

## EEO Public File Report

### Employment Unit Covered:

KSL(AM), KSL-FM, KSL-TV, KSFI(FM), & KRSP-FM

### REPORTING PERIOD:

05/25/2018 - 05/24/2019

### Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title	Date Filled	Hire Source	Recruitment Source
KSL TV Broadcast Motion Graphic Designer	06/04/2018	KSL Jobs	See Recruitment Source List
Radio Sales Assistant	06/04/2018	KSL Jobs	See Recruitment Source List
Commercial Inventory Coordinator	06/11/2019	Referred by Employee	See Recruitment Source List
KSL Radio Associate Producer / Writer	06/25/2018	Current Worker	See Recruitment Source List
KSL Radio Reporter / Anchor	06/25/2019	Current Worker	Internal Promotion
KSL TV Sports Producer	06/25/2018	Former Employee	Former Employee
KSL DTV Transmitter Engineer	7/16/2018	KSL Jobs	See Recruitment Source List
Sales Assistant	7/23/2018	Indeed	See Recruitment Source List
KSL TV Web Producer	7/25/2018	Glassdoor	See Recruitment Source List
Bonneville International Digital Ad Operations Manager	8/06/2018	Referred by Employee	See Recruitment Source List
Director of Analytics	8/06/20018	Indeed	See Recruitment Source List
Inbound Marketing / Email Specialist	8/13/2018	Indeed	See Recruitment Source List
Bonneville Salt Lake Market Controller	8/20/2018	Indeed	See Recruitment Source List
Sports Producer	8/27/2018	KSL Jobs	See Recruitment Source List
Sports Producer	9/10/2018	Indeed	See Recruitment Source List
FP&A Financial Manager	9/17/2018	Referred by Employee	See Recruitment Source List
Accounts Receivable Clerk	9/24/2018	Referred by Employee	See Recruitment Source List
KSL TV Producer	9/26/2018	Referred by Employee	See Recruitment Source List
KSL TV Reporter	10/01/2018	KSL Jobs	See Recruitment Source List
iOS Developer	10/08/2018	Career Page	See Recruitment Source List
KSL TV Sales Assistant	10/29/2018	Indeed	See Recruitment Source List

KSL TV Sales Assistant	10/29/2018	KSL Jobs	See Recruitment Source List
KSL TV Marketing Assistant	11/01/2018	Current Worker	See Recruitment Source List
KSL TV Photographer	11/05/2018	KSL Jobs	See Recruitment Source List
KSL TV Producer	11/05/2018	Indeed	See Recruitment Source List
KSL Radio Reporter	1/02/2019	All Access	See Recruitment Source List
Digital Sales Specialist	1/03/2019	Referred by Employee	See Recruitment Source List
Help Desk Technician	1/07/2019	Utah Division of Workforce Services	See Recruitment Source List
Assignment Desk Editor	1/16/2019	Referred by Employee	See Recruitment Source List
Sports Host	1/29/2019	KSL Jobs	See Recruitment Source List
KSL TV Digital Content Producer	2/4/2019	Current Worker	See Recruitment Source List
Sports Digital Account Executive	2/07/2019	Market Referral	See Recruitment Source List
KSL Sports Director	2/08/2019	Referred by Employee	See Recruitment Source List
KSL TV Anchor/Reporter	3/08/2019	Market Referral	See Recruitment Source List
KSL TV Motion Graphic Designer	3/25/2019	Indeed	See Recruitment Source List
KSL TV Anchor/Reporter	4/1/2019	KSL Jobs	See Recruitment Source List
Bonneville International Associate General Counsel	4/5/2019	Referred by Employee	See Recruitment Source List
Assignment Desk Editor	4/8/2019	Current Worker	See Recruitment Source List
Digital Media Coordinator	4/15/2019	Contractor Conversion	Exigent Hire
KSL TV Anchor	4/23/2019	Referred by Employee	Exigent Hire
KSL TV Producer	5/01/2019	Indeed	See Recruitment Source List
KSL Sports Anchor	5/13/2019	Referred by Employee	See Recruitment Source List

