

**BROADCAST EQUAL EMPLOYMENT OPPORTUNITY  
MODEL PROGRAM REPORT**

Legal Name of the Applicant		
Mailing Address		
City	State or Country (if foreign address)	ZIP Code
Telephone Number (include area code)	E-Mail Address (if available)	
	Facility ID Number	Call Sign

☐ Application for Construction Permit for New Station      ☐ Application for Assignment of License

☐ Application for Transfer of Control

a. Service Type:    ☐ AM    ☐ FM    ☐ TV    ☐ Other (specify) \_\_\_\_\_

b. Community of License:    

City	State
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**INSTRUCTIONS**

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity. This is submitted to the Commission as the Model EEO Program. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

NOTE: Check appropriate box, sign the certification below and return to FCC:

- ☐ Station employment unit will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- ☐ Station employment unit will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in

Signed	Name of Respondent
Title	Date

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

## **GUIDELINES TO THE MODEL EEO PROGRAM**

The model EEO program adopted by the Commission for construction permit applicants, assignees, and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### **I. GENERAL POLICY**

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified persons.

### **II. RESPONSIBILITY FOR IMPLEMENTATION**

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### **III. POLICY DISSEMINATION**

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### **IV. RECRUITMENT**

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified job applicants. The purpose of the listing is to assist the applicant in developing specialized referral sources to ensure wide dissemination of vacancy information as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

## **MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

### **I. GENERAL POLICY**

It will be our policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

## II. RESPONSIBILITY FOR IMPLEMENTATION

Name/Title
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**will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.**

## III. POLICY DISSEMINATION

To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- ☐ The station's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☐ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☐ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- ☐ Other (specify)

## IV. RECRUITMENT

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. Section 73.2080:

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## **FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will take one (1) hour. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [pra@fcc.gov](mailto:pra@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

## **KUER Supplemental Outreach Initiatives**

(June 1, 2020 – May 31, 2021)

### **Description of Activity. Including Date and Station Staff Involved:**

#### **1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions**

- KUER's human resources analyst and executive director participated in University of Utah career fairs on August 18, 2020 and February 2, 2021. They talked with students and fair visitors about available internships, volunteer opportunities and career opportunities in broadcasting as well as current openings at the station.
- KUER's human resources recruitment coordinator attended the University of Utah Career & Professional Development Center's Spring '21 Internship and Career fair on February 4.

#### **4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues**

- February 28 & April 28, 2021 - KUER's afternoon host, Caroline Ballard, participated in "Reading Between the Headlines" media literacy panel discussions sponsored by the University of Utah Marriott Library.
- October 16, 2020 and April 9 & April 16, 2021 - KUER reporters Sonja Hutson and Emily Means were interviewed by Jason Peery on PBS Utah's The Hinckley Report about their government and Utah politics reporting.
- July 12 - 17, 2021 - KUER sponsored NPR's "Next Generation Radio Program" and six students from Utah colleges participated in a week-long journalism training program with national journalist mentors who worked one-on-one with students to create a multimedia project.

#### **5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment**

- January 22 – May 6, 2021 – KUER's marketing department employed a student intern. She assisted in community outreach projects, writing and editing the weekly E-Newsletter delivered to 32,000 recipients and helps with various marketing and community outreach processes.
- June 1 – August 22, 2020 – KUER News employed an intern and from August 26 – December 4, 2020 they employed another. These internships provide the students with hands-on mentoring and on-the-job training in the news department. The students work as reporters and produce stories for broadcast on KUER.
- June 1 – July 25, 2020 – KUER's RadioWest employed an intern and from January 16 – May 8, 2021 they employed another. The two interns worked alongside journalists in creating the daily public affairs program.

**7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting**

- September 1, 2020 – May 16, 2021: KUER RadioWest and KUER News employed the “Bob Avery Scholar” from the Department of Communications at the University of Utah. She worked in the newsroom alongside reporters and RadioWest producers creating broadcast content and participating in events and community engagement.

