

EEO Public File Report

Employment Unit Covered:

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

Reporting Period

May 25, 2010 - May 23, 2011

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

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
KSL BG Account Executive	10/20/2010	Employee Referral	See Recruitment Source List for entries on or before 06/17/2010, excluding those marked Radio Only
KSL BG Account Executive	10/20/2010	Employee Referral	See Recruitment Source List for entries on or before 06/17/2010, excluding those marked Radio Only
KSL BG Account Executive	11/17/2010	Market Referral	See Recruitment Source List for entries on or before 06/17/2010, excluding those marked Radio Only
KSL BG Account Executive	09/30/2010	Market Referral	See Recruitment Source List for entries on or before 06/17/2010, excluding those marked Radio Only
KSL Radio Exec. Prod./Mngr	09/15/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 07/09/2010, excluding those marked TV Only
KSL Radio Traffic Reporter	07/28/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 07/16/2010, excluding those marked TV Only
KSL Radio Traffic Reporter	07/30/2010	Employee Referral	See Recruitment Source List for entries on or before 07/16/2010, excluding those marked TV Only
VP/Program Development	08/26/2010	Exigent	Exigent Circumstances
KSL Radio Talk Show Host	09/30/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 08/11/2010, excluding those marked TV Only
KSL Radio Talk Show Host	09/07/2010	Classified Ad/Publications	See Recruitment Source List for entries on or before 08/11/2010, excluding those marked TV Only
KSL Radio Talk Show Producer	12/17/2010	Market Referral	See Recruitment Source List for entries on or before 08/19/2010, excluding those marked TV Only
IS/Broadcast Engineer	01/11/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 09/16/2010, excluding those marked Radio Only
KSL TV Sales Assistant	11/18/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 09/29/2010, excluding those marked Radio Only
KSL TV Sales Assistant	12/08/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 09/29/2010, excluding those marked Radio Only
KSL TV News Producer	11/12/2010	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 10/26/2010, excluding those marked Radio Only
KSL TV Community Events Coord.	11/19/2010	Employee Referral	See Recruitment Source List for entries on or before 10/28/2010, excluding those marked Radio Only
KSL TV Photographer	12/08/2010	Employee Referral	See Recruitment Source List for entries on or before 11/17/2010, excluding those marked Radio Only
KSL TV Prod/Logistics Dir	02/23/2011	Employee Referral	See Recruitment Source List for entries on or before 11/29/2010, excluding those marked Radio Only

KSL AR Accounting Assistant	01/25/2011	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/12/2011, excluding those marked TV Only
KSL TV News Producer	02/15/2011	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/19/2011, excluding those marked Radio Only
KSL TV News Producer	03/28/2011	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/19/2011, excluding those marked Radio Only
KSL Broadcast Exec. Assistant	05/23/2011	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 02/04/2011, excluding those marked TV Only
KSL TV Sales Assistant	03/11/2011	Employee Referral	See Recruitment Source List for entries on or before 02/09/2011, excluding those marked Radio Only
KSL Multit-Media Journalist	04/07/2011	Employee Referral	See Recruitment Source List for entries on or before 02/23/2011, excluding those marked Radio Only
KSL BG Paralegal	04/25/2011	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 02/23/2011, excluding those marked TV Only
TV News Senior Producer	04/01/2011	Employee Referral	See Recruitment Source List for entries on or before 03/10/2011, excluding those marked Radio Only
KSL Art Director	05/06/2011	Employee Referral	See Recruitment Source List for entries on or before 03/21/2011, excluding those marked Radio Only
BRG Salt Lake Account Exec.	05/05/2011	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 03/24/2011, excluding those marked TV Only
Creative Director	05/13/2011	Market Referral	See Recruitment Source List for entries on or before 04/29/2011, excluding those marked Radio Only

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
Internal Applicant	22
All Access	3
Employee Referral	33
Market Referral	9
KSL Web Site (ksl.com)	64
Classified Ad/Publications	6
TVandRadiojobs.com	1
LDS Employment Resource Service	2
Job Fair	1
University of Utah	2
Dept of Workforce Services	13
Weber State University	1
People Helping People	2
TVJobs.com	2
Westminster College	1
Total Applicants	162

Performance Initiatives Undertaken

The Unit continues to share employment opportunities in broadcasting by participating in an Employer Meet and Greet event at People Helping People, an organization working with single mothers who are endeavoring to improve theirs' and their families' lives.

