

## EEO Public File Report

### Employment Unit Covered:

**KSL(AM), KSL-FM, KSL-TV, KSFI(FM), & KRSP-FM**

### Reporting Period

**May 23, 2009 - May 24, 2010**

### 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>
BRG Salt Lake Account Exec.	07/10/2009	Employee Referral	See Recruitment Source List for entries on or before 04/08/2009, excluding those marked TV Only
BRG Salt Lake Account Exec.	06/22/2009	Employee Referral	See Recruitment Source List for entries on or before 04/08/2009, excluding those marked TV Only
BRG Salt Lake Account Exec.	07/08/2009	Employee Referral	See Recruitment Source List for entries on or before 04/08/2009, excluding those marked TV Only
KSL TV Transmitter Engineer	11/16/2009	Employee Referral	See Recruitment Source List for entries on or before 10/16/2009, excluding those marked Radio Only
KSL TV Reporter	01/01/2010	Exigent Circumstances	Exigent Circumstances
KSL TV Account Exec/Manager	01/20/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 12/16/2009, excluding those marked Radio Only
KSL TV Assignment Editor	02/26/2010	Internal Applicant	See Recruitment Source List for entries on or before 01/22/2010, excluding those marked Radio Only
KSL TV Assignment Editor	02/16/2010	Employee Referral	See Recruitment Source List for entries on or before 01/22/2010, excluding those marked Radio Only
Executive VP/COO	05/01/2010	Exigent Circumstances	Exigent Circumstances
KSL TV Photographer	05/05/2010	Employee Referral	See Recruitment Source List for entries on or before 03/02/2010, excluding those marked Radio Only
KSL Broadcast Exec. Assistant	05/14/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 04/23/2010, excluding those marked TV Only

### Total Number of Interviewees For All Full-Time Vacancies Filled

### During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
KSL Web Site (ksl.com)	24
Employee Referral	26
Internal Applicant	4
TVJobs.com	8
Market Referral	2

Weber State University	1
LDS Employment Resource Service	5
Dept of Workforce Services	8
People Helping People	1
Total Applicants	79

### **Performance Initiatives Undertaken**

The Unit participated in an Employer Meet and Greet evening at People Helping People, an organization working with single mothers who are endeavoring to improve theirs' and their families' lives. Unit also participated in an Employer Open House and Single Mothers Seminar sponsored by People Helping People and LDS Employment Resource Services, where participants met with local and national employers to explore employment opportunities and were provided with valuable employment tips and networking opportunities.

The Unit provided a job shadow opportunity, working with the International Rescue Committee (IRC), which offered an Iraqi refugee journalist knowledge of broadcasting in the United States. Unit also provided a job shadow program for local area middle and high schools promoting employment opportunities in television broadcasting. The job shadow program allows the students to shadow various work stations in the television news room for a one-day period.

The Unit's HR participated in a virtual Career Fair hosted by Brigham Young University and Alumwire Professional Network which allowed alumni, students and corporations to interact through a virtual experience. Businesses were able to connect with students and alumni, chat live online with candidates, post jobs that were available, search resumes from qualified talent and build Unit's company brand.

Working with various colleges and universities, the Unit provided scholarship opportunities to eight communications students who demonstrated high academic performance, were dedicated to their communications studies, contributed to their school's communications program, and participated in university or community based activities that resulted in personal growth and enrichment. The recipients of these scholarships were selected by their universities/colleges.

The Unit HR, together with other local broadcasters and the Utah Broadcaster's Association, co-sponsored a Career Fair April 14, 2010, educating and encouraging participants to consider internship opportunities and careers in broadcasting/communications.

The Unit continues to sponsor an interactive multi-media experience at Discovery Gateway and the Children's Museum in downtown, where children are encouraged to learn and discover the career opportunities and excitement in the world of media by offering a "hands-on" learning experience.

The Unit HR and management hosted a group of students and faculty from BYU Idaho University, discussing career opportunities in the broadcasting industry and touring the facility.

The Unit continues to conduct an unpaid internship program designed to assist members of the community to acquire skills needed for employment in radio and television broadcasting. The available internships involve students who are registered at a university, college, community college or vocational-technical institute on a full-time basis. Interns become involved in a structured learning environment for school credit that includes approximately 20 hours of training per week.