**8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions**

KUER Administration supports staff participation in conferences where they develop additional skills, increase technical expertise, and gain a greater understanding of the industry.

- Public Radio Program Directors & Public Media Journalists Association Conference was held virtually from September 21 – December 31, 2020 and KUER’s Station Manager and Director of Audience Development attended several professional development classes.
- Public Media Development and Marketing conference was held virtually throughout the summer months of 2020 and KUER’s Associate Director of Philanthropy, Grants and Foundations manager, Individual Giving Manager, Fundraising Data Manager and Senior Graphic Designer attended several professional advancement sessions.

**10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting**

- April 1, 2021 - KUER’s News Director Elaine Clark talked to University of Utah journalism students about the traits of a good journalist, the challenges and rewards of the career and what it takes to break into the business.
- November 30, 2020 – KUER’s News Director Elaine Clark spoke to Utah Valley University students about the challenges and rewards of a career in journalism, what it takes to break into the business and what the traits are of a good reporter.

**14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**

- A representative from the University of Utah Equal Opportunity Office conducted an “Inclusive Leadership” Diversity Training for Staff and Managers on November 19, 2020. During this training staff members examined their own identity and the identities of other people in terms of race, ethnicity, gender, sexuality, language, religion, country of origin and other chosen markers. In addition, Managers are encouraged to attend workshops conducted by the University training department on the following topics: Performance Management, Hiring Principles, and Diversity Training

- KUER staff participated in the “The Power of Workplace Integrity” - an interactive workshop created for media professionals by Jill Geisler of the Freedom Forum Institute at Loyola University on January 19, 20 and 22.

**16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

- July 17, 2020 – KUER reporter Lexi Peery was interviewed on the PBS Utah program “Utah Insight” about her coverage of women in government in Utah.
- June 1 – May 31, 2021 - KUER sends out a weekly e-Newsletter to approximately 32,000 people notifying them of the week’s top news stories, KUER special events, NPR programs, film series and discussions, etc. There are many places within the email that direct viewers to kuer.org, where they can find information about job openings on the “About” page.
- January 10 - Management posted job openings for internships on the KUER 90.1 Facebook page.
- January 2021 – The open position of Morning Edition host was advertised on The Media Job Board, Journalism Jobs.com, NABJ, NAHJ, NAJA, NLGJA, Columbia-J Radio Alums and some 20 industry professional Facebook pages.
- May 13 – May 31, 2021 – The open position of Podcast Producer was advertised on the Media Job Board, Current magazine, JournalismJobs.com; NABJ, NAHJ and NAJA.

**KUER (UNIVERSITY OF UTAH)**  
**EEO PUBLIC FILE REPORT<sup>1</sup>**

(June 1, 2020 thru May 31, 2021)

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

\*Appendix A includes a list of recruitment sources and referral agencies, indicating name, address, the contact person and telephone number.

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED**

**[With Hiree's Recruitment Source Noted in Brackets]**

**1) KUER Sr. Producer PRN24920B**

Notice sent to Referral Source list for entries on or before 12-15-20\*;

Date Filled: 3-29-21

Number of Interviewees: 9

Interviewees according to Referral Source: B6=1; B7=3; C43=5

Hiree: B6

**2) KUER Reporter Producer PRN25394B**

Notice sent to Referral Source list for entries on or before 2-26-21

Date Filled: 5-17-21

Number of Interviewees: 13

Interviewees according to Referral Source: B6=2; B7=1; C43=10

Hiree: C43

**TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

22 Persons

**NUMBER OF REFERRALS FROM SOURCES USED**

B6=3; B7=4; C43=15

\*Denotes referral sources and their respective numbers found on Appendix A.

KUER sends information regarding full-time positions to a mailing list maintained by station technical staff. This list is open to any subscriber so the list of individuals and/or organizations that receive information about our job postings may be broader than the referral source list in Appendix A. An invitation is sent to these subscribers asking if they will provide more contact information, but some do not respond.

