

EEO Public File Report

Employment Unit Covered:

Bonneville International Corporation – Sacramento Market
KNCI(FM), KHTK(AM), KYMX(FM), KZZO(FM)

Reporting Period

May 25, 2018 – July 24, 2019

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

<u>Job Title of FT Vacancy</u>	<u>Date Filled</u>	<u>Hire Source</u>	<u>Recruitment Source</u>
KZZO Assistant Promotions Director R482	6/1/2018	Internal Hire/Promotion	See Recruitment Source List for Entries on or before 10/11/18
KNCI Assistant Promotions Director R483	6/1/2018	Internal Hire/Promotion	See Recruitment Source List for Entries on or before 10/11/18
KNCI Account Executive R399	6/11/2018	Linked In	See Recruitment Source List for Entries on or before 10/11/18
KHTK Assistant Promotions Director R557	6/25/2018	Internal Hire/Promotion	See Recruitment Source List for Entries on or before 10/11/18
KZZO On Air Talent MIDDAYS R280	7/20/2018	All Access	See Recruitment Source List for Entries on or before 10/11/18
Digital Media Coordinator/Website Developer R798	8/29/2018	Internal Hire/Promotion	See Recruitment Source List for Entries on or before 10/11/18
KYMX Account Executive R398	9/17/2018	Indeed	See Recruitment Source List for Entries on or before 10/11/18
Account Executive – Sacramento, CA R857	10/8/2018	Employee Referral	See Recruitment Source List for Entries on or before 10/11/18
General Sales Manager R1024	12/3/2018	Market Referral	See Recruitment Source List for Entries on or after 10/12/2018
KYMX Morning Show Co-Host R1049	12/26/2018	All Access	See Recruitment Source List for Entries on or after 10/12/2018

KYMX Morning Show Co-Host R1049	12/28/2018	Glassdoor	See Recruitment Source List for Entries on or after 10/12/2018
Account Executive – Sacramento, CA R1053	01/2/2019	Employee Referral	See Recruitment Source List for Entries on or after 10/12/2018
Account Executive – Sacramento, CA R1053	2/11/2019	Market Referral	See Recruitment Source List for Entries on or after 10/12/2018
Live Digital Video Coordinator R1426	2/20/2019	Internal Hire/Promotion	See Recruitment Source List for Entries on or after 10/12/2018
Account Executive – Sacramento, CA R1462	3/11/2019	Bonneville.com	See Recruitment Source List for Entries on or after 10/12/2018
KNCI On-Air Talent/Program Director R1515/R1203	7/1/2019	Employee Referral	See Recruitment Source List for Entries on or after 10/12/2018
Account Executive – Sacramento, CA R1831	7/1/2019	Market Referral	See Recruitment Source List for Entries on or after 10/12/2018
Special Events Coordinator R1870	7/22/2019	Internal Hire/Promotion	See Recruitment Source List for Entries on or after 10/12/2018

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

Recruitment Source:	Number of Interviewees Referred
Internal Candidate	15
All Access Website	11
Employee Referral	6
Market Referral	16
KSL Website/Bonneville.com	5
LinkedIn	6
Indeed	26
Station Website	3
Glassdoor	2
Phoned into Office	1
Total:	91

Performance Initiatives Undertaken

During the reporting period, the Employment Unit participated in one (1) job/career fair: the SacJobs Winter Career Fair held on January 26, 2019. The HR Business Partner, Marketing Director and an Assistant Promotion Director participated in this event.

During the reporting period, the Employment Unit conducted station tours with the following: Students from El Camino High School were welcomed in on 5/2/2019 for a station tour; students received a full facility tour, were given the opportunity to learn how to use some of the broadcast equipment in the studios, heard from station personnel in a variety of departments as to the different roles and jobs available in radio and broadcasting and were given time for Q&A; employees from the Promotions, Programming, Finance and Digital Content departments all participated in the event. We hosted ten (10) 12-year old girls from the Girl Scouts on 6/11/2019; they met with strong female leaders from various departments in Sales, Promotions, Traffic, Programming and Management; they were given an assignment to write an on-air spot and given the opportunity to record their copy. One (1) student from Sacramento State University (Communications Major) toured the facility on 4/19/2019; one (1) student from Arizona State University (studying Sports Journalism) toured the facility on 7/18/19; students were given tour of the studios; received information on career opportunities in the radio industry from sales and promotions to programming and production; students were given the opportunity to sit with members of the staff for Q&A.