The Unit's management and personnel served on various community organizations' boards and committees and participated in many educational speaking engagements throughout the community sharing their knowledge about the broadcasting industry and the skills/abilities needed for a career in radio and television.

### **Recruitment Source List**

The following sources have requested notification of job openings.

Start/End Dates :	Recruitment Source:
START: 05/29/2003	Asian Association of Utah Contact: Jamal A. Address: 1588 South Major Street, Salt Lake City, UT 84120 Phone: (801) 412-0577
START: 02/19/2004 RADIO ONLY	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy, #210-5, Malibu, CA 90265 Phone: (310) 457-6616
START: 11/30/2004 RADIO ONLY	American Broadcasting School Contact: Michelle McConnell Address: 712 North Watson Road, Arlington, TX 76011 Phone: (817) 695-2474
START: 02/06/2009	Art Institute of Utah Contact: Barbara Carrillo Address: 121 West Election Road, Suite , Draper, UT 84020-9492 Phone: 801-601-4700
START: 03/10/2003	Boise State University Contact: Liz Johansen Address: 1173 University Drive, Boise, ID 83725-1310 Phone: (208) 426-1747
START: 03/10/2003	BYU - Dept of Communications Contact: Connie Cluff Address: E-509 HFAC, BYU, Provo, UT 84602 Phone: (801) 422-5836
START: 03/10/2003 END: 04/22/2010	BYU - Native American Programs Contact: Howard Rainer Address: BYU/342 Harman Building, Provo, UT 84602 Phone: (801) 422-7223
START: 03/10/2003	BYU - Alumni Placement Contact: Scott Greenhalgh Address: Campus Placement Services, Provo, UT 84602 Phone: (801) 422-6936
START: 02/27/2009	BYU i-Comm Student Media Dept Contact: John Thompson Address: Spori 114, Rexburg, ID 83460-0115 Phone: 208-496-2833
START: 03/10/2003	BYU - Idaho Contact: Grant Johnson Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2170
START: 03/24/2004 RADIO ONLY	BYU Idaho Communications Dept. Contact: Lee Warnick Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2831
START: 03/24/2004 RADIO ONLY	BYU Idaho Internships Contact: Guy M. Hollingsworth Address: 244 Kimball Building, Rexburg, ID 83460-1677 Phone: (208) 496-2290
START: 01/19/2005	BYU Idaho Broadcasting (1) Contact: Ron Weekes

RADIO ONLY	Address: 244 Kimball Building, Rexburg, ID 83460-1675 Phone: (208) 496-2831
START: 01/19/2005	BYU Idaho Broadcasting (2) Contact: Brian Howard Address: 244 Kimball Building Spori 249, Rexburg, ID 83460-1675 Phone: (208) 496-2936
START: 03/12/2007	Bridgerland Applied Technology Contact: Rex Nethercott Address: 1301 NORTH 600 WEST, LOGAN, UT 84321 Phone: 435-760-0390
START: 03/10/2003	Church of Jesus Christ of LDS Contact: Ben Christiansen Address: 50 E.N.Temple/Main West Wing, Salt Lake City, UT 84150 Phone: (801) 240-2278
START: 03/10/2003	CCNMA (California Chicano) Contact: Sylvia Wells Address: 3800 South Figueroa Street, Los Angeles, CA 90037-1206 Phone: (213) 743-4960
START: 03/10/2003	Centro de la Familia de Utah Contact: Rocio Gonzalez Address: 3780 South West Temple, Salt Lake City, UT 84115-4461 Phone: (801) 521-4473
START: 03/10/2003	Colorado State University Contact: Pamela Robertson Address: 105 Ammons Hall, Fort Collins, CO 80523-8008 Phone: (970) 491-1756
START: 01/15/2008	creativehotlist.com Contact: Webmaster Address: 110 Constitution Drive, Menlo Park, CA 94025 Phone: 650-815-4290
START: 03/10/2003	Deseret Industries Contact: Angela Casperson Address: 4485 South Main Street, Murray, UT 84107 Phone: (801) 262-6467
START: 03/10/2003	Division of Rehabilitation Svc Contact: Wendy Pickard Address: 2964 West 4700 South,Suite 102, Salt Lake City, UT 84118-2558 Phone: (801) 957-8227
START: 03/10/2003	Dixie College Contact: Kathy Kinney Address: 225 South 700 East, St. George, UT 84770 Phone: (435) 652-7763
START: 03/19/2004	Dept of Workforce Services Contact: Amy Lowe Address: 1385 South State Street, Salt Lake City, UT 84115 Phone: (801) 468-0097
START: 04/05/2004 RADIO ONLY	Dept.of Workforce Svcs (St.G) Contact: Kimberly Johnson Address: 162 North 400 East, St. George, UT 84770 Phone: (435) 986-3541
	Diversity Office of Salt Lake