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<sup>1</sup> The KUER employment unit also includes co-owned stations KUHU, KUOU, KUXU, KUEU and KUQU.



## Appendix A: Employment Referral and Recruitment (Referral Source List)

Updated: 5-17-21; Created 5/21/03

### Job Service Locations

#### NOTES

- The University has a signed contract with Utah DWS.
- Postings are sent to the State Employment Team: [postajob@utah.gov](mailto:postajob@utah.gov) or fax: 801-526-4321 or 1-866-968-0060
- DWS Employment Centers do not have direct phone numbers; calls are directed to a general call center at 801-526-0950 or 1-866-435-7414.

	Agency	Contact	Phone	Address	E-mail	Date Entered
<b>A1</b>	Department of Workforce Services Employer Services	State Employment Team	801-526-0997 1-888-920-9675	140 East 300 South, SLC, UT 84111	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	10/5/17
<b>A1</b>	Department of Workforce Services Employer Services	Amy Rindlisbacher	801-526-0997 1-888-920-9675	140 East 300 South, SLC, UT 84111	<a href="mailto:amyrindis@utah.gov">amyrindis@utah.gov</a>	10/5/17
<b>Workforce Service Centers</b>						
	Beaver Employment Center	N/A	N/A	875 North Main / PO Box 1138, Beaver, UT 84713	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Blanding Employment Center	N/A	N/A	544 North 100 East, Blanding, UT 84511	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Brigham City Employment Center	N/A	N/A	138 West 990 South, Brigham City, UT 84302	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Cedar City Employment Center	N/A	N/A	176 East 200 North / PO Box 669, Cedar City, UT 84720	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Clearfield Employment Center	N/A	N/A	1290 East 1450 South, Clearfield, UT 84015	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Delta Employment Center	N/A	N/A	44 South 350 East, Delta, UT 84624	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Emery County Employment Center	N/A	N/A	550 West Hwy 29/ PO Box 859, Castle Dale, UT 84513	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Heber City Employment Center	N/A	N/A	69 North 600 West, Ste C, Heber, UT 84032	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Junction Employment Center	N/A	N/A	550 North Main / PO Box 127, Junction, UT 84740	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Kanab Employment Center	N/A	N/A	468 East 300 South, Kanab, UT 84641	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	
	Lehi Employment Center	N/A	N/A	557 West State St, Lehi, UT 84043	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	

Agency	Contact	Phone	Address	E-mail	Date Entered
Loa Employment Center	N/A	N/A	18 South Main / PO Box 267, Loa, UT 84747	postajob@utah.gov	
Logan Employment Center	N/A	N/A	446 North 100 West, Logan, UT 84321	postajob@utah.gov	
Bridgerland Technical College Employment Center	N/A	N/A	1301 North 600 West, Logan, UT 84321	postajob@utah.gov	
Manti Employment Center	N/A	N/A	55 North Main, Ste #3, Manti, UT 84642	postajob@utah.gov	
Midvale Employment Center	N/A	N/A	7292 South State, Midvale, UT 84047	postajob@utah.gov	
Moab-South Employment Center	N/A	N/A	457 Kane Creek Blvd, Moab, UT 84532	postajob@utah.gov	
Nephi Employment Center	N/A	N/A	625 North Main, Nephi, UT 84648	postajob@utah.gov	
Ogden Employment Center	N/A	N/A	480 East 27th Street, Ogden, UT 84401	postajob@utah.gov	
Panguitch Employment Center	N/A	N/A	665 North Main Street, Panguitch, UT 84759	postajob@utah.gov	
Park City Employment Center	N/A	N/A	1846 Prospector Ave / PO Box 680697 Park City, UT 84068	postajob@utah.gov	
Price Employment Center	N/A	N/A	475 West Price River Drive, Ste 300, Price, UT 84501	postajob@utah.gov	
Provo Employment Center	N/A	N/A	1550 North 200 West, Provo, UT 84604	postajob@utah.gov	
Richfield Employment Center	N/A	N/A	115 East 100 South, Richfield, UT 84701	postajob@utah.gov	
Roosevelt Employment Center	N/A	N/A	140 West 425 South 330-13, Roosevelt, UT 84066	postajob@utah.gov	
St. George Employment Center	N/A	N/A	162 North 400 East Bldg B, St. George, UT 84770	postajob@utah.gov	
Salt Lake City Metro Employment Center	N/A	N/A	720 South 200 East, SLC, UT 84111	postajob@utah.gov	
South County Employment Center	N/A	N/A	5735 South Redwood Rd, Taylorsville, UT 84123	postajob@utah.gov	
South Davis Employment Center	N/A	N/A	763 West 700 South, Woods Cross, UT 84015	postajob@utah.gov	
Spanish Fork Employment Center	N/A	N/A	1185 North Chappel Dr, Spanish Fork, UT 84660	postajob@utah.gov	