During the reporting period, two (2) students participated in the Employment Unit's job shadow program: One (1) student, as part of the Job Experience Program with the Sacramento Waldorf School, shadowed with the Program Director for KHTK from 10/8/18 – 10/11/18; One (1) student from The Met Sacramento (small charter school) shadowed with the Marketing Director on 9/29/18. The job shadow opportunities enable the students to observe and learn about many aspects of a radio station. Employees share their experiences and educational backgrounds for a variety of careers in broadcasting.

The Employment Unit established and conducts a "Lunch & Learn" training program. The "Lunch & Learn" program is designed to enable sales and other employees to learn information and gain skills in marketing and selling practices necessary for advancement to higher level positions in the radio industry.

On 6/4/2019, the Employment Unit's supervisory personnel received training on methods of ensuring equal employment opportunity and discrimination prevention through a seminar conducted on-site: *Employment Law for Managers*. On 6/4/2019, in an effort to promote understanding of and compliance with our policy of equal opportunity employment, all non-supervisory employees were required to complete a one-hour seminar conducted on-site: *Respect in the Workplace*.

The Employment Unit participates in a company-wide mentorship program: This mentoring initiative pairs employees with a mentor to give employees (mentors and mentees) an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development. This program is a six (6) month commitment and employees from all departments are encouraged to participate. Nov 2018 – April 2019 & June 2019 – Currently in Session

The Employment Unit participates in a company-wide Leadership Development Program: This program is designed to help our current and future leaders improve their leadership skills by providing important tools, training and resources. Participants go through a 360 assessment to discover their leadership competencies, attend workshops and receive 1:1 coaching from our HR team.

Recruitment Source List:

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

Start Date	End Date	Recruitment Source
10-Mar-2003	11-Oct-2018	(SBDA) Alliance Communication Services Contact: Jorge Arce - Larreta Address: 205 North 400 West Salt Lake City UT 84103 Phone: (801) 359-8922
30-Nov-2004	11-Oct-2018	American Broadcasting School Contact: Michelle McConnell Address: 4511 SE 29th Street, Oklahoma City, OK 73115 Phone: (405) 672-6511
06-Feb-2009	11-Oct-2018	Art Institute of Utah Contact: Reenie McFarland Address: 121 West Election Road Draper UT 84020-9492 Phone: 801-601-4712
29-May-2003	11-Oct-2018	Asian Association of Utah Contact: Lina Smith Address: 1588 South Major Street Salt Lake City UT 84120 Phone: (801) 412-0577
01-Jul-2011	11-Oct-2018	Batteries Plus Contact: Ron Osborn Address: 852 West Hill Road Layton UT 84041 Phone: (801) 544-7111
10-Mar-2003	11-Oct-2018	Boise State University Contact: Liz Johansen Address: 1173 University Drive Boise ID 83725-1310 Phone: (208) 426-1747
10-Mar-2003	11-Oct-2018	BYU - Alumni Placement Contact: Scott Greenhalgh Address: Campus Placement Services Provo UT 84602 Phone: (801) 422-6936
10-Mar-2003	11-Oct-2018	BYU - Department of Communications Contact: Address: 280 BRMB Provo, UT 84602 Phone: (801) 422-0161
10-Mar-2003	11-Oct-2018	BYU - Idaho Contact: Grant Johnson Address: 244 Kimball Building Rexburg ID 83460-1675 Phone: (208) 496-2170

