

**EEO Public File Report****Employment Unit Covered:**

KSL(AM), KSL-FM, KSL-TV, KSFI(FM) &amp; KRSP-FM

**REPORTING PERIOD:**

05/25/2019 - 05/24/2020

**Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

<b>Job Title</b>	<b>Date Filled</b>	<b>Hire Source</b>	<b>Recruitment</b>
KSL Radio Remote Technician	5/27/2019	Current Worker	See Recruitment Source List
KRSP Account Executive	6/3/2019	Market Referral	See Recruitment Source List
KSL Sports Host / Producer	6/3/2019	Referred by Employee	See Recruitment Source List
KSL TV Investigative Reporter	6/19/2019	BYU	See Recruitment Source List
KSL NewsRadio Account Executive	7/18/2019	Market Referral	See Recruitment Source List
Studio Technician	8/4/2019	Current Worker	See Recruitment Source List
KSL TV Reporter	8/5/2019	Referred by Employee	See Recruitment Source List
HR Generalist	8/6/2019	KSL Jobs	See Recruitment Source List
KSL Broadcast Group WordPress Developer	8/12/2019	Referred by Employee	See Recruitment Source List
KSL TV Video Editor	8/12/2019	Weber State University	See Recruitment Source List
KSL TV Video Editor	8/12/2019	Indeed	See Recruitment Source List
Digital Sports Producer	8/19/2019	Referred by Employee	See Recruitment Source List
KSL TV Digital Content Producer	8/19/2019	Career Page	See Recruitment Source List
KSL Radio Reporter	8/26/2019	KSL Jobs	See Recruitment Source List
KSL TV Photographer	8/26/2019	Market Referral	See Recruitment Source List
Studio Technician	9/3/2019	University of Utah	See Recruitment Source List
KSL Podcasts Producer	9/9/2019	Indeed	See Recruitment Source List
KSL TV Investigative Producer	9/30/2019	Referred by Employee	See Recruitment Source List
KSL Radio Producer	10/28/2019	Referred by Employee	See Recruitment Source List
Bonneville International Programmatic Media Buyer	11/4/2019	Referred by Employee	See Recruitment Source List
Assignment Desk Editor	11/11/2019	Indeed	See Recruitment Source List
Director of Engineering, Television	11/11/2019	KSL Jobs	See Recruitment Source List

<b>Job Title</b>	<b>Date Filled</b>	<b>Hire Source</b>	<b>Recruitment</b>
KSFI Sales Account Executive	11/11/2019	Referred by Employee	See Recruitment Source List
Promotions Coordinator	11/18/2019	All Access	See Recruitment Source List
Radio Host	12/9/2019	Referred by Employee	Exigent Hire
Executive Assistant	1/6/2020	Current Worker	See Recruitment Source List
KSL News Assignment Desk Editor	1/17/2020	TV and Radio Jobs	See Recruitment Source List
System Administrator	1/17/2020	Indeed	See Recruitment Source List
Senior PPC Specialist	2/3/2020	Indeed	See Recruitment Source List
Investigative Reporter	2/3/2020	Market Referral	Exigent Hire
Audio/Studio Tech	2/18/2020	Referred by Employee	See Recruitment Source List
KSL TV Topical/Social Promotion Producer	3/9/2020	Indeed	See Recruitment Source List
KSL News Assignment Desk Editor	4/12/2020	Current Worker	See Recruitment Source List
Account Executive	4/13/2020	Market Referral	See Recruitment Source List
Digital Advertising Specialist	4/27/2020	BYU	See Recruitment Source List
KSL TV National Sales Manager	5/1/2020	Current Worker	See Recruitment Source List
Data Analyst	5/4/2020	Indeed	See Recruitment Source List

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

<b>Recruitment Source</b>	<b>Number of Interviewees Referred</b>
All Access	2
BYU	2
Career Page	8
Collective Talent	2
Current Worker	27
Glassdoor	6
Indeed	33
KSL Jobs	17
LDS Employment Services	1
Market Referral	5

<b>Recruitment Source</b>	<b>Number of Interviewees Referred</b>
Referred by Employee	19
TV and Radio Jobs	1
TVJobs.com	1
University of Utah	2
Utah Division of Workforce Services	1
Weber State University	1
<b>Total:</b>	<b>128</b>

**Performance Initiatives Undertaken 05/25/2019-05/24/2020**

During the reporting period, the Unit was registered to participate in two (2) job and career fairs: the Hiring Utah’s Heroes career fair on March 25, 2020, which was cancelled due to Covid-19 Pandemic concerns on March 19, 2020; and the Provo Girls Summit on March 19, 2020, which was also cancelled due to Covid-19 Pandemic concerns on March 12, 2020. The HR Director and the HR Generalist, and various staff were registered to attend these events.

