

EEO Public File Report

Employment Unit Covered:

KSL(AM), KSL-FM (FORMERLY KQMB), KSL-TV

KSFI(FM), KRSP-FM, KUTR(AM)

Reporting Period

May 24, 2007 - May 23, 2008

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>
KSL TV Assignment Desk Editor	07/09/2007	Employee Referral	See Recruitment Source List for entries on or before 03/20/2007, excluding those marked Radio Only
KSL NewsRadio Sales Assistant	06/12/2007	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 05/07/2007, excluding those marked TV Only
KRSP Account Manager/Executive	09/21/2007	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 05/14/2007, excluding those marked TV Only
KRSP Account Manager/Executive	09/21/2007	Employee Referral	See Recruitment Source List for entries on or before 05/14/2007, excluding those marked TV Only
KSL NewsRadio Account Executiv	09/10/2007	Employee Referral	See Recruitment Source List for entries on or before 05/14/2007, excluding those marked TV Only
KSL Radio Talk Show Producer	08/24/2007	All Access	See Recruitment Source List for entries on or before 05/29/2007, excluding those marked TV Only
KSL TV News Anchor/Reporter	06/30/2007	Internet	See Recruitment Source List for entries on or before 06/08/2007, excluding those marked Radio Only
Internet News Manager-Producer	07/26/2007	Employee Referral	See Recruitment Source List for entries on or before 06/21/2007, excluding those marked TV Only
Internet Sales Coordinator	07/20/2007	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 06/21/2007, excluding those marked TV Only
KSL Corp. Web Developer	09/13/2007	Employee Referral	See Recruitment Source List for entries on or before 06/20/2007, excluding those marked TV Only
KSL Services Mail Clerk	08/06/2007	Employee Referral	See Recruitment Source List for entries on or before 07/18/2007, excluding those marked TV Only
KSL TV Sales Assistant	09/10/2007	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 07/20/2007, excluding those marked Radio Only
KSL TV Sales Assistant	09/24/2007	Employee Referral	See Recruitment Source List for entries on or before 07/20/2007, excluding those marked Radio Only
KSL TV Video Editor/Full-Time	08/16/2007	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 07/25/2007, excluding those marked Radio Only
KSLRadio On-Air Talent PM Mgr	10/30/2007	All Access	See Recruitment Source List for entries on or before 07/27/2007, excluding those marked TV Only
KSL TV AM Reporter	10/03/2007	Personnel Agency	See Recruitment Source List for entries on or before 08/10/2007, excluding those marked Radio Only
KSL TV PM Assignment Editor	09/27/2007	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 08/15/2007, excluding those marked Radio Only

KSFI FM Account Executive	09/26/2007	Employee Referral	See Recruitment Source List for entries on or before 08/16/2007, excluding those marked TV Only
SLC Accounting Assistant-AR	09/25/2007	Employee Referral	See Recruitment Source List for entries on or before 08/20/2007, excluding those marked TV Only Additional Recruitment Source Used: Salt Lake Tribune and D News
KSL Corp Accounting Asst-A/R	10/05/2007	Employee Referral	See Recruitment Source List for entries on or before 09/05/2007, excluding those marked TV Only
KSFI Sales Training Associates	12/18/2007	Employee Referral	See Recruitment Source List for entries on or before 10/26/2007, excluding those marked TV Only
KSL TV Commercial/Computer Op	11/30/2007	Employee Referral	See Recruitment Source List for entries on or before 11/12/2007, excluding those marked Radio Only
KSFI FM Account Executive	02/05/2008	Employee Referral	See Recruitment Source List for entries on or before 11/15/2007, excluding those marked TV Only
KSL Marketing Admin. Assistant	01/22/2008	LDS Employment	See Recruitment Source List for entries on or before 11/26/2007, excluding those marked Radio Only
KSL TV Broadcast KU Engineer	01/24/2008	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 12/10/2007, excluding those marked Radio Only
BSL Managing Dir On-Line Prods	02/08/2008	Employee Referral	See Recruitment Source List for entries on or before 12/14/2007, excluding those marked TV Only Additional Recruitment Source Used: Posted at Dice
KSL Web Production Assistant	01/23/2008	City Workforce Services	See Recruitment Source List for entries on or before 12/19/2007, excluding those marked TV Only
KSL Corp Web Developer	04/17/2008	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 01/03/2008, excluding those marked TV Only
BRG Account Executive	02/20/2008	Employee Referral	See Recruitment Source List for entries on or before 01/16/2008, excluding those marked TV Only
BRG Account Executive	02/28/2008	Employee Referral	See Recruitment Source List for entries on or before 01/16/2008, excluding those marked TV Only
KSL TV Account Exec/Manager	03/14/2008	Employee Referral	See Recruitment Source List for entries on or before 01/23/2008, excluding those marked Radio Only
KSL TV Account Exec/Manager	03/14/2008	Employee Referral	See Recruitment Source List for entries on or before 01/23/2008, excluding those marked Radio Only
KSLCorp SysAdmin &Security Exp	04/30/2008	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 03/20/2008, excluding those marked TV Only
KSL Mrkting/News Topical Prod	04/14/2008	KSL Web Site (ksl.com)	See Recruitment Source List for entries on or before 03/28/2008, excluding those marked Radio Only
BRG Account Executive	05/12/2008	Market Referral	See Recruitment Source List for entries on or before 04/30/2008, 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
Internal Applicant	20

KSL Web Site (ksl.com)	74
Employee Referral	52
Television Bureau of Advertisi	1
City Workforce Services	11
All Access	6
TVandRadiojobs.com	1
TVJobs.com	1
Internet	4
LDS Employment	3
St. Rose Catholic Church	1
Market Referral	7
Personnel Agency	1
Radio Ad	1
Classified Ad/Publications	1
LDS Business College/Co-op Off	1
Weber State University (Pat)	1
Dept of Workforce Services	2
Westminster College	2
Unknown	1
University of Utah	2
BYU - Dept of Communications	1
Job Fair	2
Total Applicants	196

Performance Initiatives Undertaken

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 participated in a job shadow program with 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 participated with the IREX Organization and MENA Media in providing a two-week Fellowship opportunity for a Middle East journalist who is a member of the Yemeni Journalists Syndicate.