24-Mar-2004	11-Oct-2018	BYU – Idaho Internships (Salt Lake Contact) Contact: Don and Lucille Olsen Address: Phone: 801-842-4270
27-Feb-2009	11-Oct-2018	BYU I-Comm Student Media Department Contact: John Thompson Address: Spori 114 Rexburg ID 83460-0115 Phone: 208-496-2833
19-Jan-2005	11-Oct-2018	BYU Idaho Broadcasting (1) Contact: Ron Weekes Address: 244 Kimball Building Rexburg ID 83460-1675 Phone: (208) 496-2831
19-Jan-2005	11-Oct-2018	BYU Idaho Broadcasting (2) Contact: Brian Howard Address: 244 Kimball Building Spori 249 Rexburg ID 83460-1675 Phone: (208) 496-3707
20-Oct-2014	11-Oct-2018	BYU Idaho Career Services Contact: Justin Hodges Address: 525 South Center St. Manwaring Center 129 C Phone: (208) 496-9813
24-Mar-2004	11-Oct-2018	BYU Idaho Internships Contact: Guy M. Hollingsworth Address: 244 Kimball Building Rexburg ID 83460-1677 Phone: (208) 496-2290
07-Feb-2012	11-Oct-2018	Careerpage.org Contact: Michele Zabriskie Address: 1600 S. Main Street Salt Lake City, UT 84115 Phone: 801-484-7272
01-Jul-2011	11-Oct-2018	Collective Talent Contact: Michael Bille Address: 1721 Richardson Place Tampa FL 33606 Phone: (813) 254-9695
10-Mar-2003	11-Oct-2018	Colorado State University Contact: Pamela Robertson Address: 105 Ammons Hall Fort Collins CO 80523-8008 Phone: (970) 491-1756
15-Jan-2008	11-Oct-2018	Creative Hotlist Contact: Valerie Pippin Address: 110 Constitution Drive Menlo Park CA 94025 Phone: 650-815-4290
14-Oct-2008	11-Oct-2018	CSN Career Services Network Contact: Vaughn Taylor Address: 865 East 4800 South Ste 224 Salt Lake City UT 84107 Phone: 801-440-6380

05-Apr-2004	11-Oct-2018	Department of Workforce Services (St. George) Contact: Kimberly Johnson Address: 162 North 400 East St. George UT 84770 Phone: (435) 986-3541
06-Dec-2010	11-Oct-2018	DeVry University Contact: Wendell Myers Address: 2490 Paseo Verde Parkway, Henderson, NV 89074 Phone: (702) 492-3720
27-Feb-2009	11-Oct-2018	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	11-Oct-2018	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	11-Oct-2018	Dixie College Contact: Kathy Kinney Address: 225 South 700 East St. George UT 84770 Phone: (435) 652-7763
10-Mar-2003	11-Oct-2018	Idaho State University Contact: Troy Kase Address: 921 S. 8th Stop 8108 Pocatello ID 83209 Phone: (208) 282-2380
10-Mar-2003	11-Oct-2018	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	11-Oct-2018	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	11-Oct-2018	Job Service of Idaho Falls Contact: Michael G. Hill Address: 1515 East Lincoln Road Idaho Falls ID 83401 Phone: (208) 557-2500
10-Mar-2003	11-Oct-2018	KSL Careers Website Contact: Human Resources Address: 55 North 300 West Salt Lake City UT 84180
10-Mar-2003	11-Oct-2018	KSL Jobs Classifieds Contact: Deseret Digital Media Address: 55 North 300 West Salt Lake City, UT 84101 Phone: 801-333-7422

10-Mar-2003	11-Oct-2018	LDS Business College/Co-op Off Contact: Kathy Howe Address: 95 North 300 West Salt Lake City UT 84101-3500 Phone: (801) 524-8156
10-Mar-2003	11-Oct-2018	LDS Employment Contact: Ron Andersen Address: 780 West 800 South Salt Lake City UT 84104-1427 Phone: (801) 240-7242
29-Jan-2004	11-Oct-2018	LDS Employment of Pocatello ID Contact: Scott Burnham Address: 580 Roosevelt Avenue Pocatello ID 83201 Phone: (208) 232-1125
12-Mar-2007	11-Oct-2018	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	11-Oct-2018	LDS Humanitarian Center Contact: Angela K. Casperson Address: 1665 Bennett Road Salt Lake City UT 84104-4204 Phone: (801) 240-6496
10-Mar-2003	11-Oct-2018	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	11-Oct-2018	Media Line Contact: Mark Shilstone Address: Box 51909 Pacific Grove CA 93950 Phone: (800) 237-8073
23-Jan-2013	11-Oct-2018	Media Match USA Contact: Tammy Romaniuk Address: 8112 1/2 West 3rd Street Los Angeles, CA 90048 Phone: 323 284 5589
21-May-2010	11-Oct-2018	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	11-Oct-2018	OCM, Inc. - Utah Contact: David M. Hilbig, SPHR Address: 491 West 5300 South Salt Lake City, UT 84123-5600 Phone: 801-327-9640
27-Feb-2009	11-Oct-2018	Offender Workforce Development Contact: Anrico Delray Address: 350 South Main Street Room 16 Salt Lake City UT 84101