Agency	Contact	Phone	Address	E-mail	Date Entered
Tooele Employment Center	N/A	N/A	305 North Main Street, Ste 100, Tooele, UT 84074	postajob@utah.gov	
Vernal Employment Center	N/A	N/A	1050 West Market Dr, Vernal, UT 84078	postajob@utah.gov	

## College Recruiting/Educational Institutions

	Agency	Contact	Phone	Address	E-mail	Date Entered
<b>B1</b>	KUEN/KUED/KUER Staff	Staff	801-581-7777	101 Wasatch Dr, SLC, UT 84112	ebc@lists.utah.edu	3/28/03
<b>B2</b>	KUEN/KUED/KUER website	Nick Loomans	801-585-6021	250 East 200 South Ste 125, SLC, UT 84111	ebc@lists.utah.edu	3/28/03
<b>B3</b>	Morgan County School District	Jana Brown	801-829-3411	PO Box 530, Morgan, UT 84050	jbrown@morgansc.org	3/28/03
<b>B4</b>	Salt Lake Community College	Jack Hesleph	801-957-4013	4600 South Redwood Rd, SLC, UT 84130	Jack.hesleph@slcc.edu	3/28/03
<b>B5</b>	Southern Utah University	Marisa Coburn	435-586-5483	351 West Center St, Cedar City, UT 84720	careercenter@suu.edu	3/28/03
<b>B6</b>	University of Utah Human Resources (web)	Nick Loomans	801-585-6021	250 East 200 South Ste 125, SLC, UT 84111	Nicholas.Loomans@utah.edu	3/28/03
<b>B7</b>	University of Utah Staff (campus referral)	varied	varied	250 East 200 South Ste 125, SLC, UT 84111	Nicholas.Loomans@utah.edu	3/28/03
<b>B8</b>	University of Utah Instructional Media Services	Jeanne Krogen	801-581-6779	207 MBH, SLC, UT 84112	jkrogen@ims.utah.edu	3/28/03
<b>B9</b>	University of Utah University Press	Hannah New	801-585-0080	Marriott Library Ste 5400, SLC, UT 84112	hannah.new@utah.edu	3/28/03
<b>B10</b>	Utah State Board of Regents	Julie Vincent/ Anya Turner/ Kiersten Allred	801-321-7124	60 South 400 West, 5th Floor, SLC, UT 84101	HR@utahsbr.edu	3/28/03
<b>B11</b>	Weber State University Career Services	Pat Wheeler	801-626-7914	1105 University Cir, Ogden, UT 84408-1105	pwheeler@weber.edu	3/28/03
<b>B12</b>	Weber State University	Betty Simons	801-626-6960	1105 University Cir, SC Rm 230, Ogden, UT 84408-1105	bsimons@weber.edu	3/28/03
<b>B13</b>	West High School	Connie Wyckoff, CTE Specialist/ Coordinator SLCSD	801.578.8500 ext. 383	241 North 300 West, SLC, UT 84103	Connie.Wyckoff@slcschools.org	3/28/03
<b>B14</b>	Carbon School District, Adult Education	Nelda Grundy	435-613-3145	251 West 400 North, Price UT 84501	grundyn@carbonschools.org	3/28/03
<b>B16</b>	University of Utah Department of Marketing	Paul Dowling	801-581-7489	1645 East Campus Center Dr, #107, SLC, UT 84112	mktpd@business.utah.edu	11/10/05
<b>B17</b>	Weber State University	Larry Burdett	801626-8765	1105 University Cir, Ogden, UT 84408-1105	larryburdett@weber.edu	10/27/08
<b>B18</b>	Weber State University, Data Center (Weber ATC	Theresa Walker	801-627-8413	200 North Washington Blvd, Ogden, UT 84404	walkert@owatc.edu	10/27/08