**Total Number of Interviewees For All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:**

<b>Recruitment Source</b>	<b>Number of Interviewees Referred</b>
No Source Defined	2
All Access	2
Career Page	9
Current Worker	17

Glassdoor	4
Indeed	58
KSL Jobs	33
LDS Business College	1
LDS Employment Services	1
Market Referral	2
Referred by Employee	24
TV and Radio Jobs	2
TVJobs.com	1
University of Utah	1
Utah Division of Workforce Services	5
Walk – In / Self Referred	1
<b>Total:</b>	<b>163</b>

### **Performance Initiatives Undertaken 05/25/2018-05/24/2019**

During the reporting period, the Unit participated in two (2) job and career fairs: the Hiring Utah’s Heroes career fair on November 6, 2018 and on March 26, 2019. Both the HR Generalist and the HR Director participated in these events.

During the reporting period, 20 students participated in the Unit’s internship program from the following schools: Brigham Young University (2 students), Salt Lake Community College (1 student), Southern Utah University (1 student), University of Oklahoma (4 students), University of Utah (5 students), Utah Valley University (1 student), Weber State University (4 students), Westminster College (1 student), and Olympus High School (1 student). The internship program allows students majoring in journalism, broadcast communications or related fields to receive academic credit while acquiring skills needed for employment in the broadcast industry. Departments involved included: KSL Radio, KSL Radio Digital Content, KSL TV News, KSL TV Production, KSL TV Sports, and KSL TV Studio 5.

The Unit welcomed 1,573 Boy Scouts, Girl Scouts, Youth Groups, School Groups, Colleges, Family Groups, and Community Groups to our facilities to learn about the broadcast industry by taking a tour. As the groups tour the stations, the staff answer questions and share the specific requirements, both educational and professional, required for a variety of positions within the television and radio industry. The tours allow individuals an opportunity to see a variety of departments and positions involved in producing television and radio broadcasts.

The Junior Weather Specialist program, in which the Unit’s Meteorologists visit local schools, continued during the reporting period. The Meteorologists visited 55 schools in different towns around the state of Utah to teach students about the weather and broadcast meteorology. Each visit included about 100-150 students and included an explanation of the Meteorologist’s career.

Staff from various functions within the Unit have visited various schools and civic groups, sharing their broadcasting experiences and participating in events to further understanding of broadcasting professions. In September 2018, the TV Chief Photographer spoke to a video class at Brigham Young University about storytelling and practical real-world applications of video production as well as skills that are important to have in a career in broadcasting. On November 5, 2018 a Radio Anchor presented to about 100 communications students at Utah Valley University about the importance of

training journalists to combat fake news and advice on building a career in journalism. A Radio Anchor taught a section of Radio Journalism (COMM 3520) at the University of Utah during the Spring and Fall 2018 semesters. On December 4, 2018 a TV Anchor addressed about 200 students at a career event at Ecker Middle School about her career in broadcasting and lessons she has learned. On December 12, 2018, the Radio Sports Director, a KSL Radio Reporter, a KSL Radio Sales Assistant and the KSL Radio Promotions Manager visited Hillside Elementary School, where they visited 7<sup>th</sup> grade classrooms to present about careers in radio broadcasting and answer students' questions. The group presented to about 80 students in total. In February and March 2019, the Evening Executive Producer met with about 40 students at Salt Lake Community College and about 60 students at Utah State University. At each meeting, the Executive Producer taught the students about starting a career in TV broadcasting, including an overview of entry level jobs, recruiting and important skills for a career in broadcasting. On March 15, 2019 the Director of Operations for KRSP and KSFI spent several hours speaking to four Career and College classes at Churchill Junior High School. She discussed the radio industry, how a college degree can be used in the broadcast industry, and the outlook for the industry. On April 23, 2019 a TV Anchor spoke to an audience of about 250 at the Utah Career Technical Education Scholarship Awards about lessons learned in her career in broadcasting and how they can start their careers. On May 15, 2019 a Radio News Anchor presented to a group of about 50 students at Hillcrest High School about the profession of journalism and the important role it plays in a democracy.