29-Apr-2008	11-Oct-2018	OH/IL Centers for Broadcasting Contact: Gary James Address: 9000 Sweet Valley Dr. Valley View OH 44125 Phone: 216-447-9117
09-Jun-2011	11-Oct-2018	Rocky Mtn. Career Services Consort Contact: Eddy Tsing Address: 4305 Old Main Hill Logan UT 84322-4305 Phone: 435-797-1748
10-Mar-2003	11-Oct-2018	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	11-Oct-2018	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	11-Oct-2018	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	11-Oct-2018	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
11-Oct-2012	11-Oct-2018	Snow College Contact: Lisa Laird Address: 150 East College Avenue Ephraim, UT 84627 Phone: 435-893-2212
10-Mar-2003	11-Oct-2018	Southern Utah University Contact: Marla Bingham Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 586-5420
07-Apr-2004	11-Oct-2018	SUU - KSUU Station Contact: Cal Rollins Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 865-8224
07-Apr-2004	11-Oct-2018	SUU Communications Department Contact: Jon M. Smith Ph. D. Address: 351 West Center Cedar City UT 84720 Phone: (435) 586-7973
05-May-2005	11-Oct-2018	Television Bureau of Advertising Contact: Address: 3 East 54th Street 10th Floor New York NY 10022-3108 Phone: (212) 486-1111

31-Mar-2017	11-Oct-2018	Tooele Applied Technology College Contact: Kim Rice Address: 88 South Tooele Blvd. Tooele, UT 84074 Phone: 435-248-1845
29-Nov-2004	11-Oct-2018	TVandRadiojobs.com Contact: Michael Madden Address: Web CA Phone: (818) 879-0858
27-Apr-2004	11-Oct-2018	TVJobs.com Contact: Mark C. Holloway Address: P.O. Box 4116 Oceanside CA 92052 Phone: (800) 374-0119
01-Apr-2014	11-Oct-2018	Twitter Contact: Cassandra Gottardi Address: www.twitter.com Phone:
10-Mar-2003	11-Oct-2018	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	11-Oct-2018	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	11-Oct-2018	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	11-Oct-2018	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	11-Oct-2018	University of Utah-Career Services Contact: Dana Sowby Address: 201 South 1460 East Rm 350 Salt Lake City UT 84112-9058
25-Apr-2013	11-Oct-2018	USU - Regional Campus Toole Contact: Connie Woodruff Address: 1021 West Vine Street Phone: 435-882-6611
10-Mar-2003	11-Oct-2018	USU-Department of Journalism/Communication Contact: Brian Champagne Address: USU - Dept. of Journalism/Comm Logan UT 84322-4605 Phone: (435) 797-3220