	Agency	Contact	Phone	Address	E-mail	Date Entered
<b>B19</b>	Career Services (Utah State)	Eddy Tsing	435-797-1748	4305 Old Main Hill, University Inn Room 102, Logan, UT 84322	career.services@usu.edu	3/19/09
<b>B20</b>	Utah State University	Kim Latu	435-797-1745	4205 Old Main Hill, Logan, UT 84322-4305	kim.latu@usu.edu	12/5/11
<b>B21</b>	Davis Applied Technology College	Alex Johnson	801-593-2399	550 East 300 South, Kaysville, UT 84067	alex.johnson@davistech.edu	5/26/16
<b>B22</b>	BYU Career Placement	Scott Greenhalgh	801-422-7600	2400A WSC, Provo, UT 84602	cougarcareers@byu.edu	5/26/16
<b>B23</b>	City Academy	Crystal Boteju or Sonia Woodbury	801-596-8489	550 East 200 South SLC UT 84102	office@cityacademyslc.org	5/26/16
<b>B24</b>	Davis School District	Sandra DeCaire	435-760-5538	45 East State Street, Farmington, UT 84025	sdecaire@dsmail.net	5/27/16
<b>B25</b>	North Sanpete School District: Adult Education	Ben Cox	435-462-2452	220 East 700 South, Mt Pleasant, UT 84647	ben.cox@nsanpete.org	5/27/16
<b>B26</b>	South Summit School District	Kip Bigelow	435-783-4301	285 East 400 South, Kamas, UT 84036	kbigelow@ssummit.org	5/27/16
<b>B27</b>	Stansbury High School	Tom Rathke	435-882-2479	5300 Aberdeen Lane, Toole, UT 84074	trathke@gmail.com	5/27/16
<b>B28</b>	University of Utah Netcomm Department	Brian Peter Monson	801-213-3309	102 South 200 East Ste 110, SLC, UT 84111	peter.monson@utah.edu	5/27/16
<b>B29</b>	SLCC Diversity & Multicultural Affairs	Shellie Jo Enscoe, Director	801-957-4415	4600 South Redwood Rd, STC 246, SLC, UT 84130	shellie.enscoe@slcc.edu	10/3/17
<b>B30</b>	Broadview University	Crystal Beweerd	801-542-7223	1902 West 7800 South, West Jordan, UT 84088	cdeweerd@broadviewuniversity.edu	10/3/17
<b>B31</b>	LDS Business College	Reception	801-524-1925	95 North 300 West, SLC, UT 84101-3500	employmentcenter@LDSBC.edu	10/10/17
<b>B32</b>	Idaho State University: Communication, Media & Persuasion	Carrie Page	208 282-3695	921 S 8th Ave, Stop 8242, Frazier Hall, Room 219, Pocatello, ID 83209	cmp@isu.edu	10/12/17
<b>B33</b>	BYU School of Communication	Debbie Jackson or front desk	801-422-2997	360 BRMB, Provo, UT 84602	commx_secretary@byu.edu	10/12/17
<b>B34</b>	BYU Theater & Media Arts	Elizabeth Funk	801-422-7768	DD581 HFAC, Provo, UT 84602	elizabeth_funk@byu.edu	10/12/17
<b>B35</b>	Salt Lake Community College: Career Services	Will Unga	801-957-4210	1575 South State, SLC, UT 84115	will.unga@slcc.edu	10/17/17
<b>B36</b>	Salt Lake Community College Center for Arts & Media	Josh Elstein	801-957-3127	1575 South State; Room 2-009C, SLC, UT 84115	josh.elstein@slcc.edu	10/17/17