START: 02/27/2009	Contact: Rebecca Sanchez Address: 2001 South State Street, Ste N, Salt Lake City, UT 84190-1020 Phone: 801-468-3097
START: 03/04/2009 END: 04/22/2010	DCFS Utah Contact: Christopher Stock Address: 120 North 200 West, #225, Salt Lake City, UT 84103 Phone: 801-538-4100
START: 06/03/2008	Hill AFB Employment Office Contact: Kimberly Taylor Address: 5837 D. Ave, Bldg. 150, Hill AFB, UT 84056 Phone: 801-777-4681
START: 03/10/2003	ITT Technical Institute Contact: Kelly Miller Address: 920 West Levoy Drive, Murray, UT 84123 Phone: (801) 263-3313
START: 03/10/2003	Idaho State University Contact: Troy Kase Address: 921 S. 8th Stop 8108, Pocatello, ID 83209 Phone: (208) 282-2380
START: 03/10/2003	Indian Training Education Contact: Janie Ridd Address: 1455 West 2200 South, Suite 100, West Valley City, UT 84119 Phone: (801) 973-6484
START: 01/29/2004	Job Service of Blackfoot (ID) Contact: Chris Orders Address: P.O. Box 9 155 North Maple, Blackfoot, ID 83221 Phone: (208) 332-3570
START: 01/29/2004	Job Service of Idaho Falls Contact: Michael G. Hill Address: 1515 East Lincoln Road, Idaho Falls, ID 83401 Phone: (208) 557-2500
START: 01/29/2004 END: 04/23/2010 RADIO ONLY	Job Service of Pocatello (ID) Contact: Artie Holmes Address: 430 North 5th Avenue, Pocatello, ID 83205 Phone: (208) 236-6710
START: 01/29/2004 END: 04/22/2010	Job Service of Rexburg (ID) Contact: Steve Karstad Address: 316 North 3rd East P.O. Box 15, Rexburg, ID 83440 Phone: (208) 557-2501
START: 10/22/2007	Job Match- BYU/ UofU Alumni Contact: Ryan Kohler Address: Alumni Relations 224 HC BYU, Provo, UT 84602 Phone: 801-992-3441
START: 08/20/2008	Johnson Brothers Contact: Todd Johnson Address: 97 E 200 N, American Fork, UT 84003 Phone: (801) 763-8314
START: 03/10/2003	Kearns High School Contact: Steve Treseder Address: 5525 South 4800 West, Kearns, UT 84118 Phone: (801) 646-5380