The Unit provided a job shadow opportunity, working with a recipient of the Hubert H. Humphrey Fellowship at ASU, which offered a Croatian Journalist knowledge of broadcasting in the United States. Unit also maintains a job shadow program allowing students to shadow a variety of work stations in the newsroom for a one-day period, promoting employment opportunities in television broadcasting for local area middle and high schools.

The Unit provided a two-week internship opportunity for a Layton, Utah High School TV Broadcasting/Production & Multimedia teacher to assist in the completion of his requirements for his TV endorsement.

The Unit also participated in two internship/career fairs at local Colleges/Universities, educating and encouraging students to consider internship and career opportunities in broadcasting/communications.

Eight scholarships were given by the Unit to students with an emphasis in broadcast journalism excellence at Brigham Young University, Dixie State University, Southern Utah University, University of Utah, Utah State University, and Weber State University.

The Unit's HR, co-sponsored a Career Fair on March 16, 2011, together with local broadcasters and the Utah Broadcaster's Association , encouraging and educating participants in considering careers in broadcasting and internship opportunities. The Unit's HR also participated in the Utah Broadcaster's Association's annual FCC/EEO Legal Training.

The Unit continues to sponsor an interactive multi-media experience at Discovery Gateway and the Children's Museum, allowing children to discover by "hands-on" learning experiences the world of media and career opportunities.

On June 10, 2010, the Unit's HR and management hosted a group of students and faculty from BYU Idaho University, touring the facility and discussing career opportunities in the broadcasting industry. The Unit continues to host tours of its broadcasting facility for various community organizations and groups providing insight and knowledge of the broadcasting/communications industry.

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

The Unit's management and personnel continue to serve on various committees and community organizations' boards. Participating in numerous educational speaking engagements throughout the community sharing their skills, knowledge and abilities regarding the broadcasting industry and career opportunities 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	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy,#210-5, Malibu, CA 90265

RADIO ONLY	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	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 RADIO ONLY	BYU Idaho Broadcasting (1) Contact: Ron Weekes 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
	Church of Jesus Christ of LDS

START: 03/10/2003	Contact: Julie Hoskins 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
START: 02/27/2009	Diversity Office of Salt Lake Contact: Rebecca Sanchez Address: 2001 South State Street, Ste N, Salt Lake City, UT 84190-1020 Phone: 801-468-3097
START: 12/06/2010	DeVry University Contact: Sarah Vigil Address: 9350 South 150 East, Suite 420, Sandy, UT 84070 Phone: (801) 565-5118
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: 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 TV ONLY	Kearns High School Contact: Steve Treseder Address: 5525 South 4800 West, Kearns, UT 84118 Phone: (801) 646-5380
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	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: 04/29/2008	Mindlink Resources Contact: Stacey Brown Address: Southeast 22nd Street, Vancouver, WA 98683 Phone: (360) 254-7711
START: 05/21/2010	NAACP Salt Lake Branch Contact: Jeanetta Williams Address: P.O. Box 25414, Salt Lake City, UT 84125-0414 Phone: (801) 250-5088
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: 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	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	Television Bureau of Advertisi Contact: Address: 3 East 54th Street, 10th Floor, New York, NY 10022-3108 Phone: (212) 486-1111

TV ONLY	
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: 07/22/2008	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
	Weber State University

START: 03/10/2003	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
START: 02/27/2009	West Valley UT Employment Reso Contact: Byron Anderson Address: 2994 Glen Eagle Dr, West Valley City , UT 84128 Phone: 801-988-4455