

EEO Public File Report

Employment Unit Covered:

KSL(AM), KSL-FM (FORMERLY KQMB), KSL-TV

KSFI(FM), KRSP-FM, KUTR(AM)

Reporting Period

May 26, 2005 - May 22, 2006

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

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
KSL1160 Account Manager	07/06/2005	Employee Referral	See Recruitment Source List for entries on or before 03/24/2005, excluding those marked TV Only
KSL TV Reporter	06/08/2005	TVJobs.com	See Recruitment Source List for entries on or before 04/17/2005, excluding those marked Radio Only
KSL TV Photographer	06/29/2005	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 05/04/2005, excluding those marked Radio Only
Internet Web Developer	07/29/2005	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 05/25/2005, excluding those marked Radio Only
KRSP Account Manager	08/08/2005	Employee Referral	See Recruitment Source List for entries on or before 07/21/2005, excluding those marked TV Only
KSL TV Producer	09/14/2005	Employee Referral	See Recruitment Source List for entries on or before 07/28/2005, excluding those marked Radio Only
KSL TV Meteorologist	09/01/2005	Walk-In/Self Referred	See Recruitment Source List for entries on or before 08/03/2005, excluding those marked Radio Only
KSL TV Account Executive/Mgr	10/26/2005	Employee Referral	See Recruitment Source List for entries on or before 08/03/2005, excluding those marked Radio Only
KSL TV Account Executive/Mgr	11/08/2005	Employee Referral	See Recruitment Source List for entries on or before 08/03/2005, excluding those marked Radio Only
KSL TV Producer	09/23/2005	Walk-In/Self Referred	See Recruitment Source List for entries on or before 08/23/2005, excluding those marked Radio Only
Marketing/News Topical Produce	08/26/2005	Employee Referral	See Recruitment Source List for entries on or before 08/23/2005, excluding those marked Radio Only
KSL TV Sprts Anchor/Rprtr/Prod	09/28/2005	Employee Referral	See Recruitment Source List for entries on or before 08/24/2005, excluding those marked Radio Only

KUTR AM820 AE/Manager	10/06/2005	Employee Referral	See Recruitment Source List for entries on or before 09/14/2005, excluding those marked TV Only
Studio Tech/Chyron Operator	10/26/2005	Employee Referral	See Recruitment Source List for entries on or before 09/14/2005, excluding those marked Radio Only
KSL Mail Clerk	10/05/2005	Employee Referral	See Recruitment Source List for entries on or before 09/14/2005, excluding those marked TV Only
Promotion Director	10/07/2005	Employee Referral	See Recruitment Source List for entries on or before 09/16/2005, excluding those marked TV Only
Internet Web Developer	02/10/2006	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 11/07/2005, excluding those marked Radio Only
KSL TV Sports Producer/Editor	11/22/2005	Employee Referral	See Recruitment Source List for entries on or before 11/17/2005, excluding those marked Radio Only
KSL TV News Photographer	03/06/2006	Employee Referral	See Recruitment Source List for entries on or before 01/04/2006, excluding those marked Radio Only
KSL Radio Reporter	02/17/2006	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/13/2006, excluding those marked TV Only
KSL Radio Reporter	04/21/2006	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/13/2006, excluding those marked TV Only
KSL TV Meteorologist	01/19/2006	Exigent	Exigent Circumstances
KSL TV Mrketing/News/Topical/Pr	03/08/2006	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/30/2006, excluding those marked Radio Only
KSL Radio Director News&Prgram	03/14/2006	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/30/2006, excluding those marked TV Only
Radio Group Promotions Directo	03/17/2006	Walk-In/Self Referred	See Recruitment Source List for entries on or before 02/07/2006, excluding those marked TV Only
KSL TV AM Reporter	03/21/2006	Employee Referral	See Recruitment Source List for entries on or before 02/09/2006, excluding those marked Radio Only
KSL TV Local Executive Produce	03/28/2006	Employee Referral	See Recruitment Source List for entries on or before 02/10/2006, excluding those marked Radio Only
KSFI Program Director	04/07/2006	All Access	See Recruitment Source List for entries on or before 02/17/2006, excluding those marked TV Only
Account Executive/Manager	04/10/2006	City Workforce Services	See Recruitment Source List for entries on or before 03/08/2006, excluding those marked Radio Only
Commercial Op Computer		Employee	See Recruitment Source List for entries on or

