



### **2020-2021 - Annual EEO Public File Report**

The purpose of this Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's equal employment rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations:

<u>Call Sign</u>	<u>Community</u>	<u>FIN</u>
KBYU-TV	Provo, UT	6823
KBYU-FM	Provo, UT	6825
KUMT-FM	Provo, UT	33438

The information contained in this Annual EEO Report covers the time period from May 22, 2020 to, and including, May 21, 2021 (the "Applicable Period") for KBYU-TV, KBYU-FM, and KUMT-FM. Consistent with the FCC's rules, this Annual EEO Report contains at least the following information:

1. A list of all full-time vacancies<sup>1</sup> filled by the stations during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the stations about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.

The following sections provide the required information and summarize the station's EEO efforts during the Applicable Period. This Annual Report is to be timely placed in each station's public inspection file and posted on each station's website, in accordance with the FCC's EEO rules.

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<sup>1</sup> A "full-time vacancy" is defined as one that requires an average of thirty (30) or more hours per week.

# SECTION 1: Employment Vacancies Filled During the Applicable Period

Time Period Covered: **05/22/2020 to 05/21/2021**, Stations in Employment Unit: **KBYU-TV, KBYU-FM, KUMT-FM**

No.	Job Title	Full-time	Date of Hire	Recruitment Source of Hire
1	Data Scientist	Yes	July 6, 2020	Website—LinkedIn
2	IT System Engineer	Yes	July 6, 2020	Website—LinkedIn, Personal Referral
3	Director of Marketing	Yes	July 27, 2020	Website—BYU Employment (Y-Jobs)
4	TV Production Engineer	Yes	September 29, 2020	Personal Referral
5	HR Coordinator	Yes	December 28, 2020	Other
6	Marketing Manager	Yes	January 1, 2021	Internal Candidate
7	Marketing Manager	Yes	January 4, 2021	Personal Referral
8	TV Production Engineer	Yes	March 15, 2021	Website—BYU Employment (Y-Jobs)
9	Creative Manager	Yes	March 29, 2021	Website—BYU Employment (Y-Jobs), Personal Referral
10	Creative Manager	Yes	March 29, 2021	Website—BYU Employment (Y-Jobs)
11	Creative Manager	Yes	March 31, 2021	Personal Referral
12	BYUradio Production Manager	Yes	April 5, 2021	Personal Referral
13	BYUradio <sup>3</sup> / <sub>4</sub> -time Radio Producer	No	April 6, 2021	Personal Referral

14	Creative Manager	Yes	April 12, 2021	Personal Referral
15	Operations and Strategy Manager	Yes	April 26, 2021	Internal Candidate
16	Business Development Account Manager	Yes	April 26, 2021	Internal Candidate
17	Software Engineer	Yes	May 14, 2021	Website—LinkedIn
18	Marketing Manager	Yes	May 10, 2021	Personal Referral
19	Sports Producer	Yes	May 17, 2021	Personal Referral

Total Number of People Interviewed for All Job Positions: 112

SECTION 2: Recruitment Sources

Time Period Covered: **05/22/2020 to 05/21/2021**

Stations in Employment Unit: **KBYU-TV, KBYU-FM, KUMT-FM**

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u>Total # of Interviewees Provided During Period</u>	<u>Vacancies for Which this Source Was Used</u>
1	Broadview University	240 East Morris Avenue Salt Lake City, UT 84115	Madalyn Veo			2, 3
2	BYU Broadcasting Internal Posting (BYUB-ALL)				7	1-19
3	BYU Career Services	2400 WSC Provo, UT 84602	Scott Greenhalgh	801-422-7600		1-19
4	BYU Employment/Y-Jobs	Brigham Young University, D-70 ASB Provo, UT 84602	Donna Piereder	801-422-3563	32	1-19
5	BYU Idaho Internship & Career Specialist	525 South Center St. Rexburg, ID, 83460				1-16, 19
6	Centro Civico Mexicano	155 S 600 W Salt Lake City, UT 84101	Frank Cordova			1-19

7	Dept. of Veterans & Military Affairs	550 Foothill Drive, Suite 105 SLC, UT 84113	Cory Pearson	801-326-2372		1-19
8	Dept. of Workforce Serv.	P.O. Box 45249 Salt Lake City, UT 84145-0249	Amy Rindlishbacher			1-19
9	Ensign College	95 N 300 W SLC, UT 84101-3503	Alla Ookhara	801-524-8151		6, 9-11, 14-15
10	Handshake					5, 15, 19
11	Indeed.com				11	1-19
12	Indian Training & Education Center	1455 W 2200 S # 100 West Valley City, UT 84119	Janie Ridd	801-973-6484		1-19
13	Job Fair—Brigham Young University Career Fair	Brigham Young University 2400 WSC Provo, UT 84602	Career Center	801-422-6535		N/A
14	Job Fair—Brigham Young University General					N/A
15	Job Fair—Utah Broadcasters Association		Michele Zabriskie			N/A
16	Job Fair—Utah Valley					N/A