In order to promote understanding of and compliance with our policy of equal opportunity employment, all new employees hired have been required to complete two trainings, *Sexual Harassment Prevention* and *Discrimination and Harassment Prevention*, as part of their onboarding process. On May 21, 2019 the HR Generalist, HR Director and VP of HR all attended the 2019 Employment Law Seminar sponsored by the law firm Fabian VanCott. The market also piloted a live training, *Respect in the Workplace*, facilitated by a local employment lawyer on May 22, 2019 with about 45 employees from our TV Live Production group as well as newly hired / promoted managers.

During the reporting period, five (5) students participated in the Unit's job shadow program: Copper Mountain Middle School (October 25, 2018); Elk Ridge Jr. High School (November 29, 2018); Westlake High School (February 20, 2018); Cyprus High School (March 8, 2019); Fort Herriman Middles School (May 16, 2019). The job shadow opportunities enable the students to observe and learn about many aspects of a television and radio station. Employees share their experiences and educational backgrounds for a variety of careers in broadcasting.

During the reporting period, 20 employees from the Unit participated in a Company-wide mentoring program spanning the Company's six business units: 12 employees participated as mentees and eight (8) as mentors. The mentoring program enables participants an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development.

**Recruitment Source List:**

**The following sources receive notification of Unit job openings. The sources marked with an asterisk (\*) have requested and received notification of full-time job openings.**

<b>Start Date</b>	<b>End Date</b>	<b>Media Type</b>	<b>Recruitment Source</b>
10-Mar-2003		Radio	(SBDA) Alliance Communication Services* Contact: Jorge Arce - Larreta Address: 205 North 400 West Salt Lake City UT 84103 Phone: (801) 359-8922
19-Feb-2004		Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu CA 90265 Phone: (310) 457-6616

30-Nov-2004		Radio	American Broadcasting School* Contact: Michelle McConnell Address: 4511 SE 29th Street, Oklahoma City, OK 73115 Phone: (405) 672-6511
06-Feb-2009		TV/Radio	Art Institute of Utah* Contact: Reenie McFarland Address: 121 West Election Road Draper UT 84020-9492 Phone: 801-601-4712
01-Jul-2011		Radio	Batteries Plus* Contact: Ron Osborn Address: 852 West Hill Road Layton UT 84041 Phone: (801) 544-7111
10-Mar-2003		Radio	Boise State University Contact: Liz Johansen Address: 1173 University Drive Boise ID 83725-1310 Phone: (208) 426-1747
10-Mar-2003		TV/Radio	BYU – BYU Bridge Contact: Address: Brigham Young University Provo UT 84602 Phone: 801-422-4636
10-Mar-2003		TV/Radio	BYU - Department of Communications* Contact: Address: 280 BRMB Provo, UT 84602 Phone: (801) 422-0161
10-Mar-2003		TV/Radio	BYU – Idaho Contact: Grant Johnson Address: 244 Kimball Building Rexburg ID 83460-1675 Phone: (208) 496-2170
24-Mar-2004		TV/Radio	BYU – Idaho Internships (Salt Lake Contact) * Contact: Don and Lucille Olsen Address: Phone: 801-842-4270
27-Feb-2009		TV/Radio	BYU I-Comm Student Media Department* Contact: John Thompson Address: Spori 114 Rexburg ID 83460-0115 Phone: 208-496-2833
19-Jan-2005		TV/Radio	BYU Idaho Broadcasting (1) * Contact: Ron Weekes Address: 244 Kimball Building Rexburg ID 83460-1675 Phone: (208) 496-2831
19-Jan-2005		TV/Radio	BYU Idaho Broadcasting (2) * Contact: Brian Howard Address: 244 Kimball Building 249 Rexburg ID 83460-1675 Phone: (208) 496-3707