During the reporting period, six (6) students participated in the Unit’s internship program from the following schools: Brigham Young University (2 students), University of Oklahoma (2 students), University of Utah (1 student), and Utah Valley University (1 student). The internship program allows students majoring in journalism, broadcast communications or related fields to receive academic credit while acquiring skills needed for employment in the broadcast industry. Departments involved included: KSL Radio, KSL Radio Digital Content, KSL TV News, KSL TV Production, KSL TV Sports, and KSL TV Studio 5. Three interns (1 in TV Engineering, and 2 in KSL NewsRadio) were slated to start their internships in early May. However, due to school requirements during the Covid-19 Pandemic that all internships be remote, and subsequent health department guidelines for remote work, the internships were cancelled.

The Unit welcomed 963 individuals to our facilities to learn about the broadcast industry by taking a tour, including: Boy Scouts, Girl Scouts, Youth Groups, School Groups, Colleges, Family Groups, and Community Groups. As the groups tour the stations, the staff answer questions and share the specific requirements, both educational and professional, required for a variety of positions within the television and radio industry. The tours allow individuals an opportunity to see a variety of departments and positions involved in producing television and radio broadcasts. Effective March 10, 2020 the Unit suspended station tours in accordance with public health guidance related to the Covid-19 Pandemic.

The KSL Junior Weather Specialists Program, which has been rebranded as the Weather Works Program, in which the Unit’s Meteorologists visit local schools, continued during the reporting period. The Meteorologists visited 47 schools in different towns around the state of Utah to teach students about the weather and broadcast meteorology. Each visit included about 100-150 students and included an explanation of the Meteorologist’s career. In March 2020, the visits to schools ceased due to schools moving to remote learning following guidance related to the COVID-19 Pandemic. However, a Facebook Live session was recorded each week to help support remote learning. The segments covered weather experiments as well as interviews with different members of the KSL broadcast team to discuss career opportunities and experiences. Questions available during the live recording were addressed by our Evening Meteorologist and other KSL staff. The recordings were made available for those who visit the station’s Facebook page and KSLTV.com.

Staff from various functions within the Unit visited various schools and civic groups to share their broadcasting experiences and participate in events to further the understanding of the broadcasting profession. On September 18, 2019 our Morning Radio News Anchor hosted a group of young professionals for a Career Paths Professional Development Event in conjunction with the Cystic Fibrosis Foundation. Our News Anchor discussed her career in broadcasting, how to develop a career, and personal branding. On October 7-8, 2019, several KSL TV Weather and other on-air talent and staff members supported Stemfest at Mountain America Expo Center by providing an interactive booth using science experiments and talking with students from all over Utah about STEM career opportunities. On October 8, 2019, the sales leadership for the Salt Lake Market hosted a group of 22 undergraduate business and marketing students along with two professors from Brigham Young University-Idaho. Several Sales Directors discussed the broadcast industry, sales, and gave career advice. On November 14, 2019, our Morning TV Reporter / Anchor presented at the Inspiring Girls for the Future event at Weber State University Davis Campus, assisted by two Marketing employees. This event was for

approximately 150 girls between the ages of 12-18 and their parents. The Reporter / Anchor answered questions about journalism and shared her perspectives about balancing a career and family.

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 November 6-8, 2019, the HR Generalist attended a 3 Day HR Training offered by Hume n’ Resources in Draper, UT. On November 13, 2019, the HR Generalist attended *Dealing with Employee Issues under the ADA* facilitated by Fabian VanCott, a local law firm. On November 22, 2019, the HR Generalist attended *Cybersecurity and Data Privacy CCPA Briefing*, offered through the World Trade Organization and Parsons Behle and Latimer, to understand employee and client data privacy needs. To promote communication skills for employees, the Unit held three Crucial Conversations seminars for employees on December 12-13, 2019. On March 23, 2020, the HR Generalist attended *Families First Coronavirus Response Act Webinar* offered through Parsons Behle & Latimer, a local law firm. On April 29, 2020, the HR Director and HR Generalist attended *Employer Considerations to Successfully Reopen a Business* with regards to COVID-19 employee safety offered through Parsons Behle & Latimer, a local law firm. On May 19, 2020, the HR Generalist attended *When Trauma is In Your Job Description: Reducing Organizational Impact Through Early Intervention* offered through Beacon Health.

