

EEO Public File Report**Employment Unit Covered:****Bonneville International Corporation – Sacramento Market
KNCI(FM), KHTK(AM), KYMX(FM), KZZO(FM)****Reporting Period****July 25, 2022 – July 24, 2023****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>
Content Contributor R5130	01/03/2023	Internal Candidate	See Recruitment Source List for Entries
Promotion Assistant R5155	01/04/2023	Sac Job.com	See Recruitment Source List for Entries
On-air Talent R5022	01/23/2023	Industry Referral	See Recruitment Source List for Entries
On-air Talent R5022	01/23/2023	Industry Referral	See Recruitment Source List for Entries
Program Director R5102	02/13/2023	Employee Referral	See Recruitment Source List for Entries
Promotion Assistant R5307	03/16/2023	Internal Candidate	See Recruitment Source List for Entries
Account Executive R5258	03/20/2023	Industry Referral	See Recruitment Source List for Entries
Account Executive R5258	04/02/2023	Employee Referral	See Recruitment Source List for Entries
General Sales Manager R5349	04/02/2023	Internal Candidate	See Recruitment Source List for Entries
Account Manager * R5415	05/08/2023	Employee Referral	See Recruitment Source List for Entries
Account Executive * R5258	06/26/2023	Internal Candidate	See Recruitment Source List for Entries
On-air Talent * R5414	07/05/2023	Internal Candidate	See Recruitment Source List for Entries
On-air Talent * R5414	07/05/2023	Indeed	See Recruitment Source List for Entries

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

Recruitment Source:	Number of Interviewees Referred
All Access website	5
Internal Candidate	5
Employee Referral	11
Industry Referral	5
Indeed	10
Sac Job.com	1
Sac State University	1

LinkedIn	2
Total:	40

Performance Initiatives Undertaken

To promote understanding of, and compliance with, our policy of equal opportunity employment, the HR Business Partner attended webinars on various topics during the reporting period. On 8/22/22 the HR Business Partner attended a webinar offered by Corporate Education Group, ‘Generation Nation.’ On 9/9/22, the HR Business Partner attended a webinar offered by Crucial Learning, ‘Closing the L&D Divide – 5 Tips to Deliver Training Your People Want.’ On 11/4/22, the HR Business Partner attended a virtual webinar, ‘Measuring Human Capital While Building Diverse Talent and Evolving Your Organization’s Culture.’ offered by HRCI. On 1/25/23, the HR Business Partner attend a webinar offered by HRCI, ‘Talent & Retention in 2023.’ On 1/31/23 the HR Business Partner attend a webinar offered by HRCI, ‘Level Up Your Hiring in 2023.’ On 2/28/23, the HR Business Partner attend a webinar offered by HRCI, ‘Innovative Strategies Modern Leaders Use to Hire and Retain Hourly Workers.’

During the reporting period, the Employment Unit attended one (1) job/career fair: On October 13, 2022, the HR Business Partner represented the Employment Unit during the University of San Francisco in-person job fair. This fair was focused on Arts and Entertainment and opportunities within the entire organization were presented to graduating seniors seeking post-graduation employment.

During the reporting period, members of the Employment Unit were invited to speak at Sac State University on 11/4/2022. The Promotion Director, Programming Director, and On-air Talent spoke with students about the broad range of careers in radio broadcasting, possible education paths, radio’s reach within the community, and allowed for Q&A.

To promote understanding of, and compliance with, our policy of equal opportunity employment, the Employment Unit participated in a company-wide diversity and inclusion initiative via Franklin Covey’s ‘Unconscious Bias’ program. On February 25, 2022, members of the Employment Unit’s leadership team attended a full day workshop: Franklin Covey’s ‘Unconscious Bias: Understanding Bias to Unleash Potential.’ This workshop was designed to help our current leaders improve their skills by providing important tools, training, and resources to take back and implement within their teams. The Market Manager and HR Business Partner attended this workshop. All employees were provided access to Franklin Covey learning platform where they were assigned three (3) online, self-paced, interactive modules designed to address biases. The Employment Unit also invited all employees to participate in bi-weekly ‘Team Talks’ from April 2022 – October 2022 to allow for continued discussion and review of Franklin Covey’s Unconscious Bias material. All Employees were also granted access to Franklin Covey’s ‘All Access Pass’ which provides an array of tools, resources, and training modules on various topics to help expand their skills in a variety of areas. The Business Unit has continued to utilize Franklin Covey’s resources and offers all newly hired employees’ access to Franklin Covey’s ‘All Access Pass’. In addition, beginning in January 2023, the Business Unit began holding quarterly, condensed iterations of the Unconscious Bias program which all newly hired employees are encouraged to attend.

The Employment Unit conducts on-going sales training. Training is designed to enable sales and other employees to learn information and gain skills in digital, marketing, and selling practices necessary for advancement to higher level positions in the radio industry.