20-Oct-2014		TV/Radio	BYU Idaho Career Services Contact: Justin Hodges Address: 525 South Center St. Manwaring Center 129 C Phone: (208) 496-9813
24-Mar-2004		TV/Radio	BYU Idaho Internships* Contact: Guy M. Hollingsworth Address: 244 Kimball Building Rexburg ID 83460-1677 Phone: (208) 496-2290
07-Feb-2012		TV/Radio	Careerpage.org Contact: Michele Zabriskie Address: 1600 S. Main Street Salt Lake City, UT 84115 Phone: 801-484-7272
01-Jul-2011		TV	Collective Talent* Contact: Michael Bille Address: 1721 Richardson Place Tampa FL 33606 Phone: (813) 254-9695
10-Mar-2003		TV/Radio	Colorado State University Contact: Pamela Robertson Address: 105 Ammons Hall Fort Collins CO 80523-8008 Phone: (970) 491-1756
14-Oct-2008		TV/Radio	CSN Career Services Network* Contact: Vaughn Taylor Address: 865 East 4800 South Ste 224 Salt Lake City UT 84107 Phone: 801-440-6380
14-Oct-2008		TV/Radio	Department of Defense – Hero 2 Hired* Contact: Chuck Rackham Address: Charus.R.Rackham.CTR@mail.mil Phone: 801-432-4242
06-Dec-2010		Radio	DeVry University Contact: Wendell Myers Address: 2490 Paseo Verde Parkway, Henderson, NV 89074 Phone: (702) 492-3720
27-Feb-2009		TV/Radio	Diversity Office of Salt Lake* Contact: Rebecca Sanchez Address: 2001 South State Street Ste N Salt Lake City UT 84190-1020 Phone: E-MAIL
10-Mar-2003		TV/Radio	Division of Rehabilitation Svc* Contact: Wendy Pickard Address: 2964 West 4700 South Suite 102 Salt Lake City UT 84118-2558 Phone: (801) 957-8227
10-Mar-2003		TV/Radio	Dixie College Contact: Kathy Kinney Address: 225 South 700 East St. George UT 84770 Phone: (435) 652-7763

10-Mar-2003		TV/Radio	Idaho State University Contact: Troy Kase Address: 921 S. 8th Stop 8108 Pocatello ID 83209 Phone: (208) 282-2380
01-May-2013		TV/Radio	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 Phone:
10-Mar-2003		Radio	Indian Training Education* Contact: Janie Ridd Address: 1455 West 2200 South Suite 200 West Valley City UT 84119 Phone: (801) 973-6484
29-Jan-2004		Radio	Job Service of Blackfoot (ID)* Contact: Chris Orders Address: P.O. Box 9 155 North Maple Blackfoot ID 83221 Phone: (208) 332-3570
29-Jan-2004		Radio	Job Service of Idaho Falls* Contact: Michael G. Hill Address: 1515 East Lincoln Road Idaho Falls ID 83401 Phone: (208) 557-2500
06-Jun-2017		TV/Radio	Keith Knapp* Contact: Keith Knapp Address: 1431 Richmond Dr. NE Apt. B. Albuquerque, NM 87106
10-Mar-2003		TV/Radio	KSL Careers Website Contact: Human Resources Address: 55 North 300 West Salt Lake City UT 84180 Phone: 801-575-5777
10-Mar-2003		TV/Radio	KSL Jobs Classifieds Contact: Deseret Digital Media Address: 55 North 300 West Salt Lake City, UT 84101 Phone: 801-333-7422
10-Mar-2003		TV/Radio	LDS Business College Contact: Kathy Howe Address: 95 North 300 West Salt Lake City UT 84101-3500 Phone: (801) 524-8156
10-Mar-2003		Radio	LDS Employment* Contact: Ron Andersen Address: 780 West 800 South Salt Lake City UT 84104-1427 Phone: (801) 240-7242
29-Jan-2004		Radio	LDS Employment of Pocatello ID* Contact: Scott Burnham Address: 580 Roosevelt Avenue Pocatello ID 83201 Phone: (208) 232-1125

