

**KAAZ-FM, KJMY, KNRS, KNRS-FM, KODJ, KWDZ, KZHT**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2015 - May 31, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Key Account Coordinator	1-7, 9-10, 13-41	19
Sales Assistant	1-7, 9-10, 13-20, 22-41	19
Senior Account Executive KNRS TTWN	1-10, 13-18, 20, 22-42	8
Senior Account Executive KNRS TTWN	1-10, 13-18, 20, 22-42	42
Account Executive	1-10, 12-18, 20, 22-32, 34-42	8
Account Executive	1-7, 10-11, 14-15, 17-18, 20, 22-24, 27-31, 34-41	11
On Air Personality	1-4, 6-7, 9-10, 14-15, 17, 20, 22, 24, 27-30, 34-41	15
On Air Personality	1-4, 6-7, 9-10, 14-15, 17, 20, 22, 24, 27-30, 34-41	15
Region VP of Automotive Sales	1-3, 6-10, 14-15, 17-18, 20, 24, 27-30, 34-41	8

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)<sup>1</sup></b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Sportscaster Assoc 225 Broadway (Ste. 2030) New York, New York 10007 Phone : 212-227-8080 Email : Lschwa8918@aol.com Fax : 1-212-571-0556 Patrick Turturro	Y	0
2	BYU Broadcasting BYU Broadcasting Provo, Utah 84602 Phone : 801-422-5477 Email : mikilani.yamada@byu.edu Mikilani Yamada	N	0
3	BYU Career Placement 2410 WSC Provo, Utah 84602 Phone : 801-422-7600 Email : scottg@byu.edu Fax : 1-801-422-0537 Scott Greenhalgh	Y	0
4	BYU Idaho Manwaring Center 129 Rexburg, Idaho 83460-1667 Phone : 208-496-9801 Email : williamslin@byui.edu Fax : 1-208-496-2293 Linda Williams  Prong 2 Ended Date: 3/15/2016	N	0
5	Calvary Baptist Church 1090 South State Salt Lake City, Utah 84111 Phone : 801-355-1025 Email : office@calvaryslc.com Fax : 1-801-355-1019 Pastor France Davis  Prong 2 Ended Date: 2/19/2016	N	0

<sup>1</sup> All sources received notification of those full-time vacancies to which they were entitled during this reporting period. Certain sources did not receive certain notifications due to changed contact information and/or email delivery failure.

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
6	Department of Workforce Services 140 E. 300 S. 4th Floor Salt Lake City, Utah 84115 Phone : 801-526-0997 Email : postajob@utah.gov Fax : 1-801-526-4321 Amy Rindlisbacher	Y	0
7	Department of Workforce Services 162 North 400 East St. George, Utah 84770 Phone : 435-986-3541 Email : Kjohnson@utah.gov Fax : 1-435-986-3589 Kimberly Johnson	Y	0
8	Employee Referral	N	8
9	Family Support Center 542 W. Wolfe Grove Circl #A Hill AFB, Utah Phone : 801-635-8142 Email : karen.haney@familysupportcenter.org Karen Haney	Y	0
10	Family Support Center #2 1760 West 4805 South Taylorsville, Utah 84129 Phone : 801-955-9110 Email : bonnie.peters@familysupportcenter.org Bonnie Peters	N	0
11	Former Employee	N	1
12	Former Employee Referral	N	2
13	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Online Source Manual Posting	N	2

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14	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	2
15	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	5
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	6
17	Indian Training & Education Center 1455 West 2200 South Suite 200 West Valley City, Utah 84119 Phone : 801-973-6484 Email : <a href="mailto:itecenter@qwestoffice.net">itecenter@qwestoffice.net</a> Fax : 1-801-973-6484 Janie Ridd	Y	0
18	Internal Posting 2801 South Decker Lake Drive Salt Lake City, Utah Phone : 801-908-1435 Megan Hancock Manual Posting	N	1
19	Internal Transfer/Promotion	N	2
20	ITT Technical Institute 920 W Levoy Drive Murray, Utah 84123 Phone : 801-263-3313 Email : <a href="mailto:rjohnson23@ITT-Tech.edu">rjohnson23@ITT-Tech.edu</a> Fax : 1-801-269-1447 Career Services	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Job Fair ( <i>See Section III</i> )	N	1
22	LDS Employment Resource Services Welfare Square Office 780 West 800 South Salt Lake City, Utah 84104-1427 Phone : 801-240-7250 Email : mark.mccashland@ldschurch.org Fax : 1-801-240-7269 Lori Thurston	Y	0
23	LDS Employment Services 625 East 8400 South Sandy, Utah 84070 Phone : 801-561-9555 Roger Mack Manual Posting	Y	0
24	NAACP PO Box 25414 Salt Lake City, Utah 84125 Phone : 801-250-5088 Email : jdwnaACP@att.net Jeannetta Williams	N	0
25	People Helping People 205 North 400 West Salt Lake City, Utah 84103 Phone : 801-335-5538 Email : marva@phputah.org Fax : 1-801-335-5538 Gillian Reilly	Y	0
26	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Online Source Manual Posting	N	0
27	Salt Lake Community Action 764 South 200 West Salt Lake City, Utah 84101 Phone : 801-214-3144 Email : jseeley@slcap.org Fax : 1-801-355-1798 Paula Oakey	N	0

