

**Annual EEO Public File Report  
Simmons -SLC, LLC**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Stations Employment Unit that is comprised of the following station (s): KXRK, KEGA, KYMV, KUDD, KUUU KOVO and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning May 21, 2012 to and including May 20, 2013 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station (s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 7302080 (c) (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 7302080(c)(2) of the FCC rules.

Appendices 1,2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from May 21, 2012 to May 20, 2013

Station(s) Comprising Stations Employment Unit: KXRK, KEGA, KYMV, KUDD,  
KUUU, KOVO, AM

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees From All Sources for This Position
1	Promotions	referral	5
2	Broadcast Engineer	referral	7
3	On-Air Talent	Posting	5
4	On-Air Talent	Website	5
5	On-Air Talent	Referral	5
6	Account Executive	Referral	5
7	On-Air Talent	Posting	5
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			

Total Number of Persons Interviews During Applicable Period: 37

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from May 21, 2012 to May 20, 2013

Station(s) Comprising Station Employment Unit: KXRK, KEGA, KYMV, KUDD,  
KUUU, KOVO AM

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for which This Source was Utilized
1	All Access Trade 28955 PHC #210-5 Malibu, CA 90265 310-457-6616 Joel Denver	2	2
2	Radio & Records 10100 Santa Monica Blvd. 3rd Floor Los Angeles, Ca 90067 310-788-1622		0
3	Station Group Web Site	16	7
4	In house posting/reference	18	7
5	Utah Valley State College* 800 W University Parkway Orem, UT 84058 801-863-8253 James Gordan		7
6	NAACP* Career Services P.O.Box 25414 Salt Lake City, UT 84125		7
7	State Office of Hispanic Affairs* Attn: Susie De La Cruz 324 S State Suite 500		7

	Salt Lake City, UT 84111		
8	Utah Work Force Services* Attn: Janelle Wright 5735 S Redwood Road Taylorsville, UT 84123	1	7
9	University of Utah Career Services* Attn: Amy Michaelson 350 Student Services Bldg SLC, UT 84112		7
10	Utah State University Career Services Attn: Trish Glowski 4305 Old Main Hill Logan, UT 84322-4305		7
11	Director of Student Services Ogden Weber ATC 200 N. Washington Blvd Ogden, UT 84127		7
12	Westminster College Career Center* Attn: Sarah Crowther 1840 S 1300 E Salt Lake City, UT 84105		7
13	Radio Ads		
14	Steven Henagar College Attn: Kathy Leany P.O. Box 9428 Ogden, UT 84409		7
15	Alliance House, Inc Attn Pak Roskelly 1724 S. Main Street Salt Lake City, UT 84115		
16	Diversity development Attn: Pania Heimuli 17060 West 2100 South		

	Salt Lake City, UT 84199-2922		
17	University of Phoenix Alumni Association Attn: Britt Benner 5251 Green Street Murray, UT 84123		7
18	U of U Instructional Media Services Attn: Jeanne Krogen 207 MBH Salt Lake City, UT 84112		7
19	Utah State AFL-CIO job Club Attn: Karin Nielsen 2261 S Redwood Rd Ste A Salt Lake City, UT 84119		
20	U of U Center for Ethnic Student Affairs, Attn: Becky McKean 200 S. Central Campus Dr. #318 Salt Lake City, Ut 84112		
21	U of U Disability Services Center Attn: Olga Nadeau 200 South Central Campus Dr #162 Salt Lake City, Ut 84112		
22	U of U Women's Resource Center Attn: Mary Mattfeldt 200 S. Central Campus Dr #293 Salt Lake City Ut 84112		
23	Utah State Office of Rehabilitation 5522 South 3200 West Salt Lake City, UT 84110-7802		
24	ITT Technical Institute Attn: Job Board 920 West Levoy Drive		7

	Murray UT 84123		
25	University of Utah Attn: Caroline Peck 201 South 1460 East 350 SSB Salt Lake City Ut 84112		
26	VA Regional Office Attn: Darin Farr 550 Foothill Dr. Suite 202 Salt Lake City, Ut 84108		
27	Ogden Weber Community Action Attn: Shawna Sugihara 3159 Grant Ave Ogden, UT 84401		7

\*Indicates sources that have requested notification of job openings.

### Appendix 3 to

### Annual EEO Public File Report Form

Covering the Period May 21, 2012 to May 20, 2013

Station (s) Comprising Station Employment Unit: KXRK, KEGA, KYMV, KUDD,  
KUUU, KOVO AM

### Section 3: Supplemental (Non-Vacancy Specific) recruitment Activities Undertaken by Stations

The station group posted to all local colleges and universities an internship program for each semester. The program was posted May 2012 September 2012 December 2012 and January 2013 to all divisions of higher education programs within the state. The interns work for one semester in their area of study to get a better understanding of the broadcast business and school credit. The Radio cluster uses as many interns as possible every semester in the operations area to expose the students the wide range of possibilities of careers that are in the broadcast industry. The radio cluster had 21 interns this past reporting period working in the promotions, operations and sales areas of our business.

During this reporting period a management-training program for EEO training was held on March 7 2013. The training meeting was used to review and answer questions about the EEO rules for hiring full time employees. The meeting is used to train new managers in the proper way to process paperwork and at the same time to serve as review process for those that have been here for a while.

Wednesday November 14, 2012, the Promotion Director from KXRK spoke at Murray High School with 92 students attending about careers in Promotions and Marketing in Broadcasting. The objective of High School Career Day was to give overall descriptions of careers and then explaining the schooling/degrees or training required: explain how we use math, English, computers skill, etc. in everything we do.

The Human Resource Director and the Creative Director attended a Digital Arts Internship Fair held by Salt Lake Community College and Department of Workforce Services on April 04/2013. We had a 115+ students sign into our booth and talk to us internship opportunities and the possibilities of future employment.

The station group held a community job fair in conjunction with Utah Broadcaster's Association on Wednesday March 20, 2013 The job fair was held on the University of Utah campus in the student union building from 9am to 1pm. All stations broadcast liners started at the beginning of the month about the job fair, plus information about the job fair was posted on all station web sites and flyers were sent out to all interested community out reach programs. The hiring Managers manning the booth helped students and community members with their questions about what opportunities there were in the broadcasting industry. The station group set up a separate table for students looking for opportunities to learn more about what was required to get an internship with our group and the paperwork and procedures to follow and gather to join our group.

Salt Lake Community College. Main Campus. Business Leaders Conference  
Craig Hanson, President, was invited as Guest speaker each year to present a one hour lecture on the qualifications necessary for  
Students who wish to enter our business.

This annual Conference is held on February 8, 2013 at 11AM. The lecture has also been recorded and re-broadcast on Utah Instructional Television. The lecture was about 40 minutes followed by 10 minutes of questions and answers. Mr. Hanson has participated in this conference as a guest speaker for the past 6 years. Attendance has ranged from 125 to 250 per year.

Jordan Applied Technology Center, Jordan Campus.  
Craig Hanson, President, has been asked to present a one hour seminar on how prospective employees can qualify themselves for employment consideration. The format was principally a lecture followed by questions and answers. This event is held annual the last Friday in February. The most recent being Feb 22, 2013.