12-Mar-2007		Radio	LDS Employment Resource Service* Contact: Bruce R. Ellis Address: 780 W 800 S Salt Lake City UT 84104 Phone: 801-240-7240
01-Jun-2006		TV/Radio	LDS Humanitarian Center* Contact: Angela K. Casperson Address: 1665 Bennett Road Salt Lake City UT 84104-4204 Phone: (801) 240-6496
10-Mar-2003		Radio	Lewis & Clark State College Contact: Debra Lybyer Address: RCH 208, 500 8th Avenue, Lewis-Clark State College, Lewiston, ID 83501 Phone: E-MAIL
10-Mar-2003		TV	Media Line Contact: Mark Shilstone Address: Box 51909 Pacific Grove CA 93950 Phone: (800) 237-8073
23-Jan-2013		TV/Radio	Media Match USA Contact: Tammy Romaniuk Address: 8112 1/2 West 3rd Street Los Angeles, CA 90048 Phone: 323 284 5589
21-May-2010		Radio	NAACP Salt Lake Branch* Contact: Jeanetta Williams Address: P.O. Box 25414 Salt Lake City UT 84125-0414 Phone: (801) 250-5088
27-Feb-2009		TV/Radio	Offender Workforce Development* Contact: Anrico Delray Address: 350 South Main Street Room 16 Salt Lake City UT 84101 Phone: 801-535-2700
29-Apr-2008		Radio	OH/IL Centers for Broadcasting Contact: Gary James Address: 9000 Sweet Valley Dr. Valley View OH 44125 Phone: 216-447-9117
09-Jun-2011		TV/Radio	Rocky Mtn. Career Services Consort Contact: Eddy Tsing Address: 4305 Old Main Hill Logan UT 84322-4305 Phone: 435-797-1748
10-Mar-2003		TV/Radio	Salt Lake Community College Contact: C. Douglas Thom Address: 1575 So. State St. W-134 Salt Lake City UT 84115 Phone: (801) 957-4304
19-May-2014		TV/Radio	Salt Lake Community College - Center for Arts & Media* Contact: Will Unga Address: 1575 South Sate Street, 1-087E Salt Lake City, UT 84115 Phone: 801-957-3403

19-May-2014		TV/Radio	Salt Lake Community College - Mass Communication Center Contact: Alison Arndt-Wild Address: 1575 South State Street, 1-087E, Salt Lake City, UT 84115 Phone: (801) 957-3471
26-Apr-2010		Radio	SLC Human Resource Division* Contact: Nancy Torres Address: 451 South State Rm. 115 P.O. Salt Lake City UT 84114-5464 Phone: (801) 535-7669
01-Apr-2017		TV/Radio	SLC PIK2AR* Contact: Susi Feltch-Malohifo'ou Phone: 801-793-4639
11-Oct-2012		TV/Radio	Snow College Contact: Lisa Laird Address: 150 East College Avenue Ephraim, UT 84627 Phone: 435-893-2212
10-Mar-2003		TV/Radio	Southern Utah University Contact: Marla Bingham Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 586-5420
07-Apr-2004		Radio	SUU - KSUU Station Contact: Cal Rollins Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 865-8224
07-Apr-2004		TV/Radio	SUU Communications Department* Contact: Jon M. Smith Ph. D. Address: 351 West Center Cedar City UT 84720 Phone: (435) 586-7973
05-May-2005		TV	Television Bureau of Advertising Contact: Address: 3 East 54th Street 10th Floor New York NY 10022-3108 Phone: (212) 486-1111
29-Nov-2004		TV/Radio	TVandRadiojobs.com Contact: Michael Madden Address: Web CA Phone: (818) 879-0858
27-Apr-2004		TV	TVJobs.com Contact: Mark C. Holloway Address: P.O. Box 4116 Oceanside CA 92052 Phone: (800) 374-0119
10-Mar-2003		Radio	U of U Center of Ethnic Students Contact: Tri Revie Address: 200 South Central Campus Drive Salt Lake City UT 84112 Phone: (801) 581-7119