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28	Salt Lake Community College 3491 W Wights Fort Rd-HTC 164B SECES West Jordan, Utah 84088 Phone : 801-957-4218 Email : phyllis.seyler@slcc.edu Fax : 1-801-957-2615 Phyllis Martinez-Seyler	Y	0
29	Salt Lake Community College PO Box 30808 AD 195 SECES Salt Lake City, Utah 84130-0808 Phone : 801-957-4014 Email : studentemployment@slcc.edu Angelita Florez	Y	0
30	Salt Lake County Personnel Division 2001 S State St (Ste. N46000) Salt Lake City, Utah 84190 Phone : 385-468-0570 Email : JLBradley@slco.org Joni Bradley	Y	0
31	School of Applied Technology SLCC 1575 South State Street Salt Lake City, Utah 84115 Phone : 801-957-3403 Email : will.unga@slcc.edu Viviana Aguilar-Zumstein	Y	0
32	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0
33	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0

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34	University of Utah Career Services 201 South 1460 East (Rm 350) Salt Lake City, Utah 84112-9058 Phone : 801-581-6186 Url : <a href="https://utah-csm.symlicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0&amp;signin_tab=0">https://utah-csm.symlicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0&amp;signin_tab=0</a> Patrick McShane Manual Posting	Y	0
35	USU Eastern 451 East 400 North Price, Utah 84501 Phone : 435-613-5311 Email : <a href="mailto:lyndsay.reid@usu.edu">lyndsay.reid@usu.edu</a> Fax : 1-435-613-5814 Lindsay Reid	Y	0
36	Utah Broadcasters Association 1600 South Main Salt Lake City, Utah 84115 Phone : 801-486-9521 Michele Zabriskie Manual Posting	N	0
37	Utah Division of Veterans' Affairs 550 Foothill Dr. Suite #202 Salt Lake City, Utah 84113 Phone : 801-326-2372 Email : <a href="mailto:tcknight@utah.gov">tcknight@utah.gov</a> Fax : 1-801-326-2369 Tonja Knight  Prong 2 Ended Date: 5/16/2016	N	0
38	Utah State University Career Services University Inn (Room 102) 4305 Old Main Hill Logan, Utah 84322-4305 Phone : 435-797-7777 Email : <a href="mailto:career.services@usu.edu">career.services@usu.edu</a> Fax : 1-435-797-2644 Maleah Christensen	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
39	Weber State University 3801 University Circle Ogden, Utah 84408-3801 Phone : 801-626-7914 Email : pwheeler@weber.edu Fax : 1-801-626-6687 Pat Wheeler	Y	0
40	Weber State University-KWCR 2188 University Circle Ogden, Utah 84408 Phone : 801-626-6450 Email : weberfm@gmail.com Fax : 1-801-626-6550 Mike McIntosh	Y	0
41	Westminster College Career Center 1840 South 1300 East Salt Lake City, Utah 84105 Phone : 801-832-2590 Email : postjobs@westminstercollege.edu Rita Sokumu	Y	0
42	Word of Mouth Referral	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>33</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/30/2016	Participation in events sponsored by community groups	Our SEU attended a conference hosted by The Eagle Forum, a non-profit interest group. Our Program Director served as a guest speaker at the event, and discussed the importance of talk radio and careers in the broadcast industry.	1	Program Director
2	3/9/2016	Co Sponsoring Job Fair	Our SEU co-sponsored the UBA Broadcasting Job Fair 2016, along with the Utah Broadcasters Association. We held the job fair at the University of Utah. Station participants included our Promotions Director and General Sales Managers. Our SEU participated in the planning and execution of the fair, promoted the event, and participated as an employer, discussing current job opening and career opportunities in broadcasting with participants.	3	Promotions Director General Sales Mgr General Sales Mgr
3	4/4/2016	Establishment of training programs for station personnel	Our SEU conducted a training of a part-time employee to advance her skill set to allow her to pursue a higher, full-time position in the promotions department. The training program lasted approximately one month, and covered topics such as crafting promo instructions and working with account executives on sales promotions. Following the training, the employee was promoted to a full-time position.	3	Promotions Director Promotions Event Coordinator Promotions assistant