

KAAZ-FM, KJMY, KNRS, KNRS-FM, KODJ, KWDZ, KZHT**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****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
Business Manager	2-6, 8-9, 13-17, 19-21, 23-29, 31-37	15
Sales Assistant	2-6, 8-9, 11, 13-17, 19-23, 25-29, 31-32, 34-38	22
Associate Account Executive	2-9, 12-20, 23, 25-32, 34-37	7
Associate Account Executive	2-9, 12-20, 23, 25-32, 34-37	18
News Anchor	1-6, 8-10, 13-14, 16-17, 19-21, 23-29, 31-32, 34-38	38
Marketing & Promotions Event Coordinator	2-6, 8-9, 13-14, 16-21, 23-26, 28-29, 31-32, 34-36	18
PM Drive Air Personality	1-6, 8-9, 13-14, 16-17, 19-21, 23-26, 28-29, 31-32, 34-36	14
Sales Assistant	1-6, 8-9, 13-14, 16-17, 19-26, 28-29, 31-32, 34-36	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)¹	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Joel Denver Manual Posting	N	0
2	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
3	BYU Broadcasting BYU Broadcasting Provo, Utah 84602 Phone : 801-422-5477 Email : mikilani.yamada@byu.edu Mikilani Yamada	N	0
4	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
5	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
6	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
7	Employee Referral	N	8

¹ 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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8	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
9	Family Support Center #2 1760 West 4805 South Taylorsville, Utah 84129 Phone : 801-955-9110 Email : bonnie.peters@familysupportcenter.org Bonnie Peters	N	0
10	Former Employee	N	1
11	Former Employee Referral	N	1
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Online Source Manual Posting	N	1
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	3
14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	3
15	Indeed 7501 N Capital of Texas hwy Austin, Texas 78731 Phone : 800-462--5842 Url : www.indeed.com Online Source Manual Posting	N	14

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16	Indian Training & Education Center 1455 West 2200 South Suite 200 West Valley City, Utah 84119 Phone : 801-973-6484 Email : itecenter@qwestoffice.net Fax : 1-801-973-6484 Janie Ridd	Y	0
17	Internal Posting 2801 South Decker Lake Drive Salt Lake City, Utah Phone : 801-908-1435 Megan Hancock Manual Posting	N	1
18	Internal Transfer/Promotion	N	2
19	ITT Technical Institute 920 W Levoy Drive Murray, Utah 84123 Phone : 801-263-3313 Email : rjohnson23@ITT-Tech.edu Fax : 1-801-269-1447 Career Services	Y	0
20	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
21	LDS Employment Services 625 East 8400 South Sandy, Utah 84070 Phone : 801-561-9555 Roger Mack Manual Posting	Y	0
22	Linked In	N	2
23	NAACP PO Box 25414 Salt Lake City, Utah 84125 Phone : 801-250-5088 Email : jdwnaACP@att.net Jeannetta Williams	N	0

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24	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
25	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
26	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
27	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
28	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
29	University of Utah Career Services 201 South 1460 East (Rm 350) Salt Lake City, Utah 84112-9058 Phone : 801-581-6186 Url : https://utah-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0&signin_tab=0 Patrick McShane Manual Posting	Y	0
30	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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31	USU Eastern 451 East 400 North Price, Utah 84501 Phone : 435-613-5311 Email : lyndsay.reid@usu.edu Fax : 1-435-613-5814 Lindsay Reid	Y	0
32	Utah Broadcasters Association 1600 South Main Salt Lake City, Utah 84115 Phone : 801-486-9521 Michele Zabriskie Manual Posting	N	0
33	Utah Division of Veterans' Affairs 550 Foothill Dr. Suite #202 Salt Lake City, Utah 84113 Phone : 801-326-2372 Email : tcknight@utah.gov Fax : 1-801-326-2369 Tonja Knight	N	0
34	Utah State University Career Services University Inn (Room 102) 4305 Old Main Hill Logan, Utah 84322-4305 Phone : 435-797-7777 Email : career.services@usu.edu Fax : 1-435-797-2644 Maleah Christensen	Y	0
35	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
36	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

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37	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
38	Word of Mouth Referral	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/15/2016	Sponsorship of events in the community designed to increase public awareness	Our SEU sponsored the 2016 Salt Lake Chamber Women and Business Conference. Station participants included our VP of Sales, Promotions Director, Sales Manager, and Account Executives, who participated in the planning and execution of the event, as well as hosting a booth at the conference promoting broadcasting career opportunities directed toward women. Event sponsorship also allows us to advertise our job openings on the Chamber of Commerce job posting board.	15	VP of Sales Promotions Director Sales Manager Account Executive
2	1/11/2017	Provision of training to management	Training to department heads on EEO & FCC requirements provided by the market EEO Coordinator. The presentation reviewed the FCC's recruitment and recordkeeping requirements, and reviewed how to properly document recruiting procedures.	13	Region President Region SVP Programming Director Programming Director
3	3/8/2017	Co Sponsoring Job Fair	Our SEU co-sponsored the UBA Broadcasting Job Fair 2017, along with the Utah Broadcasters Association. We held the job fair at the University of Utah. Station participants included our Sales Manager, Programming Director, Digital Sales Strategist, and Promotions Director. 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.	6	Sales Manager Programming Director Digital Sales Strategist Promotions Director
4	5/10/2017	Provision of training to management	Our SEU's Regional Senior Vice President completed an HR training hosted by the Department of Workforce Services. Training covered best practices from the EEOC Guidance in hiring, use of background checks, discrimination, and employee conduct.	1	Regional Senior Vice President