05-Aug-2004	11-Oct-2018	Utah Career College-Career Services Contact: Chris Oakeson Address: 1902 West 7800 South West Jordan UT 84088 Phone: (801) 304-4224
31-Mar-2017	11-Oct-2018	Utah Department of Workforce Services Contact: Art Fracchia Address: 5735 South Redwood Road, Taylorsville, UT 84123 Phone: 801-269-4818
19-Mar-2004	11-Oct-2018	Utah Division of Workforce Services Contact: Amy Lowe Address: 1385 South State Street Salt Lake City UT 84115 Phone: (801) 468-0097
10-Mar-2003	11-Oct-2018	Utah State Office of Rehab Contact: Jenny Henderscheid Address: 926 West Baxter Drive South Jordan UT 84095 Phone: (801) 446-2560
06-May-2004	11-Oct-2018	Utah State University Contact: Kim Latu Address: 4305 Old Main Hill Logan UT 84322-4305 Phone: 435-797-1745
10-Mar-2003	11-Oct-2018	Utah Valley University Contact: Erica Mecham Address: 800 W. University Parkway MS203 Orem UT 84058 Phone: (801) 863-8915
22-Jul-2008	11-Oct-2018	VA Medical Center Contact: Robert Banz Address: 500 Foothill Drive Salt Lake City, UT 84148 Phone: 801-582-1565
01-Jul-2011	11-Oct-2018	Wasatch Employers Network Contact: Earl Stevens Address: 5677 S. Redwood Road #17 Salt Lake City, UT 84123 Phone: (801) 266-1800
05-Apr-2017	11-Oct-2018	Wasatch Employers Network - email Contact: Earl E. Stevens Address: 1283 W. 12600 S. #202 Riverton, UT 84065 Phone: 801-417-3105
10-Mar-2003	11-Oct-2018	Weber State University - Career Counseling Contact: Betty H. Simons Address: 1150 University Circle Ogden UT 84408-1105 Phone: (801) 626-6960
14-Apr-2017	11-Oct-2018	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	11-Oct-2018	Weber State University - Recruiting Services Contact: Pat Wheeler Address: 3801 University Circle Ogden UT 84008-3801 Phone: (801) 626-7329
27-Feb-2009	11-Oct-2018	West Valley UT Employment Resources Contact: Byron Anderson Address: 2994 Glen Eagle Dr West Valley City UT 84128 Phone: 801-988-4455
01-May-2013		Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731
19-Feb-2004		All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu CA 90265 Phone: (310) 457-6616
22-Dec-2017		Creative Jobs Central Contact: Address: 222 E 34 th Street New York, NY 10016 Phone: 732-996-3224
1-Feb-2018		Caljobs/EDD Contact: Address: 1900 K Street Sacramento, CA 95811 Phone: 916-448-2321 or 800-758-0398
10-Jan-2017		Greater Sacramento Urban League * Contact: Erica Cardena Address: 3725 Marysville Blvd Sacramento, CA 95838 Phone: 916-286-8600
10-Jan-2017		Sacramento Job Corps * Contact: Thai Thao Address: 3100 Meadowview Rd, Sacramento, CA 95832 Phone: 916-394-0770
10-Jan-2017		MTI College * Contact: Margarita Rankin Address: 5221 Madison Ave, Sacramento, CA 95841 Phone: 916-339-1500
1-Sep-2018		Roseville Chamber of Commerce Contact: Address: 650 Douglas Blvd Roseville, CA 95678 Phone: 916-783-8136
17-Nov-2017		Bonneville Careers Website Contact: Human Resources Address: 280 Commerce Circle Sacramento, CA 95815 Phone: 916-923-6805

17-Nov-2017		LinkedIn Phone: 844-587-5732
10-Jan-2017	31-May-2019	University of California – Davis Contact: Career Center via Simplicity Recruit Address: Phone:
10-Jan-2017	31-May-2019	California State University – Sacramento Contact: Career Center via Simplicity Recruit Address: Phone:
10-Jan-2017	31-May-2019	Los Rios Community College District Contact: Career Center via Lincs to Hire Education System Address: Phone:
5-Dec-2018		University of the Pacific * Contact: Sue Daughtry via Tiger Job Link Address: 3601 Pacific Ave Stockton, CA 95211 Phone: 209-946-2431
1-Jun-2019		California State University - Chico Contact: Kate Buckley Via Handshake Address: 400 W 1 st St Chico, CA 95928 Phone: 530-898-5253
1-Jun-2019		California State University – Sacramento Contact: Stephanie Francis via Handshake Address: Phone: 916-278-6231
1-Jun-2019		Sonoma State University Contact: Danell Braun via Handshake Address: Phone:
1-Jun-2019		University of California – Davis Contact: Lanette Olsen via Handshake Address: Phone: 530-752-2286
1-Jun-2019		University of California - Merced Contact: Lizbeth Lupi via Handshake Address: Phone: 209-228-2380
1-Jun-2019		University of California – Stanislaus Contact: Rebecca Stephens via Handshake Address: Phone: 209-667-6937

1-Jun-2019		<p>Sacramento City College</p> <p>Los Rios Community College District - via Purple Briefcase</p> <p>Contact: Student Career Center</p> <p>Address: 3835 Freeport Blvd Sacramento, CA 95822</p> <p>Phone: 916-558-2111</p>
1-Jun-2019		<p>American River College</p> <p>Los Rios Community College District - via Purple Briefcase</p> <p>Contact: Student Career Center</p> <p>Address: 4700 College Oak Dr Sacramento, CA 95841</p> <p>Phone: 916-484-8011</p>
1-Jun-2019		<p>Consumes River College</p> <p>Los Rios Community College District - via Purple Briefcase</p> <p>Contact: Student Career Center</p> <p>Address: 8401 Center Pkwy Sacramento, CA 95823</p> <p>Phone: 916-691-7344</p>
1-Jun-2019		<p>Folsom Lake College</p> <p>Los Rios Community College District - via Purple Briefcase</p> <p>Contact: Student Career Center</p> <p>Address: 10 College Pkwy Folsom, CA 95630</p> <p>Phone: 916-608-6500</p>