	Agency	Contact	Phone	Address	E-mail	Date Entered
<b>B37</b>	CTI (Career Services Network)	Vaughn Taylor	801-440-6380	842 East Three Fountains Dr Ste192, SLC, UT 84107	vaughn.cti@gmail.com	10/17/17
<b>B38</b>	University of Utah Communication Department	Cameron Vakilian	801-581-6889	255 South Central Campus Dr, LNCO Rm 2400, SLC, UT 84112	comm-advisor@utah.edu	10/18/17
<b>B40</b>	University of Utah Film and Media Arts	Jennifer Humphreys	801-581-5127	375 South 1530 East, Rm 270, SLC, Utah 84112	jenni.humphreys@utah.edu	11/21/17
<b>B41</b>	West High Career and Technical Center	Connie Wyckoff, CTE Specialist/ Coordinator SLCS	801.578.8500 ext. 383	1633 Edison Street, SLC, UT 84115	Connie.Wyckoff@slcschools.org	11/21/17
<b>B42</b>	Art Institute of SLC	Reenie McFarland	801-601-4712	121 West Election Rd, SLC, UT 84020	mmacharris@aia.edu	5/8/18
<b>B43</b>	Utah Valley University	Kaylen Dodson	801-863-7438	800 West University Parkway, Mail Stop: 203 University, Orem, UT 84058-5999	Kaylen.dodson@uv.edu	10/2/18
<b>B44</b>	Columbia College of Salt Lake	David Stoddard	801-281-6677	5250 South Commerce Dr, Ste 300, Murray UT 84107	dgoddard@ccis.edu; saltlake@ccis.edu	10/17/07 updated 2/19/19

### Community/Minority Agencies

	Agency	Contact	Phone	Address	E-Mail	Date Entered
<b>C2</b>	Alliance House	Amber Mackay	801-486-5012	1724 South Main, SLC, UT 84115	amberm@vmh.com	5/26/16
<b>C3</b>	Boys/Girls Club of Greater Salt Lake	Carley Cahoon	801-322-4411	PO Box 57071, Murray, UT 84157	ccahoon@gslclumbs.org	5/26/16
<b>C4</b>	Broadcast Employment Services (TVJobs.com)	Mark C. Holloway	760-754-8177	PO Box 4116, Oceanside, CA 92052	jobs@tvjobs.com	11/10/05
<b>C5</b>	Calvary Baptist Church	Pastor Davis	801-355-1025	1090 South State Street, SLC, UT 84111	office@calvaryslc.com	3/28/03
<b>C6</b>	Catholic Community Services of Utah Job Developer	Marci Price	801-977-9119	2570 West 1700 South, SLC, UT 84104	mprice@ccsutah.org	5/8/18
<b>C7</b>	Center for Ethnic Student Affairs (CESA)	Feleti Fatu Matagi	801-581-8151	200 South Central Campus Drive SLC, UT 84112	f.matagi@utah.edu	5/27/16
<b>C8</b>	Housing Authority of Salt Lake County	Virginia Sertain	801-284-4400	3595 South Main, SLC, UT 84105	vsertain@hacsl.org	5/8/18
<b>C9</b>	Kingdom Church of God in Christ	Scott Clark	801-706-9311	PO Box 271131, SLC, UT 84127	scott.clark@hci.utah.edu	5/27/16
<b>C11</b>	Indian Training & Education Center	Janie Ridd	801-484-4447	1865 South Main, SLC, UT 84115	jridd@qwest.net	5/8/18
<b>C13</b>	Keith Kippen	Keith Kippen	801-773-2468	3105 West 4800 South, Roy, UT 84067	kippenks@yahoo.com	10/3/17