Oprator	04/18/2006	Referral	before 04/03/2006, excluding those marked Radio Only
Group Sales Coordinator	04/24/2006	Employee Referral	See Recruitment Source List for entries on or before 04/12/2006, excluding those marked TV Only
KSL NewsRadio Account Executiv	05/19/2006	Employee Referral	See Recruitment Source List for entries on or before 05/02/2006, excluding those marked TV Only

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
Employee Referral	59
All Access	5
KSL Web Site (ksl.com)	61
BYU - Alumni Placement	1
Intermountainradio.com (BIRG)	3
City Workforce Services	7
TVJobs.com	4
Job Hotline	5
Utah State University	1
Monster.com	1
Internet	4
Walk-In/Self Referred	4
Unknown	4
University of Utah	1
All Access	1
Dept of Workforce Services	1
Total Applicants	162

Performance Initiatives Undertaken

The Unit continues to conduct an unpaid internship program designed to assist members of the community to acquire skills needed for employment in radio and television broadcasting. The available internships involve students who are registered at a university, college, community college or vocational-technical institute on a full-time basis. Interns become involved in a structured learning environment for school credit that includes approximately 20 hours of training per week.

The Unit participated with the Utah Office of Education in providing a two-week internship opportunity for a West High School Teacher who is involved in teaching communications.

The Unit participated in a job shadow program with local area middle and high schools promoting employment opportunities in television broadcasting. The job shadow program allows the students to shadow various work stations in the television news room for a one-day period.

The Unit awarded scholarships to eleven communications students who demonstrated high academic

performance, were dedicated to their communications studies, contributed to their school's communications program, and participated in university or community based activities that resulted in personal growth and enrichment. The recipients of these scholarships were interviewed and selected by a panel of judges from the Unit's management and news staff.

The Unit's management and personnel participated in many educational engagements to inform and educate students as to employment opportunities in the broadcasting industry.

The Unit established a paid Sales Training Program designed to assist members of the community to acquire skills needed for employment in the sales area in radio and television broadcasting. Those participating in the Program are placed in a structured training environment that includes approximately 40 hours per week for up to a one-year period.

The Unit HR and management participated in various University and Association Career Fairs educating and encouraging participants to consider careers in broadcasting/communications.

The Unit's HR, management and personnel participated in The Utah Hispanic Marketing and Consulting Conference on January 12, 2006. This conference educated participants and promoted various career opportunities for Hispanics including communications/ broadcasting.

The Unit's HR participated in various training opportunities involving EEO and employment legal issues.

The Unit's Vice President Human Resources provided training "Overview of FCC EEO Rules for Managers" to the Unit's managers and supervisors in November, 2005.

Recruitment Source List

The following sources have requested notification of job openings.

Start/End Dates :	Recruitment Source:
START: 03/10/2003 TV ONLY	Army Community Services Contact: Dee R. Perry Address: CSTE-DTC-DP-DB-PC-F, Dugway, UT 84022 Phone: (435) 831-2260
START: 05/29/2003	Asian Association of Utah Contact: Jamal A. Address: 1588 South Major Street, Salt Lake City, UT 84120 Phone: (801) 412-0577
START: 02/19/2004 RADIO ONLY	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy, #210-5, Malibu, CA 90265 Phone: (310) 457-6616
START: 11/30/2004 RADIO ONLY	American Broadcasting School Contact: Michelle McConnell Address: 712 North Watson Road, Arlington, TX 76011 Phone: (817) 695-2474
START: 04/01/2005 END: 06/27/2005 RADIO ONLY	Air Talent Network Contact: A.B. Irving Address: 5802 Marble Arch Way #204, Spotsylvania, VA 22553 Phone: 540-455-0323
START: 03/10/2003	Boise State University Contact: Liz Johansen Address: 1910 University Drive, Boise, ID 83725-1310 Phone: (208) 426-1747