TV ONLY	
START: 03/10/2003	KSL Web Site (ksl.com) Contact: Cassandra Gottardi Address: 55 North 300 West, Salt Lake City, UT 84180 Phone: (801) 575-5778
START: 03/10/2003	LDS Business College/Co-op Off Contact: Kathy Howe Address: 95 North 300 West, Salt Lake City, UT 84101-3500 Phone: (801) 524-8156
START: 03/10/2003	LDS Employment Contact: Ballard Veater Address: 780 West 800 South, Salt Lake City, UT 84104-1427 Phone: (801) 240-7242
START: 03/10/2003	Lewis & Clark State College Contact: Denise Harris Address: 500 8th Avenue/Career Develop., Lewiston, ID 83501-2698 Phone: (208) 792-2313
START: 01/29/2004 END: 05/21/2010	LDS Employment of Blackfoot ID Contact: Elzo White Address: 370 North Ash Street, Blackfoot, ID 83221 Phone: (208) 785-5720
START: 01/29/2004	LDS Employment of Idaho Falls Contact: Scott Brizzee Address: 837 Park Avenue, Idaho Falls, ID 83402 Phone: (208) 523-4880
START: 01/29/2004	LDS Employment of Pocatello ID Contact: Scott Burnham Address: 580 Roosevelt Avenue, Pocatello, ID 83201 Phone: (208) 232-1125
START: 01/29/2004	LDS Employment of Rexburg ID Contact: Scott Brizzee Address: 5909 West Summerwood, Rexburg, ID 83440 Phone: (208) 356-0350
START: 06/01/2006	LDS Humanitarian Center Contact: Angela K. Casperson Address: 1665 Bennett Road, Salt Lake City, UT 84104-4204 Phone: (801) 240-1651
START: 03/12/2007	LDS Employment Resource Servic Contact: BALLARD VEATER Address: 780 W 800 S, SALT LAKE CITY, UT 84104 Phone: 801-240-7240
START: 06/03/2008	Living Scriptures Contact: Nick Zuniga Address: 3625 Harrison Blvd., Ogden, UT 84403 Phone: 801-627-2000
START: 03/10/2003 TV ONLY	Media Line Contact: Mark Shilstone Address: Box 51909, Pacific Grove, CA 93950 Phone: (800) 237-8073
START: 03/10/2003	Mountain West College Contact: Rob Peterson

END: 04/23/2010	Address: 3280 West 3500 South, West Valley City, UT 84119 Phone: (801) 840-4800
START: 04/29/2008	Mindlink Resources Contact: Stacey Brown Address: , Vancouver, WA 98683 Phone: (360) 254-7711
START: 03/10/2003	Ogden Community Action Agency Contact: Shawwna Sugihara Address: 3159 Grant Avenue, Ogden, UT 84401 Phone: (801) 399-9281
START: 04/29/2008	OH/IL Centers for Broadcasting Contact: Gary James Address: 9000 Sweet Valley Dr, Valley View, OH 44125 Phone: 216-447-9117
START: 09/11/2008	OCM, Inc.- Utah Contact: David M. Hilbig, SPHR Address: 491 West 5300 South, Salt Lake City, UT 84123-5600 Phone: 801-327-9640
START: 02/27/2009	Offender Workforce Development Contact: Anrico Delray Address: 350 South Main Street, Room 16, Salt Lake City, UT 84101 Phone: 801-535-2700
START: 06/03/2008	People Helping People Contact: Kayleen Simmons Address: 205 North 400 West, Salt Lake City, UT Phone: 801-583-1475
START: 02/13/2008 END: 08/24/2009	RadioGrit.com Contact: Web Address: Web, , Phone: Web
START: 03/10/2003	Salt Lake Community College Contact: C. Douglas Thom Address: 1575 So. State St. W-134, Salt Lake City, UT 84115 Phone: (801) 957-4304
START: 03/10/2003	(SBDA) Alliance Comm. Svcs. Contact: Jorge Arce - Larreta Address: 205 North 400 West, Salt Lake City, UT 84103 Phone: (801) 359-8922
START: 03/10/2003 TV ONLY	Southern Utah University Contact: Marla Bingham Address: 351 West Center Street, Cedar City, UT 84720 Phone: (435) 586-5420
START: 04/07/2004 END: 05/21/2010 TV ONLY	SUU - Career Services Contact: Marla Bingham Address: 351 West University Blvd., Cedar City, UT 84720 Phone: (435) 586-5420
START: 04/07/2004	SUU Communications Department Contact: Jon M. Smith, Ph. D. Address: 351 West Center, Cedar City, UT 84720 Phone: (435) 586-7973