During the reporting period, 28 employees from the Unit participated in a Company-wide mentoring program spanning the Company’s six business units: 13 employees participated as mentees and 15 as mentors. The mentoring program enables participants an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development.

**Recruitment Source List:**

**The following sources receive notification of Unit job openings. The sources marked with an asterisk (\*) have requested and received notification of full-time job openings.**

Start Date	End Date	Media Type	Recruitment Source
10-Mar-2003		Radio	(SBDA) Alliance Community Services* Contact: Jorge Arce – Larreta Address: 205 North 400 West Salt Lake City UT 84103 Phone: (801) 359-8922
19-Feb-2004		Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu CA 90265 Phone: (310) 457-6616
30-Nov-2004		Radio	American Broadcasting School* Contact: Michelle McConnell Address: 4511 SE 29th Street, Oklahoma City, OK 73115 Phone: (817) 695-2474
06-Feb-2009	06-June - 2015	TV/Radio	Art Institute of Utah* Contact: Reenie McFarland Address: 121 West Election Road Draper UT 84020-9492 Phone: 801-601-4712
01-Jul-2011		Radio	Batteries Plus* Contact: Ron Osborn Address: 852 West Hill Road Layton UT 84041 Phone: (801) 544-7111
10-Mar-2003		Radio	Boise State University Contact: Address: 1173 University Drive Boise ID 83725-1310 Phone: (208) 426-1747
10-Mar-2003		TV/Radio	BYU – BYU Bridge Contact: Address: Brigham Young University Provo UT 84602 Phone: 801-422-6535

<b>Start Date</b>	<b>End Date</b>	<b>Media Type</b>	<b>Recruitment Source</b>
10-Mar-2003		TV/Radio	BYU - Department of Communications* Contact: Nicole Norris Address: 280 BRMB Provo, UT 84602 Phone: (801) 422-0161
10-Mar-2003		TV/Radio	BYU – Idaho Contact: Sean Tippetts Address: 244 Kimball Building Rexburg ID 83460-1675 Phone: (208) 496-9894
24-Mar-2004		TV/Radio	BYU – Idaho Internships (Salt Lake Contact) * Contact: Don and Lucille Olsen Address: Phone: 801-842-4270
27-Feb-2009		TV/Radio	BYU I-Comm Student Media Department* Contact: John Thompson Address: 114A SPO Rexburg ID 83460-0115 Phone: 208-496-3711
19-Jan-2005		TV/Radio	BYU Idaho Broadcasting * Contact: Brian Howard Address: 244 Kimball Building 249 Rexburg ID 83460-1675 Phone: (208) 496-3707
20-Oct-2014		TV/Radio	BYU Idaho Career Services Contact: Justin Hodges Address: 525 South Center St. Manwaring Center 129 C Phone: (208) 496-9813
07-Feb-2012		TV/Radio	Careerpage.org Contact: Michele Zabriskie Address: 1600 S. Main Street Salt Lake City, UT 84115 Phone: 801-484-7272
01-Jul-2011		TV	Collective Talent* Contact: Michael Bille Address: 1721 Richardson Place Tampa FL 33606 Phone: (813) 254-9695
10-Mar-2003		TV/Radio	Colorado State University Contact: Pamela Robertson Address: 105 Ammons Hall Fort Collins CO 80523-8008 Phone: (970) 491-1756
14-Oct-2008		TV/Radio	CSN Career Services Network* Contact: Vaughn Taylor Address: 865 East 4800 South Ste 224 Salt Lake City UT 84107 Phone: 801-440-6380
14-Oct-2008		TV/Radio	Department of Defense – Hero 2 Hired* Contact: Chuck Rackham Address: Charus.R.Rackham.CTR@mail.mil Phone: 801-432-4242
06-Dec-2010		Radio	DeVry University Contact: Wendell Myers Address: 2490 Paseo Verde Parkway, Henderson, NV 89074 Phone: (702) 492-3720
27-Feb-2009		TV/Radio	Diversity Office of Salt Lake* Contact: Rebecca Sanchez Address: 2001 South State Street Ste N Salt Lake City UT 84190-1020 Phone: E-MAIL