START: 03/10/2003	BYU - Dept of Communications Contact: Connie Cluff Address: E-509 HFAC, BYU, Provo, UT 84602 Phone: (801) 422-6846
START: 03/10/2003	BYU - Native American Programs Contact: Howard Rainer Address: BYU/342 Harman Building, Provo, UT 84602 Phone: (801) 422-7223
START: 03/10/2003	BYU - Alumni Placement Contact: Scott Greenhalgh Address: Campus Placement Services, Provo, UT 84602 Phone: (801) 422-6936
START: 03/10/2003	BYU - Idaho Contact: Grant Johnson Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2170
START: 12/10/2003 END: 05/15/2006 RADIO ONLY	BIRG Job Hotline Contact: Karrie Phillips-Harker Address: 55 North 300 West, Salt Lake City, UT 84180 Phone: (801) 526-1066
START: 03/24/2004 RADIO ONLY	BYU Idaho Career Placement Contact: Robert C. Maxfield Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2170
START: 03/24/2004 RADIO ONLY	BYU Idaho Communications Dept. Contact: Lee Warnick Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2831
START: 03/24/2004 RADIO ONLY	BYU Idaho Internships Contact: Guy M. Hollingsworth Address: 244 Kimball Building, Rexburg, ID 83460-1677 Phone: (208) 496-2290
START: 01/10/2005 RADIO ONLY	BYU Idaho College of Business Contact: Shane Wasden Address: Smith Building 215, Rexburg, ID 83460-0810 Phone: (208) 496-2849
START: 01/19/2005 RADIO ONLY	BYU Idaho Broadcasting (1) Contact: Ron Weekes Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2831
START: 01/19/2005 RADIO ONLY	BYU Idaho Broadcasting (2) Contact: Brian Howard Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2831
START: 03/10/2003	Certified Careers Institute Contact: Teresa Jones Address: 1385 West 2200 South #103, Salt Lake City, UT 84119 Phone: (801) 973-7008
START: 03/10/2003	Church of Jesus Christ of LDS Contact: Ben Christiansen Address: 50 E.N.Temple/Main West Wing, Salt Lake City, UT 84150

	Phone: (801) 240-2278
START: 03/10/2003	CCNMA (California Chicano) Contact: Sylvia Wells Address: 3800 South Figueroa Street, Los Angeles, CA 90037-1206 Phone: (213) 743-4960
START: 03/10/2003	Centro de la Familia de Utah Contact: Rocio Gonzalez Address: 3780 South West Temple, Salt Lake City, UT 84115-4461 Phone: (801) 521-4473
START: 03/10/2003	Colorado State University Contact: Diane Kull Address: 105 Ammons Hall, Fort Collins, CO 80523-8008 Phone: (970) 491-1756
START: 03/10/2003	Deseret Industries Contact: Angela Casperson Address: 4485 South Main Street, Murray, UT 84107 Phone: (801) 262-6467
START: 03/10/2003	Division of Rehabilitation Svc Contact: Wendy Pickard Address: 2964 West 4700 South, Suite 102, Salt Lake City, UT 84118-2558 Phone: (801) 957-8227
START: 03/10/2003	Dixie College Contact: Rae Smart Address: 225 South 700 East, St. George, UT 84770 Phone: (435) 652-7669
START: 03/19/2004	Dept of Workforce Services Contact: Robert Wade Address: 1385 South State Street, Salt Lake City, UT 84115 Phone: (801) 468-0041
START: 04/05/2004 RADIO ONLY	Dept. of Workforce Svcs (St.G) Contact: Kimberly Johnson Address: 162 North 400 East, St. George, UT 84770 Phone: (435) 986-3541
START: 03/10/2003	ITT Technical Institute Contact: Tonya Buchmiller Address: 920 West Levoy Drive, Murray, UT 84123 Phone: (801) 263-3313
START: 03/10/2003 RADIO ONLY	Idaho State University Contact: Troy Kase Address: Campus Box 8108, Pocatello, ID 83209 Phone: (208) 282-2380
START: 03/10/2003	Indian Training Education Contact: Janie Ridd Address: 1455 West 2200 South, Suite 100, West Valley City, UT 84119 Phone: (801) 973-6484
START: 04/01/2004 END: 05/15/2006 RADIO ONLY	Intermountainradio.com (BIRG) Contact: Karrie Phillips-Harker Address: 55 North 300 West, Salt Lake City, UT 84180 Phone: (801) 526-1066
	Job Service of Blackfoot (ID)

