

KAAZ-FM, KJMY, KNRS, KNRS-FM, KODJ, KWDZ, KZHT**EEO PUBLIC FILE REPORT****June 1, 2017 - May 31, 2018****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 Assistant Open Date: 5/26/2017 Hire Date: 7/24/2017	1-12, 14-18, 20-23, 25-31, 33	33
Account Executive Open Date: 6/14/2017 Hire Date: 12/11/2017	1-10, 12, 14-17, 19-30, 32-33	33
Chief Engineer Open Date: 6/21/2017 Hire Date: 12/11/2017	2-10, 12, 14-17, 19, 21-30, 32-33	33
Sales Assistant Open Date: 6/28/2017 Hire Date: 7/24/2017	1-10, 12, 14-15, 17, 19-30, 32-33	33
Promotions Director Open Date: 8/7/2017 Hire Date: 11/6/2017	1-10, 12, 14, 17, 19-30, 32-33	33
Digital Sales Engineer Open Date: 4/2/2018 Hire Date: 5/14/2018	1-4, 8-10, 12-14, 17, 19, 22, 25-26, 28-30, 32, 34	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 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 Prong 2 Ended Date: 9/28/2017	N	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 Prong 2 Ended Date: 7/13/2017	N	1

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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 Prong 2 Ended Date: 9/28/2017	N	0
7	Family Support Center 542 W. Wolfe Grove Circl #A Hill AFB, Utah Phone : 801-635-8142 Email : karen.haney@familysupportcenter.org Karen Haney Prong 2 Ended Date: 9/28/2017	N	0
8	Family Support Center #2 1760 West 4805 South Taylorsville, Utah 84129 Phone : 801-955-9110 Email : jeff.bird@familysupportcenter.org Jeff Bird	N	0
9	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	0
10	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
11	Indeed.com - Not Directly Contacted by SEU	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	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
13	Internal Candidate	N	1
14	Internal Posting 2801 South Decker Lake Drive Salt Lake City, Utah Phone : 801-908-1435 Megan Hancock Manual Posting	N	8
15	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
16	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 Prong 2 Ended Date: 6/28/2017	N	0
17	LDS Employment Services 625 East 8400 South Sandy, Utah 84070 Phone : 801-561-9555 Employment Services Manual Posting	N	0
18	Linked In	N	1

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19	NAACP PO Box 25414 Salt Lake City, Utah 84125 Phone : 801-250-5088 Email : info@naacp-saltlakebranch.org Jeannetta Williams	N	0
20	Salt Lake Chamber of Commerce 175 East 400 South Suite 600 Salt Lake City, Utah 84111 Wendy Cooley Manual Posting	N	0
21	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 Jenna Seeley	N	0
22	Salt Lake Community College 3491 W Wights Fort Rd-HTC 164B SECES West Jordan, Utah 84088 Phone : 801-957-4660 Samantha Faupula Manual Posting Prong 2 Ended Date: 7/19/2017	N	0
23	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 Prong 2 Ended Date: 7/19/2017	N	0
24	Salt Lake County Personnel Division 2001 S State St (Ste. N46000) Salt Lake City, Utah 84190 Phone : 385-468-0574 Email : DWine@slco.org Debbie Wine Prong 2 Ended Date: 8/15/2017	N	0

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25	School of Applied Technology SLCC 1575 South State Street Salt Lake City, Utah 84115 Phone : 801-957-3403 Email : will.unga@slcc.edu Will 'Unga	Y	0
26	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.symphlicity.com/employers/index.php?signin_tab=0&js_disabled=0&signin_tab=0 Patrick McShane Manual Posting	N	0
27	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
28	Utah Broadcasters Association 1600 South Main Salt Lake City, Utah 84115 Phone : 801-486-9521 Utah Broadcasters Association Manual Posting	N	0
29	Utah State University Career Services University Inn (Room 102) 4305 Old Main Hill Logan, Utah 84322-4305 Phone : 435-797-7777 Maleah Christensen Manual Posting Prong 2 Ended Date: 8/15/2017	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Weber State University 3801 University Circle Ogden, Utah 84408-3801 Phone : 801-626-7914 Pat Wheeler Manual Posting Prong 2 Ended Date: 8/15/2017	N	0
31	Weber State University-KWCR 2188 University Circle Ogden, Utah 84408 Phone : 801-626-6450 Email : gm@881weberfm.org Fax : 1-801-626-6550 Mike McIntosh Prong 2 Ended Date: 7/19/2017	N	0
32	Westminster College Career Center 1840 South 1300 East Salt Lake City, Utah 84105 Phone : 801-832-2590 Rita Sokumu Manual Posting Prong 2 Ended Date: 7/2/2017	N	0
33	Word of Mouth Referral	N	13
34	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	10/10/2017	Participation in Job Fairs	The SEU participated in the Salt Lake Community College Mini Career Fair. SEU's managers spoke with interested job seekers regarding current openings and opportunities in broadcasting.	2	Promotions Manager Promotions Manager
2	10/18/2017	Provision of training to management	SEU participated in a webinar presented by the Massachusetts Broadcasters Association and Other Participating State Broadcasters Associations. Training covered non-discrimination, EEO program requirements including employment outreach, and recordkeeping and reporting.	1	Senior Finance Manager
3	11/8/2017	Provision of training to management	Our SEU's Finance Specialist completed an HR training hosted by the Department of Workforce Services. Training covered best practices in hiring, training, and employee recognition.	1	Finance Specialist/Business Manager
4	11/15/2017	Sponsorship of events in the community designed to increase public awareness	Our SEU sponsored the 2017 Salt Lake Chamber Women and Business Conference. Station participants included our Region President, VP of Sales, 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.	10	Region President VP of Sales Sales Manager Account Executives
5	3/14/2018	Co Sponsoring Job Fair	Our SEU co-sponsored the UBA Broadcasting Job Fair 2018, along with the Utah Broadcasters Association. We held the job fair at the University of Utah. Station participants included our Promotions Director, Promotion Events Coordinator, and Promotion Events Support. 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.	4	Promotions Director Promotion Events Coordinator Promotion Events Support Promotion Events Support

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6	4/2/2018	Establishment of training programs for station personnel	Our SEU conducted training with our front desk employees to advance their skill sets, which allowed them to pursue higher, full-time positions in the promotions and sales departments. The training program lasted approximately three months, and covered such topics as crafting promo instructions and working with account executives on sales promotions. Following the training, both employees were promoted to full-time positions.	3	Promotions Director Promotion Events Planner Digital Sales Assistant
7	5/9/2018	Provision of training to management	Our SEU's Finance Specialist completed an HR training hosted by the Department of Workforce Services, entitled #MeToo and You: Harassment Prevention for Employers. Training covered when workplace behavior rises to the level of illegal harassment, and how employers should respond to prevent and promptly correct the behavior.	1	Finance Specialist