	Agency	Contact	Phone	Address	E-Mail	Date Entered
<b>C14</b>	NAACP	Jeanetta Williams	801-250-5088	PO Box 25414, SLC, UT 84125-0414	jdwnaACP@att.net	3/28/03
<b>C15</b>	LDS Inner City Project	Robert B. Hall	801-967-5466	https://icp.lds.org/	rvhall41@msn.com	6/1/10
<b>C16</b>	LDS Employment Resource Services	Bruce Ellis	801-240-7240	780 West 800 South, SLC, UT 84104	bruiserslc@gmail.com	10/17/17
<b>C17</b>	LDS Employment Resource Services	Diane and Harold Bird	801-566-4040	7166 South Redwood Road, Suite B, West Jordan, UT 84084-3488	wel-ec-westjordan@ldsmail.net	5/8/18
<b>C18</b>	LDS Employment Resource Services : West Valley & Tooele	Lori Harding	801-988-4455	2994 South Glen Eagle Dr, WVC, UT 84128	loriharding@ldschurch.org	10/17/17
<b>C19</b>	LDS Employment Resource Services : West Valley & Tooele	Lori Harding	801-988-4455	2994 South Glen Eagle Dr, WVC, UT 84128	wel-ec-wvc@ldschurch.org	10/17/17
<b>C20</b>	LDS Employment Resource Services: West Valley & Tooele	Lori Harding	801-988-4455	2994 S. Glen Eagle Dr, WVC, UT 84128	wel-ec-tooele@ldschurch.org	10/17/17
<b>C21</b>	LDS Employment Resource Services	Rick Morley	801-566-4040	West Jordan Employment Resources Center, 817 E 9400 S Sandy, UT 84094	Wel-ec-westjordan@ldschurch.org	5/26/16 updated 2/19/19
<b>C22</b>	Salt Lake Marriott Downtown at City Creek	Haley Okura	801-537-6118	75 South West Temple, SLC, UT 84101	haley.vanmeeteren@marriott.com	10/12/17
<b>C23</b>	SLC Mayor's Office of Diversity & Inclusion	Emma Houston	385 468-7014	2001 South State Street N2100, SLC, UT 84190-3050	ehouston@slco.org	10/12/17
<b>C24</b>	Marshall White Community Center	Juan Martinez	801-629-8346	222 28th St Ogden, UT, 84401	juanmartinez@ogdencity.com	3/28/03
<b>C25</b>	New Pilgrim Baptist Church	Elizabeth Needelman	801-969-4681	6196 South Redwood Rd, SLC UT 84123-5333	npilgm@aol.com	3/28/03
<b>C26</b>	People Helping People	Kristin Fulbright	801-355-5538	205 North 400 West, SLC, UT 84103	kristin@phputah.org	10/18/17
<b>C27</b>	Pioneer Adult Rehabilitation Center	Ken Naegle	801-402-0950	485 PARC Cir, Clearfield, UT 84015	knaegle@dsdmail.net	5/24/16
<b>C28</b>	Polynesian Association of Utah	Ellen P. Selu	801-967-1780	4687 West 3100 South, WVC, UT 84120	eselu@juno.com	5/8/18
<b>C29</b>	ProductionHUB.com	Multiple Contacts	407-629-4122	801 West Fairbanks Ave, Winter Park, FL 32789	classifieds@productionhub.com	2/2/05
<b>C30</b>	Red Cross	Donette Dodwell & Sheryl Fraser	801-323-7020	6616 South 900 East, SLC, UT 84121	Donette.Dodwell@redcross.org	10/10/17
<b>C31</b>	Samoran Community Council	Jacob Fitiseanu	801-265-7564	3522 South 700 West, SLC, UT 84119	jfitiseanu@utah.gov	3/29/03

