

KUTV/KUSG
EEO Public File Report
June 1, 2006 - May 31, 2007

I. VACANCY LIST

	Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
1	Promotions Director	1,2,4-30	31
2	Topical Promotions Producer	1,2,4-30	31
3	Local Sales Assistant	1-30	3
4	Local Sales Assistant	1-30	31
5	Broadcast Engineer	1-30,34,37,38	31
6	Producer	1,2,4-30,34	34
7	Transmitter Engineer	1-30,34,37,38	31
8	Executive Producer	1,2,4-30,34	31
9	Producer	1,2,4-30,33,34	33
10	News Topical Producer	1,2,4-30	35
11	CBS Apprentice	1,2,4-30	2
12	Photographer	1,2,4-30,39	2
13	Graphic Artist	1-30,40	31
14	Account Executive	1-30	3
15	Topical Promotions Producer	1,2,4-30	31
16	Anchor Reporter	1,2,4-30	31

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17	Assignment Desk Editor	1,2,4-30	2
18	Photographer	1,2,4-30,39	2
19	Associate Producer	1,2,4-30	2
20	Web Graphic Designer	1-30	2
21	Assignment Desk Editor	1,2,4-30	33
22	Local Sales Assistant	1-30,41	32
23	Local Sales Assistant	1-30,41	21
24	Account Executive	1-30	42
25	Account Executive	1-30	35
26	News Promotion Producer	1,2,4-30	35
27	Assignment Desk Editor	1,2,4-30	36
28	Graphic Artist	1-30	3
29	Graphic Artist	1-30	3
30	Producer	1,2,4-30	31
31	Weather Producer	1,2,4-30	31
32	Producer	1,2,4-30	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Contact	Address	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)	Naomi Martindale	1385 S. State Salt Lake City, UT 84115	801-468-0274	Y	1
2	KUTV Website	Bryan Shiffer & Becky Griffiths	299 S Main Str, Suite 150 Salt Lake City, UT 84111	801-973-3000		43
3	Salt Lake Tribune & Desert News	Chris Persky	4770 S 5600 W Salt Lake City, UT 84118	801-973-237-2050		26
4	Brigham Young Univ. Alumni Placement Office	Scott Greenhalgh	2440 WSC Provo, UT 84602	801-422-7600		
5	Brigham Young University Idaho Career Placement	James C. Gordon	Kimball Building #230 Rexburg, ID 83460-1667	208-496-2176	Y	
6	College of Eastern Utah Career & Volunteer Svcs.	Kathy Murray	451 East 400 North Price, UT 84501	435-613-5284	Y	
7	ITT Technical Institute Career Services	Tomi Clark	920 W. LeVoy Drive Murray, UT 84123	801-263-3313	Y	
8	LDS Business College Career Services	Frank Sano	95 N 300 W Salt Lake City, UT 84101	801-524-8100		
9	Mountain West College Placement Office	Marjan Doesburg	3280 West 3500 South West Valley City, UT 84119	801-840-4800		
10	Salt Lake Community College, Placement Office	Maryann Parker	4600 S. Redwood Road Salt Lake City, UT 84123	801-657-4207		
11	Southern Utah University Services Center	Marla Bingham	351 West Center St. ST201 Cedar City, UT 84720	435-586-5420	Y	
12	Steven Henager College Placement Office (Ogden)	Wynn Hurtado	PO Box 9428 Ogden, UT 84409	801-394-7791		
13	Steven Henager College Placement Office (Murray)	Bruce Bodily	635 West 5300 South Murray, UT 84123	801-262-7600		
14	University of Phoenix in UT Student Resources	Britt Benner	5251 Green St. Murray, UT 84123	801-905-4263	Y	
15	University of Utah Placement Office	Patrick McShane	201 S. 1460 East, 350 SSB Salt Lake City, UT 84112-9058	801-585-5049	Y	1
16	University of Utah Communications Dept.	Danielle Delamare	LNCO 2400 SLC UT 84112-0491	801-581-6302		1
17	Utah Career College Placement Office	Chris Oakeson	1902 West 7800 South #1 West Jordan, UT 84088	801-304-4224		
18	Utah State University Career Services	Kim Latu	4305 Old Main Hill Logan, UT 84322-4305	435-797-1746		
19	Utah Valley State College Career/Student Employmt	Marsh Hayes	800 West University Parkwy Orem, UT 84058	801-863-6004		
20	Weber State University Career Service Center	Pat Wheeler	1105 University Cir. Rm 230 Ogden, UT 84408-1105	801-626-6393		1
21	Westminster College Career Placement Center	Sarah Ross	1840 South 1300 East Salt Lake City, UT 84105	801-832-2590		1
22	Alliance House Inc.	Sue Hanson	1724 S. Main Salt Lake City, UT 84115	801-486-5012	Y	
23	Community Services Council	Clair Farrington	1025 South 700 West Salt Lake City, UT 84104	801-978-2452	Y	
24	Indian Training & Education Center Services	Janie Ridd	1455 W. 2200 S. Ste. #100 Salt Lake City, UT 84119	801-973-6484		
25	LDS Employment Services (notifies all offices)	Dean Walker	780 West 800 South Salt Lake City, UT 84104	801-240-7240	Y	
26	League of Women Voters of Utah	Sandy Peck	3804 S. Highland Drive Holiday, UT 84106	801-272-8683		
27	Ogden Weber Community Action Partnership	Shawna Sugihara	3159 Grant Ave. Ogden, UT 84401	801-399-9281	Y	
28	Salt Lake County Justice Court	Ann Madsen	2001 S. State St., Ste 4200 Salt Lake City, UT 84019	801-468-3430	Y	
29	Salt Lake Vet Center for Veterans	Ray Ross	1354 East 3300 South Salt Lake City, UT 84106	801-584-1294		
30	Utah State Office of Rehabilitation (notifies all offices)	Gordon Swensen	680 S. 200 E., Ste 400 Salt Lake City, UT 84111	801-238-4560		
31	Employee Referral					41

