Broadcasters Association 1600 South Main Street Salt Lake City, Utah 84115 Phone : 801-486-9521 Email : jobsuba@gmail.com Michelle Zabriski	Y	0
40	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
41	Utah State University 4305 Old Main Hill Logan, Utah Phone : 435-797-7777 Email : kim.iverson@usu.edu Diana Maughan	Y	0
42	Weber State University 1105 University Cir. Rm 230 Ogden, Utah Phone : 801-626-7595 Email : seichmeier@weber.edu Steven Eichmeier	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
43	Weber State University 1105 University Cir. Rm 230 Ogden, Utah Phone : 801-626-6393 Email : careerservices@weber.edu Winn Stanger	Y	0
44	Westminster College 1840 South 1300 East Salt Lake City, Utah 84105 Phone : 801-832-2590 Email : postjobs@westminstercollege.edu Jan Lyons	Y	0
45	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			126

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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	6/4/2013	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
2	7/12/2013	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 onair promotions.	2	Human Resources Coordinator Executive Producer	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	12/10/2013	Participation in events sponsored by community groups	<p>Ken Garff and Mountain America Keys to Success program</p> <p>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.</p>	2	Anchor Sales Promotions	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	12/15/2013	Provision of training to management	<p>SBG, Inc. and its stations is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.</p> <p>Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	4		1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	2/22/2014	Participation in Job Fairs	<p>Our Intern Program Manager, Steve Hertzke attended a Job Fair with the Utah Headliners chapter of the Society of Professional Journalists. The Job Fair was designed to guide students, specifically journalism hopefuls to information that could help them learn about applying for internships with different media outlets here in Utah.</p> <p>The Back-to-Basics Boot Camp was on Saturday Feb. 22 in the Utah Valley University student center. This was a free event tailored to students or any professionals who want to brush up on the basics.</p> <p>The networking lunch was designed to be a casual conversation where students can ask the representative questions about internship opportunities (or any jobs, if there are openings) at each station, application deadlines, what kind of information they need to prepare, etc. Steve brought informational handouts about our intern program.</p>	1	EP/Intern Program Manager	0.25
6	3/19/2014	Co Sponsoring Job Fair	<p>On March 19, 2014, 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.</p>	4	Human Resources Coordinator Production Manager Director of Engineering Executive Producer	1.00

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7	4/23/2014	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	Anchor Sales Promotions	0.25
8	5/22/2014	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.	2	Receptionist Chief Meteorologist	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.25