

KAAZ-FM, KJMY, KNRS, KNRS-FM, KODJ, KZHT
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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
Sales Account Executive	2-14	5
Sales Account Executive	2-14	13
Outside Sales Account Executive	1-4, 6-7, 9, 12-14	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Joel Denver	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	N	0
5	Employee Referral	N	2
6	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
7	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	0
8	Indeed.com - Not Directly Contacted by SEU	N	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	Internal Posting 2801 South Decker Lake Drive Salt Lake City, Utah Phone : 801-908-1435 Megan Hancock Manual Posting	N	0
11	LinkedIn-Not directly contacted by SEU	N	5
12	NAACP PO Box 25414 Salt Lake City, Utah 84125 Phone : 801-250-5088 Email : info@naacp-saltlakebranch.org Jeannetta Williams	N	0
13	Unknown (source not adequately identified upon inquiry by SEU)	N	5
14	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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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	4/1/2021	Establishment of a mentoring program	Our SEU's Market President mentored and trained our Senior Vice President of Sales in the various tasks of the Market President position as well as the ins and outs of all aspects of broadcasting and the various departments in the SEU. They held daily meetings as part of an ongoing process in which the mentor shared insight and discussed the inner workings of the company. As a result of this training and mentorship, the Senior Vice President of Sales was promoted to Market President in April 2021.	2	Market president SVP of sales
2	4/12/2021	Provision of training to management	On April 12, 2021, our Senior Finance Manager took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Sr finance manager
3	4/17/2021	Provision of training to management	On April 17, 2021, our General Sales Manager took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	General sales Manager