

EEO Public File Report**Employment Unit Covered:****Bonneville International Corporation – Sacramento Market
KNCI(FM), KHTK(AM), KYMX(FM), KZZO(FM)****Reporting Period****July 25, 2019 – July 24, 2020****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>
Production Assistant R1745	08/01/2019	All Access	See Recruitment Source List for Entries
Promotion Director R1354	08/08/2019	Indeed	See Recruitment Source List for Entries
Assistant Promotion Director R1929	08/12/2019	Internal Hie/Promotion	See Recruitment Source List for Entries
Project Coordinator R1644	09/03/2019	Internal Hire/Promotion	See Recruitment Source List for Entries
Local Sales Manager R2101	10/01/2019	Market Referral	See Recruitment Source List for Entries
Strategic Marketing Director R2063	01/06/2020	Market Referral	See Recruitment Source List for Entries
Account Executive R1833	03/06/2020	Market Referral	See Recruitment Source List for Entries
Digital Sales Specialist R2568	03/30/2020	Employee Referral	See Recruitment Source List for Entries
Digital Ad Ops Specialist R2712	07/13/2020	LinkedIn	See Recruitment Source List for Entries
Account Executive R2744	07/15/2020	Employee Referral	See Recruitment Source List for Entries

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

<u>Recruitment Source:</u>	<u>Number of Interviewees Referred</u>
Internal Candidate	8
All Access Website	7
Employee Referral	6
Market Referral	11
KSL Website/Bonneville.com	2
LinkedIn	5
Indeed	9
Total:	48

Performance Initiatives Undertaken

During the reporting period, the Employment Unit conducted station tours with the following: Student from William Jessup University was welcomed in on November 13, 2019 for a station tour; student received a full facility tour and was given the opportunity to sit with employees from the KHKT programming department for advice and a Q&A on how to access careers in sports media or radio broadcasting. Student from Sierra College was welcomed in on January 14, 2020 for a station tour; student received a full facility tour and was given the opportunity to meet with station personnel from the Programming Department for a Q&A on careers in radio broadcasting and writing content for newspaper.

During the reporting period, one (1) student participated in the Employment Unit's job shadow program: Student from Cal Poly who was majoring in Events and Hospitality shadowed with a top performing Account Executive and the NTR & Events Director on August 7, 2019 from 8:30a – 5:30p. The job shadow opportunity enabled the student to observe and learn about many aspects of the radio station; including how to plan, coordinate and execute a large event. Student also learned how to package sponsorships for events and present to and sell event sponsorships to clients.

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. On July 15, 2020 the HR Business Partner attended a virtual seminar offered by California Chamber of Commerce, Putting Racial Justice Words into Action: Best Practices and Strategies for California Businesses.

The Employment Unit established and conducts a "Lunch & Learn" training program. The "Lunch & Learn" program is designed to enable sales and other employees to learn information and gain skills in marketing and selling practices necessary for advancement to higher level positions in the radio industry.

The Employment Unit participates in a company-wide mentorship program: This mentoring initiative pairs employees with a mentor to give employees (mentors and mentees) an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development. This program is a six (6) month commitment and employees from all departments are encouraged to participate. Programs for this reporting period took place from June 2019 – December 2019 & February 2020 – July 2020

The Employment Unit participated in a company-wide workshop, Leading with the Speed of Trust: This program is designed to help our current leaders improve their skills by providing important tools, training and resources to take back and implement within their teams. Participants attended a 2-day workshop where they were challenged to develop an action plan to help promote trust within their individual teams and throughout the organization.

Recruitment Source List:

The following sources receive notification of Employment Unit job openings. The sources marked with an asterisk (*) 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
10-Jan-2017	Creative Jobs Central Address: 222 E 34 th Street New York, NY 10016 Phone: 732-996-3224
1-Feb-2018	Caljobs/EDD Address: 1900 K Street Sacramento, CA 95811 Phone: 916-448-2321 or 800-758-0398
10-Jan-2017	Greater Sacramento Urban League * Contact: Erica Cardena Address: 3725 Marysville Blvd Sacramento, CA 95838 Phone: 916-286-8600
10-Jan-2017	Sacramento Job Corps * Contact: Thai Thao Address: 3100 Meadowview Rd, Sacramento, CA 95832 Phone: 916-394-0770
10-Jan-2017	MTI College * Contact: Margarita Rankin Address: 5221 Madison Ave, Sacramento, CA 95841 Phone: 916-339-1500
1-Sep-2018	Roseville Chamber of Commerce Address: 650 Douglas Blvd Roseville, CA 95678 Phone: 916-783-8136
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
5-Dec-2018	University of the Pacific * Contact: Sue Daughtry via Tiger Job Link Address: 3601 Pacific Ave Stockton, CA 95211 Phone: 209-946-2431
1-Jun-2019	California State University - Chico Contact: Kate Buckley Via Handshake Address: 400 W 1 st St Chico, CA 95928 Phone: 530-898-5253

1-Jun-2019	California State University – Sacramento Contact: Stephanie Francis via Handshake Phone: 916-278-6231
1-Jun-2019	Sonoma State University Contact: Audra Verrier via Handshake Email Address: audra.grady@sonoma.edu
1-Jun-2019	University of California – Davis Contact: Lanette Olsen via Handshake Phone: 530-752-2286
1-Jun-2019	University of California - Merced Contact: Lizbeth Lupi via Handshake Phone: 209-228-2380
1-Jun-2019	University of California – Stanislaus Contact: Rebecca Stephens via Handshake Phone: 209-667-6937
1-Jun-2019	Sacramento City College Los Rios Community College District - via Purple Briefcase Contact: Student Career Center Address: 3835 Freeport Blvd Sacramento, CA 95822 Phone: 916-558-2111
1-Jun-2019	American River College Los Rios Community College District - via Purple Briefcase Contact: Student Career Center Address: 4700 College Oak Dr Sacramento, CA 95841 Phone: 916-484-8011
1-Jun-2019	Consumes River College Los Rios Community College District - via Purple Briefcase Contact: Student Career Center Address: 8401 Center Pkwy Sacramento, CA 95823 Phone: 916-691-7344
1-Jun-2019	Folsom Lake College Los Rios Community College District - via Purple Briefcase Contact: Student Career Center Address: 10 College Pkwy Folsom, CA 95630 Phone: 916-608-6500