	Agency	Contact	Phone	Address	E-Mail	Date Entered
<b>C32</b>	Weber State University, Professor	Shirley Leali, Ph.D.	626-7714	1304 University Cir, Ogden, UT 84408	saleali@weber.edu	3/28/03
<b>C33</b>	Project Coord, HIV/AIDS No. Utah Project	Mary Saenz Cervantez	801-393-4153	536 24th Street, Ste 2B, Ogden UT 84401	nuc24th@comcast.net	5/25/16
<b>C34</b>	State Office of Hispanic Affairs	Laura Garcia	538-8791	324 South State, Ste 500, SLC, UT 84111	lgarcia@utah.gov	3/28/03
<b>C35</b>	Staying Abreast--Breast Cancer Support	Rob Luckau	801-832-1967	432 West Lawndale Dr, SLC, UT 84118	robluckau@hotmail.com	3/28/03
<b>C36</b>	Utah Issues	Jennifer Daniella	521-2035	331 South Rio Grande Ste 60, SLC, UT 84101	jennifer@utahissues.org	5/8/18
<b>C37</b>	Utah Office of Multicultural Affairs	Rozanna Benally-Sagg & Itzel Hernandez	801-245-7210 and 801-245-7282	300 South Rio Grande Street, SLC, UT 84101	rbenally-sagg@utah.gov & itzelhernandez@utah.gov	11/7/17
<b>C38</b>	Volunteers of America Youth Center	Erin McGuire	(801) 364-0744 x 115	888 South 400 West SLC, UT 84101	Erin.McGuire@voaut.org	11/7/17
<b>C39</b>	Wasatch Employers Network	Earl Stevens	801-4173105	1283 West 1260 South #202, Riverton, UT 84065	estevens@farmersagent.com	10/17/17
<b>C40</b>	Work Activity Center	Melissa Foulger	801-977-9779 x 133	1275 West 2320 South, WVC, UT 84119	mfoulger@hotmail.com	3/28/03
<b>C41</b>	HigherEdJobs		814-861-3080	328 Innovation Blvd, Suite 235, State College, PA 16803	Posted through University of Utah portal by contract	10/30/18
<b>C42</b>	Salt Lake County Mayor Office of Diversity & Inclusion	Emerald Greene (intern; changes every year)	(385) 468-7036	2001 South State Street N2100, SLC, UT 84190-3050	DIntern@slco.org	1/17/19
<b>C43</b>	Other Sources not contacted by the station: e.g., Indeed, Glassdoor, tvjobs.com; Utah Alumni Career Services					5/15/18

#### Miscellaneous/School Districts

	Agency	Contact	Phone	Address	E-Mail	Date Entered
<b>D1</b>	Midvale/Pleasant Grove	Christine Ferrin	801-931-9641	7517 South Jefferson St, Midvale 84047	cuteute04@yahoo.com	12/5/11
<b>D2</b>	Cassia County School District	Kaywin Cottle	208-269-0095	PO Box 172, Malad, ID 83252	kaywin.cottle@yahoo.com	12/5/11
<b>D3</b>	Great Basin Industrial	Marjory Howes	801-660-2262	1369 Golden Cir, Fruit Heights, 84037	howesj2@comcast.net	12/5/11
<b>D4</b>	University of Utah, Urban Institute For Teacher Education	Regina Delong	801-486-6997	2736 Commonwealth Ave, SLC, UT 84109	r.delong@utah.edu	12/5/11



	Agency	Contact	Phone	Address	E-Mail	Date Entered
D5	Millcreek	Andrew Odoardi	801-520-6816	1377 Skyline Dr, SLC, UT 84108	andrewodoardi@mac.com	12/5/11
D6	Kearns	Enrique Ruiz	801-651-0475	5573 Mallow Ridge Circle, Kearns, UT 84118	eruizv@gmail.com	12/12/11
D7	Davis School District	Kay Lynn Schick	801-831-3012	9305 North River Rd, Elwood, UT 84337	kschick@icloud.com	3/11/13
D8	Catholic Community Services	David Baxter	801-359-0251	378 I Street SLC, UT 84103	baxman2@q.com	10/10/17
D9	Cass County School District	Bill Chandler	435 563-6273	Sky View High School 520 S 250 E Smithfield, UT 84335	William.Chandler@ccsdut.org	5/14/19