17	JournalismJobs.com					N/A
18	KWCR Weber State		Alex Larrabee			1-12, 14, 17
19	LDS Employment Services—Centerville					1-19
20	LDS Employment Services—Provo					1-19
21	LDS Employment Services—West Jordan	7166 S Redwood Rd West Jordan, UT 84084				1-19
22	Learning, Development & Diversity					1-19
23	Lewis & Clark State College	500 8th Avenue Career Development Lewiston, ID 83501-2698	Denise Harris	208-792-2313		1-19
24	LinkedIn				31	2-3, 5-12, 14-19
25	Medialine	Box 51909 Pacific Grove, CA 93950	Mark Shilstone	1-800-237-8073		1-19
26	Media Match Film & TV Jobs					1-19

27	NAACP	1761 W American Park Dr West Valley City, UT 84119	Jeanetta Williams			1-19
28	Office of Economic Development	60 East South Temple, Suite 300 Salt Lake City, UT 84111		801-538-8680		1-6
29	Ogden Weber Community Action Partnership	3159 Grant Ave Ogden, UT 84401	Teresa Dickey			1-19
30	People Helping People	205 N 400 W Salt Lake City, UT 84103	Pamela Okumura			1-19
31	Personal Referral				24	1-4, 6-16, 18-19
32	Recruiting Placement					
33	Salt Lake City Human Resource Division	451 South State Street Salt Lake City, UT 84111	Nancy Torres			1-19
34	Salt Lake Community Action Program	764 200 W Salt Lake City, UT 8410	Julie Bills			1-19
35	Salt Lake County Human Resources	451 South State Street Salt Lake City, UT 84111	Joni Bradley			1-19

36	Society of Broadcast Engineers Inc.	9102 North Meridian Street Suite 150 Indianapolis, IN 46260				1-8
37	Stevens-Henager College Provo	1476 Sandhill Road Orem, UT 84058	David Sambrano	801-373-0285		1-8
38	TVJobs.com		Mark Holloway			1-19
39	The Church of Jesus Christ of Latter-day Saints		Ralph Hansen	801-561-9555	1	3, 6
40	University of Utah	201 Presidents Cir Salt Lake City, UT 84112	Preston Nielson	801-585-5027		1-19
41	Utah Broadcaster Association		Michele Zabriskie			1-19
42	Utah State University	Career Services 4305 Old Main Hill Logan, UT 84322	Susan Polster, Maleah Christensen	435-797-7777		1-19
43	Utah Valley University Career Development	800 W. University Pkwy Orem, UT 84058	Employer Relations	801-863-6364		1-2, 4-19
44	Weber State University	3801 University Circle Ogden, UT 84408	Betty Simons	801-626-7914		1-19
45	Other				6	1, 3, 5, 16, 18



### SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **5/22/2020 to 5/21/2021**

Stations in Employment Unit: **KBYU-TV, KBYU-FM, KUMT-FM**

Brigham Young University (“BYU”) is a religious broadcaster for purposes of the FCC’s EEO rules. BYU is closely affiliated with The Church of Jesus Christ of Latter-day Saints. Employees are required as a condition of employment to observe certain church standards, and BYU exercises a religious hiring preference. Nevertheless, BYU’s stations’ employment unit engaged in a number of non-vacancy specific recruitment initiatives during the past year, some of which are described below:

1. **Internship/Work Study Programs.** The employment unit established programs designed to provide students, including international students, with an opportunity to acquire meaningful professional-level experience and skills needed for employment in the broadcast industry.
2. **Scholarships.** The stations awarded multiple scholarships to students, including part-tuition scholarships for students pursuing a degree in a field related to broadcasting, and multiple employee-funded performance-based scholarships for student employees who have made a significant contribution to the stations.
3. **Mentoring.** The stations mentored student employees by teaching valuable and marketable skills.
4. **Station Tours.** The stations maintained an informal tour program whereby VIP guests and other outside parties were provided with extended tours of BYU’s broadcast facility. Such tours were conducted during both business hours and after-hours.
5. **Broadcast/Communications Courses.** Multiple members of BYU’s station staff also taught university-level courses in the areas of broadcasting and communications.
6. **Management Training.** The campus employment unit provided training to management regarding equal opportunity employment and discrimination prevention. A training on “Promoting a Respectful Campus” was held on September 16, 2020.
7. **Training Programs.** The employment unit provided multiple trainings to teach skills that could qualify station personnel for higher level positions. These courses were held: *Crucial Conversations*, *Crucial Accountability*, and *Extreme Ownership*.