The Unit awarded scholarships to thirteen 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 interviewed and selected by a panel of judges from the Unit's management and news staff.

The Unit's management and personnel participated in many educational engagements to inform and educate students as to employment opportunities in the broadcasting industry.

The Unit HR and management participated in various University and Association Career Fairs educating and encouraging participants to consider careers in broadcasting/communications.

The Unit HR and management, together with Utah Broadcaster's Association, co-sponsored a Career Fair March 26, 2008, educating and encouraging participants to consider careers in broadcasting/communications.

The Unit's Corporate HR Director participated in the NABEF and RTNDA Radio Show Career Fair during the NAB Radio Show in Charlotte, North Carolina, September 26, 2007; and in the NABEF/BEA/RTNDA Career Day on Wednesday, April 16, 2008 at the Las Vegas Hilton Hotel.

The Unit sponsors the children's area at the Layton Hills Mall as well as an interactive multi-media experience for young and old at Discovery Gateway in downtown, Salt Lake City, Utah 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. Unit will soon host monthly talent greetings at the Media Zone so children can ask questions directly to a person currently working in the media.

Recruitment Source List

The following sources have requested notification of job openings.

Start/ END Dates :	Recruitment Source:
START: 03/10/2003 END: 12/31/2007 TV ONLY	Army Community Services Contact: Dee R. Perry Address: CSTE-DTC-DP-DB-PC-F, Dugway, UT 84022 Phone: (435) 831-2260
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: 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 - 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
	BYU - Idaho Contact: Grant Johnson

START: 03/10/2003	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: 01/10/2005 END: 12/27/2007	BYU Idaho College of Business Contact: Shane Wasden Address: Smith Building 215, Rexburg, ID 83460-0810 Phone: (208) 496-1477
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: JOHN STROCK 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: Address: , , Phone:
START: 03/10/2003	Deseret Industries Contact: Angela Casperson Address: 4485 South Main Street, Murray, UT 84107 Phone: (801) 262-6467
	Division of Rehabilitation Svc

START: 03/10/2003	Contact: W ENDy 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: Rae Smart Address: 225 South 700 East, St. George, UT 84770 Phone: (435) 652-7669
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: 03/10/2003	ITT Technical Institute Contact: Chandra McBride 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 RADIO ONLY	Job Service of Blackfoot (ID) Contact: Chris Orders Address: P.O. Box 9 155 North Maple, Blackfoot, ID 83221 Phone: (208) 236-6317
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 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	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: , , Phone: 801-992-3441
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: Pat Roden Address: 55 North 300 West, Salt Lake City, UT 84180 Phone: (801) 575-5776
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: Marc Murri Address: 780 West 800 South, Salt Lake City, UT 84104-1427 Phone: (801) 240-7242
START: 03/10/2003	Lewis & Clark State College Contact: Debra Lybyer Address: 500 8th Avenue/Career Develop., Lewiston, ID 83501-2698 Phone: (208) 792-2313
START: 01/29/2004	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: 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: Mark Trawick Address: 3280 West 3500 South, West Valley City, UT 84119 Phone: (801) 840-4800
	Mindlink Resources Contact: STACEY BROWN

START: 04/29/2008	Address: , , Phone:
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: 02/13/2008	RadioGrit.com Contact: Address: , , Phone:
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: 347 East South Temple, Salt Lake City, UT 84111 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 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
	Tribal Employment Rights Offic

START: 01/29/2004	Contact: Mitzi M. Silversmith 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: , , 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 State College Contact: Erica Mecham Address: 800 W. University Prkwy, MS203, Orem, UT 84058 Phone: (801) 863-8915
START: 03/10/2003 END: 10/22/2007	University of Arizona Contact: Meghan Ruiz Address: PO Box 210019, Tucson, AZ 85721-0019 Phone: (520) 621-4606
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: 03/10/2003 END: 10/22/2007	UNLV Contact: Randy J. Pearson Address: SSC Reynolds Room 301, Las Vegas, NV Phone: (702) 895-3928
START: 08/05/2004	Utah Career College-Career Svc Contact: Chris Oakeson Address: 1902 West 7800 South, West Jordan, UT 84088 Phone: (801) 304-4224

RADIO ONLY	
START: 03/10/2003 END: 10/22/2007	University of Nevada (Reno) Contact: Alisa Armon or Jan Sloan Address: Suite 200 Thompson Bldg., Reno, NV 89557 Phone: (775) 784-4678
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: Lon Bailey Address: 4305 Old Main Hill, Logan, UT 84322-4305 Phone: (435) 797-3915
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	Utah State Office-Asian Affair Contact: Andrea Scinz Address: 324 South State Street, 5th Fl, Salt Lake City, UT 84111 Phone: (801) 538-8883
START: 03/10/2003	Westminster College Contact: Verity Erickson Address: 1840 South 1300 East, Salt Lake City, UT 84105-3697 Phone: (801) 832-2594
START: 05/06/2004	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