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10-Mar-2003		TV/Radio	Division of Rehabilitation Svc* Contact: Wendy Pickard Address: 2964 West 4700 South Suite 102 Salt Lake City UT 84118-2558 Phone: (801) 957-8227
10-Mar-2003		TV/Radio	Dixie College Contact: Kathy Kinney Address: 225 South 700 East St. George UT 84770 Phone: (435) 652-7763
10-Mar-2003		TV/Radio	Idaho State University Contact: Troy Kase Address: 921 S. 8th Stop 8108 Pocatello ID 83209 Phone: (208) 282-2380
01-May-2013		TV/Radio	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 Phone:
10-Mar-2003		Radio	Indian Training Education* Contact: Janie Ridd Address: 1455 West 2200 South Suite 200 West Valley City UT 84119 Phone: (801) 973-6484
29-Jan-2004		Radio	Job Service of Blackfoot (ID)* Contact: Chris Orders Address: P.O. Box 9 155 North Maple Blackfoot ID 83221 Phone: (208) 332-3570
29-Jan-2004		Radio	Job Service of Idaho Falls* Contact: Michael G. Hill Address: 1515 East Lincoln Road Idaho Falls ID 83401 Phone: (208) 557-2500
06-Jun-2017		TV/Radio	Keith Knapp* Contact: Keith Knapp Address: 1431 Richmond Dr. NE Apt. B. Albuquerque, NM 87106
10-Mar-2003		TV/Radio	KSL Careers Website Contact: Human Resources Address: 55 North 300 West Salt Lake City UT 84180 Phone: 801-575-5777
10-Mar-2003		TV/Radio	KSL Jobs Classifieds Contact: Deseret Digital Media Address: 55 North 300 West Salt Lake City, UT 84101 Phone: 801-333-7422
10-Mar-2003		TV/Radio	LDS Business College Contact: Kathy Howe Address: 95 North 300 West Salt Lake City UT 84101-3500 Phone: (801) 524-8156
10-Mar-2003		Radio	LDS Employment* Contact: Ron Andersen Address: 780 West 800 South Salt Lake City UT 84104-1427 Phone: (801) 240-7242
29-Jan-2004		Radio	LDS Employment of Pocatello ID* Contact: Scott Burnham Address: 580 Roosevelt Avenue Pocatello ID 83201 Phone: (208) 232-1125
12-Mar-2007		Radio	LDS Employment Resource Service* Contact: Bruce R. Ellis Address: 780 W 800 S Salt Lake City UT 84104 Phone: 801-240-7240

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01-Jun-2006		TV/Radio	LDS Humanitarian Center* Contact: Angela K. Casperson Address: 1665 Bennett Road Salt Lake City UT 84104-4204 Phone: (801) 240-6496
10-Mar-2003		Radio	Lewis & Clark State College Contact: Debra Lybyer Address: RCH 208, 500 8th Avenue, Lewis-Clark State College, Lewiston, ID 83501 Phone: E-MAIL
10-Mar-2003		TV	Media Line Contact: Mark Shilstone Address: Box 51909 Pacific Grove CA 93950 Phone: (800) 237-8073
23-Jan-2013		TV/Radio	Media Match USA Contact: Tammy Romaniuk Address: 8112 1/2 West 3rd Street Los Angeles, CA 90048 Phone: 323 284 5589
21-May-2010		Radio	NAACP Salt Lake Branch* Contact: Jeanetta Williams Address: P.O. Box 25414 Salt Lake City UT 84125-0414 Phone: (801) 250-5088
27-Feb-2009		TV/Radio	Offender Workforce Development* Contact: Anrico Delray Address: 350 South Main Street Room 16 Salt Lake City UT 84101 Phone: 801-535-2700
29-Apr-2008		Radio	OH/IL Centers for Broadcasting Contact: Gary James Address: 9000 Sweet Valley Dr. Valley View OH 44125 Phone: 216-447-9117
09-Jun-2011		TV/Radio	Rocky Mtn. Career Services Consort Contact: Eddy Tsing Address: 4305 Old Main Hill Logan UT 84322-4305 Phone: 435-797-1748
10-Mar-2003		TV/Radio	Salt Lake Community College Contact: C. Douglas Thom Address: 1575 So. State St. W-134 Salt Lake City UT 84115 Phone: (801) 957-4304
19-May-2014		TV/Radio	Salt Lake Community College - Center for Arts & Media* Contact: Will 'Unga Address: 1575 South Sate Street, 1-087E Salt Lake City, UT 84115 Phone: 801-957-3403
19-May-2014		TV/Radio	Salt Lake Community College - Mass Communication Center Contact: Alison Arndt-Wild Address: 1575 South State Street, 1-087E, Salt Lake City, UT 84115 Phone: (801) 957-3471
26-Apr-2010		Radio	SLC Human Resource Division* Contact: Nancy Torres Address: 451 South State Rm. 115 P.O. Salt Lake City UT 84114-5464 Phone: (801) 535-7669
01-Apr-2017		TV/Radio	SLC PIK2AR* Contact: Susi Feltch-Malohifo'ou Phone: 801-793-4639