START: 01/29/2004 RADIO ONLY	Contact: Chris Orders Address: P.O. Box 9 155 North Maple, Blackfoot, ID 83221 Phone: (208) 236-6317
START: 01/29/2004 RADIO ONLY	Job Service of Idaho Falls Contact: Michael G. Hill Address: 150 Shoup Avenue, Idaho Falls, ID 83402 Phone: (208) 557-2500
START: 01/29/2004 RADIO ONLY	Job Service of Pocatello (ID) Contact: Artie Holmes Address: 430 North 5th Avenue, Pocatello, ID 83205 Phone: (208) 236-6710
START: 01/29/2004 RADIO ONLY	Job Service of Rexburg (ID) Contact: Steve Karstad Address: 316 North 3rd East P.O. Box 15, Rexburg, ID 83440 Phone: (208) 557-2501
START: 03/10/2003 TV ONLY	Kearns High School Contact: Steve Treseder Address: 5525 South 4800 West, Kearns, UT 84118 Phone: (801) 685-5380
START: 03/10/2003 TV ONLY	KSL Web Site (ksl.com) Contact: Pat Roden Address: 55 North 300 West, Salt Lake City, UT 84180 Phone: (801) 575-5776
START: 03/10/2003	LDS Business College/Co-op Off Contact: Kathy Howe Address: 411 East South Temple, Salt Lake City, UT 84111 Phone: (801) 524-8156
START: 03/10/2003	LDS Employment Contact: Marc Murri Address: 780 West 800 South, Salt Lake City, UT 84104-1427 Phone: (801) 240-7242
START: 03/10/2003	Lewis & Clark State College Contact: Debra Lybyer Address: 500 8th Avenue/Career Develop., Lewiston, ID 83501-2698 Phone: (208) 792-2313
START: 01/29/2004 RADIO ONLY	LDS Employment of Blackfoot ID Contact: Elzo White Address: 370 North Ash Street, Blackfoot, ID 83221 Phone: (208) 785-5720
START: 01/29/2004 RADIO ONLY	LDS Employment of Idaho Falls Contact: Scott Brizzee Address: 837 Park Avenue, Idaho Falls, ID 83402 Phone: (208) 523-4880
START: 01/29/2004 RADIO ONLY	LDS Employment of Pocatello ID Contact: Scott Burnham Address: 580 Roosevelt Avenue, Pocatello, ID 83201 Phone: (208) 232-1125
START: 01/29/2004 RADIO ONLY	LDS Employment of Rexburg ID Contact: Scott Brizzee Address: 5909 West Summerwood, Rexburg, ID 83440 Phone: (208) 356-0350

START: 04/05/2004 RADIO ONLY	LDS Employment (St. George) Contact: Elder Petersen Address: 2480 East Red Cliffs Dr., St. George, UT 84790 Phone: (435) 656-1388
START: 03/10/2003 TV ONLY	Media Line Contact: Mark Shilstone Address: Box 51909, Pacific Grove, CA 93950 Phone: (800) 237-8073
START: 03/10/2003	Mountain West College Contact: Mark Trawick Address: 3280 West 3500 South, West Valley City, UT 84119 Phone: (801) 840-4800
START: 03/10/2003	Ogden Community Action Agency Contact: Shawwna Sugihara Address: 3159 Grant Avenue, Ogden, UT 84401 Phone: (801) 399-9281
START: 03/10/2003	Salt Lake Community College Contact: C. Douglas Thom Address: 1575 So. State St. (West 136) , Salt Lake City, UT 84115 Phone: (801) 957-4304
START: 03/10/2003	(SBDA) Alliance Comm. Svcs. Contact: Jorge Arce - Larreta Address: 347 East South Temple, Salt Lake City, UT 84111 Phone: (801) 359-8922
START: 03/10/2003 TV ONLY	Southern Utah University Contact: Marla Bingham Address: 351 West Center Street, Cedar City, UT 84720 Phone: (435) 586-5420
START: 04/07/2004 RADIO ONLY	SUU - Career Services Contact: Susan Linder Address: 351 West Center Street, Cedar City, UT 84720 Phone: (435) 586-5421
START: 04/07/2004 RADIO ONLY	SUU Communications Department Contact: Jon Smith Address: 351 West Center, Cedar City, UT 84720 Phone: (435) 586-7973
START: 04/07/2004 RADIO ONLY	SUU - KSUU Station Contact: Cal Rollins Address: 351 West Center Street, Cedar City, UT 84720 Phone: (435) 865-8224
START: 03/10/2003 TV ONLY	St. Rose Catholic Church Contact: Ana Martinez Address: P.O. Box 557, Layton, UT 84041 Phone: (801) 544-4269
START: 03/10/2003	Stevens-Henager College /Ogden Contact: Kathy Leany Address: PO Box 9428, Ogden, UT 84409-0428 Phone: (801) 394-7791
START: 03/10/2003	Stevens-Henager College /Provo Contact: Stephanie Morgan Address: 25 East 1700 South, Provo, UT 84606 Phone: (801) 375-5455