10-Mar-2003		Radio	University of Idaho Contact: Dan Blanco Address: Brink Hall G-11 PO Box 44303 Moscow ID 83844-3030 Phone: (208) 885-6121
10-Mar-2003		TV/Radio	University of Utah Contact: Leslie Bolton Address: 255 So. Central Campus Dr #2400 Salt Lake City UT 84112-0491 Phone: 801-581-4473
14-Apr-2017		TV/Radio	University of Utah Department of Communications* Contact: Cameron Vakilian Address: 255 South Central Campus Drive. Language & Communication Bldg. 2400. Salt Lake City, UT 84112 Phone: 801-581-6889
06-May-2004		TV/Radio	University of Utah-Career Services Contact: Dana Sowby Address: 201 South 1460 East Rm 350 Salt Lake City UT 84112-9058 Phone: (801) 585-5061
25-Apr-2013		TV/Radio	USU - Regional Campus Toole Contact: Connie Woodruff Address: 1021 West Vine Street Phone: 435-882-6611
10-Mar-2003		TV/Radio	USU-Department of Journalism/Communication* Contact: Brian Champagne Address: USU - Dept. of Journalism/Comm Logan UT 84322-4605 Phone: (435) 797-3220
31-Mar-2017		TV/Radio	Utah Department of Workforce Services* Contact: Art Fracchia Address: 5735 South Redwood Road, Taylorsville, UT 84123 Phone: 801-269-4818
19-Mar-2004		TV/Radio	Utah Division of Workforce Services* Contact: Amy Lowe Address: 1385 South State Street Salt Lake City UT 84115 Phone: (801) 468-0097
06-May-2004		TV/Radio	Utah State University Contact: Kim Latu Address: 4305 Old Main Hill Logan UT 84322-4305 Phone: 435-797-1745
10-Mar-2003		TV/Radio	Utah Valley University Contact: Erica Mecham Address: 800 W. University Parkway MS203 Orem UT 84058 Phone: (801) 863-8915

22-Jul-2008		TV/Radio	VA Medical Center* Contact: Robert Banz Address: 500 Foothill Drive Salt Lake City, UT 84148 Phone: 801-582-1565
01-Jul-2011		TV/Radio	Wasatch Employers Network* Contact: Earl Stevens Address: 5677 S. Redwood Road #17 Salt Lake City, UT 84123 Phone: (801) 266-1800
05-Apr-2017		TV/Radio	Wasatch Employers Network – email* Contact: Earl E. Stevens Address: 1283 W. 12600 S. #202 Riverton, UT 84065 Phone: 801-417-3105
10-Mar-2003		TV/Radio	Weber State University - Career Counseling Contact: Betty H. Simons Address: 1150 University Circle Ogden UT 84408-1105 Phone: (801) 626-6960
14-Apr-2017		TV/Radio	Weber State University - Communications Internships Contact: Susan Hafen, Ph.D. Address: 1395 Edvalson St. Ogden, UT 84408-1407 Phone: 801-626-8129
10-Mar-2003		TV/Radio	Weber State University - Recruiting Services Contact: Pat Wheeler Address: 3801 University Circle Ogden UT 84008-3801 Phone: (801) 626-7329
27-Feb-2009		TV/Radio	West Valley UT Employment Resources* Contact: Byron Anderson Address: 2994 Glen Eagle Dr West Valley City UT 84128 Phone: 801-988-4455