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11-Oct-2012		TV/Radio	Snow College Contact: Lisa Laird Address: 150 East College Avenue Ephraim, UT 84627 Phone: 435-893-2212
10-Mar-2003		TV/Radio	Southern Utah University Contact: Marla Bingham Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 586-5420
07-Apr-2004		Radio	SUU - KSUU Station Contact: Cal Rollins Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 865-8224
07-Apr-2004		TV/Radio	SUU Communications Department* Contact: Jon M. Smith Ph. D. Address: 351 West Center Cedar City UT 84720 Phone: (435) 586-7973
05-May-2005		TV	Television Bureau of Advertising Contact: Address: 3 East 54th Street 10th Floor New York NY 10022-3108 Phone: (212) 486-1111
29-Nov-2004		TV/Radio	TVandRadiojobs.com Contact: Michael Madden Address: Web CA Phone: (818) 879-0858
27-Apr-2004		TV	TVJobs.com Contact: Mark C. Holloway Address: P.O. Box 4116 Oceanside CA 92052 Phone: (800) 374-0119
10-Mar-2003		Radio	U of U Center of Ethnic Students Contact: Tri Revie Address: 200 South Central Campus Drive Salt Lake City UT 84112 Phone: (801) 581-7119
10-Mar-2003		Radio	University of Idaho Contact: Dan Blanco Address: Brink Hall G-11 PO Box 44303 Moscow ID 83844-3030 Phone: (208) 885-6121
10-Mar-2003		TV/Radio	University of Utah Contact: Leslie Bolton Address: 255 So. Central Campus Dr #2400 Salt Lake City UT 84112-0491 Phone: 801-581-4473
14-Apr-2017		TV/Radio	University of Utah Department of Communications* Contact: Cameron Vakilian Address: 255 South Central Campus Drive. Language & Communication Bldg. 2400. Salt Lake City, UT 84112 Phone: 801-581-6889
25-Apr-2013		TV/Radio	USU – Career Coaching Contact: Sophie Bassett Address: 1021 West Vine Street Phone: 435-797-1749
10-Mar-2003		TV/Radio	USU-Department of Journalism/Communication* Contact: Brian Champagne Address: USU - Dept. of Journalism/Comm Logan UT 84322-4605 Phone: (435) 797-3220



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31-Mar-2017		TV/Radio	Utah Department of Workforce Services* Contact: Art Fracchia Address: 5735 South Redwood Road, Taylorsville, UT 84123 Phone: 801-269-4818
19-Mar-2004		TV/Radio	Utah Division of Workforce Services* Contact: Amy Lowe Address: 1385 South State Street Salt Lake City UT 84115 Phone: (801) 468-0097
10-Mar-2003		TV/Radio	Utah Valley University Contact: JanaLee Carter Address: 800 W. University Parkway MS203 Orem UT 84058 Phone: (801) 863-8916
22-Jul-2008		TV/Radio	VA Medical Center* Contact: Robert Banz Address: 500 Foothill Drive Salt Lake City, UT 84148 Phone: 801-582-1565
01-Jul-2011		TV/Radio	Wasatch Employers Network* Contact: Earl Stevens Address: 5677 S. Redwood Road #17 Salt Lake City, UT 84123 Phone: (801) 266-1800
05-Apr-2017		TV/Radio	Wasatch Employers Network – email* Contact: Earl E. Stevens Address: 1283 W. 12600 S. #202 Riverton, UT 84065 Phone: 801-417-3105
10-Mar-2003		TV/Radio	Weber State University - Career Counseling Contact: Dr. Winn Sanger Address: 1150 University Circle Ogden UT 84408-1105 Phone: (801) 626-6876
14-Apr-2017		TV/Radio	Weber State University - Communications Internships Contact: Susan Hafen, Ph.D. Address: 1395 Edvalson St. Ogden, UT 84408-1407 Phone: 801-626-8129
27-Feb-2009		TV/Radio	West Valley UT Employment Resource Center* Contact: Byron Anderson Address: 2994 Glen Eagle Dr West Valley City UT 84128 Phone: 801-988-4455