

KUTV/KUSG
EEO Public File Report
June 1, 2008 - May 31, 2009

I. VACANCY LIST

	Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
1	Producer	Exigent Circumstances	35
2	Master Control Operator	1,2,5,6,7,8,9,10,11,12,13,15,16,17,18,19,20,21,23,25,28,29,30,37	37
3	Account Executive	2, 3, 33, 38	38
4	Photographer	1,2,5,6,7,8,9,10,11,12,13,15,16,17,18,19,20,21,23,25,28,29,30,37	2
5	Producer	Exigent Circumstances	
6	News Producer	Exigent Circumstances	
7	News Producer	Exigent Circumstances	
8	Traffic Operations Manager	3,38	38
9	Master Control Operator	Internal Promotion	
10	Web Coordinator	1,2,5,6,7,8,9,10,11,12,13,15,16,17,18,19,20,21,23,25,28,29,30,36,37	36
11	Director of Engineering	Internal Promotion	
12	Assistant Director of Engineering	Internal Promotion	
13	National Sales Assistant	Internal Promotion	
14	Master Control Operator	1,2,5,6,7,8,9,10,11,12,13,15,16,17,18,19,20,21,23,25,28,29,30,33,36,37,38	33
15	News Director	Internal Promotion	

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	Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
16	Executive Producer	Internal Promotion	

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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	
2	KUTV Website	Bryan Shiffer & Esther Bush	299 S Main St, Suite 150 Salt Lake City, UT 84111	801-973-3000		1
3	Salt Lake Tribune & Desert News	Tricia Mallard	4770 S 5600 W Salt Lake City, UT 84118	801-237-2053		
4	Brigham Young Univ. Alumni Placement Office	Scott Greenhalgh	2440 WSC Provo, UT 84602	801-422-7600		1
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	
16	University of Utah Communications Dept.	Danielle Delamare	LNCO 2400 SLC UT 84112-0491	801-581-6302		
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	Ellen Draper	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		
21	Westminster College Career Placement Center	Sarah Ross	1840 South 1300 East Salt Lake City, UT 84105	801-832-2590		
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		

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27	Ogden Weber Community Action Partnership	Shawnna 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	660 S. 200 E., Ste 400 Salt Lake City, UT 84111	801-238-4560		
31	Dixie State College of Utah		careercenter@dixie.edu			
32	Dept of Workforce Services (St. George)	Bill Campbell	wcampbell@utah.gov			
33	Employee Referral					2
34	Non Employee Referral					
35	Apprentice/Station Internship Program					1
36	Internal Transfer/Promotion					
37	Rehire of Former Employee					1
38	Self / Walk-In					2
39	Utah Broadcasters Association Job Fair at University of Utah		Student Union Ballroom Salt Lake City, UT			
40	Craigs List		www.craigslist.net			
41	hotjobs.com					
42	Spectrum Press		www.spectrum.com			
43	Unknown					

Total Interviewees

8

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Co-Sponsor Utah Broadcasters Association Job Fair, University of Utah, Salt Lake City, UT	On April 7, 2009, 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, News Editing Manager, Chief Photographer, Director of Broadcast Engineering, Art Director, 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 Attorney from Washington D.C.	On March 04, 2009 our Human Resources manager attended a 2 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 (Station Tours).	
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6	Community activities to educate public on Broadcast Employment (Station Tours).	
7	Community activities to educate public on Broadcast Employment (Station Tours).	
8	Community activities to educate public on Broadcast Employment.	October 2008 - May 2009 David James, Reporter taught journalism in a 5th grade class at Hawthorne Elementary every other Monday during this time frame.

9	Community activities to educate public on Broadcast Employment (Station Tours).	August 2008 Sterling Poulson, Jr. visited The Freedom Academy of the United States Coast Guard. Over 100 students participated in the 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.
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