The Unit provides an internship program which is available throughout the year. The internship program gives college students the opportunity to gain the necessary skills to acquire employment in the broadcast industry upon graduation. Interns receive academic credit for semester-long internships in various radio station departments, including programming, promotions, and sales. The Unit had a total of one (1) intern from Sierra College during the reporting period.

During the reporting period, The Unit provided training opportunities for its management team and its employees. The Unit’s managers participated in monthly Manager Meet-Ups covering such topics as pay transparency, merit, wage & hour, employee leave under the employment law umbrella (2/8/23, 2/9/23, 4/26/23, 4/27/23, 5/18/23 and 5/19/23). Employees were invited to participate in on-going sessions titled “Own Your Own Development”. Topics covered have included goal setting, making the most of your performance reviews, Crucial Conversations, and emergency preparedness. These sessions were hosted on (1/12/23, 2/16/23, 3/9/23, 4/13/23, 5/11/23 and 7/13/23).

On November 15th, 2022, the Unit’s President and SVP of HR participated in a Human Resources and Diversity, Equity and Inclusion Forum hosted by the National Association of Broadcasters focused on talent management, retention, and DEI practices.

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. In January 2023, Unit switched providers for this training in order to provide a more robust and thorough training experience for employees. Employment unit also established an employee resource group, ‘Bonneville Community’ for employees interested in learning about, participating in, and promoting inclusion and diversity at Bonneville.

During the reporting period, 49 employees from the Unit participated in a Company-wide Leadership Development Program spanning the Company’s six business units. This program included a mentoring component, participation in a 360 Feedback Survey, and quarterly seminars. The Program track began in January 2023 and included 24 employees participating as mentees and 25 as mentors. The Program gave participants an opportunity to develop professional relationships, skills and attributes that will help them progress in their career. The program is ongoing and will continue throughout the remainder of 2023.

Recruitment Source List:

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

Start Date	Recruitment Source
22-Jan-2018	KSL Careers Website Contact: Human Resources Address: 55 North 300 West Salt Lake City UT 84180
22-Jan-2018	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731
22-Jan-2018	Glassdoor Contact: Glassdoor, Inc. Address: 100 Shoreline Highway Mill Valley, CA 94941 Phone: (888) 355-9323
10-Jan-2017	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu CA 90265 Phone: (310) 457-6616

22-Jan-2018	Sac Jobs.com Contact: Ian Coltoff Phone: 916-455-6677
10-Jan-2017	Creative Jobs Central Address: 222 E 34 th Street New York, NY 10016 Phone: 732-996-3224
1-Feb-2018	Cal Jobs/EDD Address: 1900 K Street Sacramento, CA 95811 Phone: 916-448-2321 or 800-758-0398
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
1-Jun-2019	California State University - Chico Contact: via Handshake Address: 400 W 1 st St Chico, CA 95928 Phone: 530-898-5253
1-Jun-2019	California State University – Sacramento Contact: via Handshake Phone: 916-278-6231
1-Jun-2019	Sonoma State University Contact: via Handshake 1801 Rohnert Park, CA 94928 707-664-2880
1-Jun-2019	University of California – Davis Contact: via Handshake Phone: 530-752-2286
1-Jun-2019	University of California – Stanislaus Contact: via Handshake Phone: 209-667-6937
16-Sept-2020	Sacramento City College Los Rios Community College District Contact: via Handshake Address: 3835 Freeport Blvd Sacramento, CA 95822 Phone: 916-558-2111
16-Sept-2020	American River College Los Rios Community College District Contact: via Handshake Address: 4700 College Oak Dr Sacramento, CA 95841 Phone: 916-484-8011

16-Sept-2020	<p>Consumes River College Los Rios Community College District Contact: via Handshake Address: 8401 Center Pkwy Sacramento, CA 95823 Phone: 916-691-7344</p>
16-Sept-2020	<p>Folsom Lake College Los Rios Community College District Contact: via Handshake Address: 10 College Pkwy Folsom, CA 95630 Phone: 916-608-6500</p>
16-Sept-2020	<p>University of Nevada – Reno Contact: via Handshake 1664 N Virginia St Reno, NA 89503 775-682-7114</p>
1-Apr-2021	<p>Sacramento State College of Business Administration Contact: Career Center 916-278-5875 cbastudentaffairs@csus.edu</p>
10-Jan-2017	<p>Sactown Sports Website Contact: Human Resources Address: 280 Commerce Circle Sacramento, CA 95815 Phone: 916-923-6800 https://sactownsports.com/</p>
10-Jan-2017	<p>Now 100.5 Website Contact: Human Resources Address: 280 Commerce Circle Sacramento, CA 95815 Phone: 916-923-6800 https://now100fm.com/</p>
10-Jan-2017	<p>KNCI 105.1 Website Contact: Human Resources Address: 280 Commerce Circle Sacramento, CA 95815 Phone: 916-923-6800 https://kncifm.com/</p>
10-Jan-2017	<p>Mix 96 Website Contact: Human Resources Address: 280 Commerce Circle Sacramento, CA 95815 Phone: 916-923-6800 https://mix96sac.com/</p>