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32	Non Employee Referral					9
33	Apprentice/Station Internship Program					5
34	tvjobs.com Website					3
35	Internal Transfer/Promotion					3
36	Rehire of Former Employee					1
37	Society of Broadcast Engineers JobsOnline		www.sbe.org			
38	Broadcast Engineering		9800 Metcalf Overland Park, KS 66212	484-478-0154		4
39	The Television Photography Website		www.b-roll.net			3
40	Walk-In					1
41	Communication Jobs at Brigham Young University		www.commsjobs.byu.edu			
42	Utah Broadcasters Association Job Fair at University of Utah		Student Union Ballroom Salt Lake City, UT			7
43	Unknown					18
44	Brigham Young University - Career Day	Erin Goff	Communications Dept Provo, UT			2

Total Interviewees

171

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Brigham Young University Fall Career Fair, Provo, UT	Sept 27, 2006 - Purchased two booths and had KUTV managers talk with students regarding careers in broadcasting, education required, and current openings at the station. Attendees were - Rick Olivares (News Editing Mgr), Kevin Bills (News Studio Co-Ord), John Greene (Creative Services Director), Jason Burkes (Executive Producer),
2	Co-Sponsor Utah Broadcasters Association Job Fair, University of Utah, Salt Lake City, UT	March 14, 2007 - Becky Griffiths/HR attended two planning meetings and was in charge of distributing flyers via email and regular mail to EEO contacts submitted to her by other Co-Sponsors. Attendees were - Diana Parsons (Creative Services Manager), Rick Olivares (News Editing Mgr), Kurt Smith (Chief Photographer), Scott Jones (Director Broadcast Engineering), Kevin Bills (News Studio Co-Ord), Mark Biljanik (Managing Editor)
3	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, & creative services. 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. Creative Services interns receive instruction on writing and producing commercials for clients and station promotions.
4	Brigham Young University Career Day - Communications Dept	Oct 30, 2006 Tanya Vea, News Director, met one-on-one with students to discuss opportunities in news
5	Mueller Park Jr High Career Day	Feb 7, 2007 Michelle King, News Anchor, spoke about her job as news anchor and how she got where she is

6	Brigham Young University Mentoring Day	Feb 23, 2007 Shauna Lake, News Anchor, met with individual students in 30 minute increments looking at their tapes and resumes and giving them advice on the broadcast field and how to get a job.
7	Midvale Middle School Career Day	April 26, 2007 Shauna Lake, News Anchor, spoke about her career and what they need to do to get into news
8	Butler Elementary School Career Day	May 21, 2007 Shauna Lake, News Anchor, spoke about her career and what they need to do to get into news
9	Training FCC EEO Compliance Guest Speaker Attorney from Washington D.C.	Feb 15, 2007 Davis Wright Tremaine LLP - Guest Speaker on FCC EEO Compliance. 1 Hour seminar attended by Becky Griffiths, (HR/Payroll)