START: 04/07/2004 RADIO ONLY	SUU - KSUU Station Contact: Cal Rollins Address: 351 West Center Street, Cedar City, UT 84720 Phone: (435) 865-8224
START: 03/10/2003 TV ONLY	St. Rose Catholic Church Contact: Ana Martinez Address: P.O. Box 557, Layton, UT 84041 Phone: (801) 544-4269
START: 03/10/2003	Stevens-Henager College /Ogden Contact: Kathy Leany Address: PO Box 9428, Ogden, UT 84409-0428 Phone: (801) 394-7791
START: 03/10/2003	Stevens-Henager College /Provo Contact: Stephanie Morgan Address: 25 East 1700 South, Provo, UT 84606 Phone: (801) 375-5455
START: 04/26/2010	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
START: 01/29/2004	Tribal Employment Rights Offic Contact: Kimberly Dixie Address: PO Box 306, Fort Hall, ID 83203-0306 Phone: (208) 478-3848
START: 04/27/2004 TV ONLY	TVJobs.com Contact: Mark C. Holloway Address: P.O. Box 4116, Oceanside, CA 92052 Phone: (800) 374-0119
START: 11/29/2004 RADIO ONLY	TVandRadiojobs.com Contact: Michael Madden Address: Web, , CA Phone: (818) 879-0858
START: 05/05/2005 TV ONLY	Television Bureau of Advertisi Contact: Arleen Fong Address: 3 East 54th Street, 10th Floor, New York, NY 10022-3108 Phone: (212) 486-1111
START: 03/10/2003	Utah Valley University Contact: Erica Mecham Address: 800 W. University Prkwy, MS203, Orem, UT 84058 Phone: (801) 863-8915
START: 03/10/2003	University of Idaho Contact: Dan Blanco Address: Brink Hall, G-11, PO Box 44303, Moscow, ID 83844-3030 Phone: (208) 885-6121
START: 03/10/2003	University of Utah Contact: Danielle De La Marc Address: 255 So. Central Campus Dr #2400, Salt Lake City, UT 84112-0491 Phone: (801) 581-6302
START: 05/06/2004	University of Utah-Career Svcs Contact: Dana Sowby Address: 201 South 1460 East, Rm 350, Salt Lake City, UT 84112-9058



	Phone: (801) 585-5061
START: 03/10/2003	UofU Center of Ethnic Students Contact: Rebecca McKean Address: 200 South Central Campus Drive, Salt Lake City, UT 84112 Phone: (801) 581-7119
START: 03/23/2007	UofU Career Counselor Contact: Patrick M. McShane Address: 201 South 1460 East 350 Studen, Salt Lake City, UT 84112-9058 Phone: (801) 585-9703
START: 08/05/2004 RADIO ONLY	Utah Career College-Career Svc Contact: Chris Oakeson Address: 1902 West 7800 South, West Jordan, UT 84088 Phone: (801) 304-4224
START: 03/10/2003	Utah State Office of Rehab Contact: Linda Campbell Address: 926 West Baxter Drive, South Jordan, UT 84095 Phone: (801) 446-2560
START: 05/06/2004	Utah State University Contact: Kim Latu Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: 435-797-1745
START: 03/10/2003	USU - Dept of Journalism/Comm Contact: Penny M. Byrne Address: USU - Dept. of Journalism/Comm, Logan, UT 84322-4605 Phone: (435) 797-3289
START: 07/15/2003 END: 04/26/2010	Utah State Office-Asian Affair Contact: Linda K. Oda Address: 324 South State Street, 5th Fl, Salt Lake City, UT 84111 Phone: (801) 538-8883
START: 07/22/2008	VA Medical Center Contact: Robert Banz Address: 500 Foothill Drive, Salt Lake City, YT 84148 Phone: 801-582-1565
START: 03/10/2003	Westminster College Contact: Verity Flurer Address: 1840 South 1300 East, Salt Lake City, UT 84105-3697 Phone: (801) 832-2594
START: 05/06/2004 END: 05/24/2010	Westminster College Career Svc Contact: Verity Flurer Address: 1840 South 1300 East, Salt Lake City, UT 84105 Phone: (801) 832-2590
START: 03/10/2003	Weber State University Contact: Betty H. Simons Address: 1150 University Circle, Ogden, UT 84408-1105 Phone: (801) 626-6960
START: 03/10/2003	Weber State University (Pat) Contact: Pat Wheeler Address: 3801 University Circle, Ogden, UT 84408-3801 Phone: (801) 626-7329
	West Valley UT Employment Reso Contact: Byron Anderson

START: 02/27/2009	Address: 2994 Glen Eagle Dr, West Valley City , UT 84128 Phone: 801-988-4455
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