START: 01/29/2004 RADIO ONLY	Tribal Employment Rights Office Contact: Elma Thompson Address: PO Box 306, Fort Hall, ID 83203 Phone: (208) 478-3847
START: 04/27/2004 TV ONLY	TVJobs.com Contact: Mark C. Holloway Address: P.O. Box 4116, Oceanside, CA 92052 Phone: (800) 374-0119
START: 11/29/2004 RADIO ONLY	TVandRadiojobs.com Contact: Michael Madden Address: , , CA Phone: (818) 879-0858
START: 05/05/2005 TV ONLY	Television Bureau of Advertisi Contact: Hope Etheridge Address: 3 East 54th Street, New York, NY 10022-3108 Phone: (212) 486-1111
START: 03/10/2003	Utah Valley State College Contact: Erica Mecham Address: 800 W. University Prkwy, MS203, Orem, UT 84058 Phone: (801) 863-8915
START: 03/10/2003 TV ONLY	University of Arizona Contact: Melissa Faulk Address: PO Box 210019, Tucson, AZ 85721-0019 Phone: (520) 621-4606
START: 03/10/2003	University of Idaho Contact: Dan Blanco Address: Brink Hall, G-11, PO Box 44303, Moscow, ID 83844-3030 Phone: (208) 885-6121
START: 03/10/2003	University of Utah Contact: Danielle De La Marc Address: 255 So. Central Campus Dr #2400, Salt Lake City, UT 84112-0491 Phone: (801) 581-6302
START: 05/06/2004	University of Utah-Career Svcs Contact: Dana Sowby Address: 201 South 1460 East, Rm 350, Salt Lake City, UT 84112-9058 Phone: (801) 585-5061
START: 03/10/2003	UofU Center of Ethnic Students Contact: Rebecca McKean Address: 200 South Central Campus Drive, Salt Lake City, UT 84112 Phone: (801) 581-7119
START: 03/10/2003 TV ONLY	UNLV Contact: Randy J. Pearson Address: SSC Reynolds Room 301, Las Vegas, NV Phone: (702) 895-3928
START: 03/10/2003 RADIO ONLY	Utah Career College (Graphics) Contact: Leslie Dayley Address: 1902 West 7800 South, West Jordan, UT 84088 Phone: (801) 304-4224
START: 08/05/2004	Utah Career College-Career Svc Contact: Chris Oakeson Address: 1902 West 7800 South, West Jordan, UT 84088

RADIO ONLY	Phone: (801) 304-4224
START: 03/10/2003 TV ONLY	University of Nevada (Reno) Contact: Alisa Armon or Jan Sloan Address: Suite 200 Thompson Bldg., Reno, NV 89557 Phone: (775) 784-4678
START: 03/10/2003	Utah State Office of Rehab Contact: Linda Campbell Address: 926 West Baxter Drive, South Jordan, UT 84095 Phone: (801) 446-2560
START: 05/06/2004	Utah State University Contact: Lon Bailey Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-3915
START: 03/10/2003	USU - Dept of Journalism/Comm Contact: Penny M. Byrne Address: USU - Dept. of Journalism/Comm, Logan, UT 84322-4605 Phone: (435) 797-3289
START: 07/15/2003	Utah State Office-Asian Affair Contact: Edith Mitko Address: 324 South State Street, 5th Fl, Salt Lake City, UT 84111 Phone: (801) 538-8883
START: 03/10/2003	Westminster College Contact: Verity Erickson Address: 1840 South 1300 East, Salt Lake City, UT 84105-3697 Phone: (801) 832-2594
START: 05/06/2004	Westminster College Career Svc Contact: Emily Lewis Address: 1840 South 1300 East, Salt Lake City, UT 84105 Phone: (801) 832-2591
START: 03/10/2003	Weber State University Contact: Betty H. Simons Address: 1150 University Circle, Ogden, UT 84408-1105 Phone: (801) 626-6960
START: 03/10/2003	Weber State University (Pat) Contact: Patricia "Pat" Wheeler Address: 1105 University Circle, Ogden, UT 84408-1105 Phone: (801) 626-7914