

## EEO Public File Report

### Employment Unit Covered:

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

### REPORTING PERIOD:

05/25/2020 - 05/24/2021

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

Job Title	Date Filled	Hire Source	Recruitment s
Reporter	6/5/2020	Market Referral	See Recruitment Source List
Associate Producer	7/12/2020	Current Worker	See Recruitment Source List
Manager, Live Production	7/16/2020	Current Worker	See Recruitment Source List
Assignment Desk Editor	7/23/2020	Utah State University	See Recruitment Source List
Assistant Live Production Manager	8/2/2020	Current Worker	See Recruitment Source List
KSL TV OverDrive Director	8/24/2020	KSL Jobs	See Recruitment Source List
Weather Anchor	9/1/2020	Connection in the Company	See Recruitment Source List
Motion Graphic Designer	9/3/2020	KLS Jobs	See Recruitment Source List
PPC Specialist	10/19/2020	KSL Jobs	See Recruitment Source List
Producer	10/19/2020	Indeed	See Recruitment Source List
Corporate Credit Manager	11/17/2020	Market Referral	See Recruitment Source List
KSL TV Sports Producer / Fill-In Anchor	12/7/2020	Current Worker	See Recruitment Source List
Android Mobile App Developer	12/14/2020	Glassdoor	See Recruitment Source List
Senior Digital Sales Trainer	1/4/2021	KSL Jobs	See Recruitment Source List
Programmatic Media Buyer	1/11/2021	Indeed	See Recruitment Source List
Executive Producer – Mornings	1/17/2021	Current Worker	See Recruitment Source List
KSL Podcast Producer	2/16/2021	Career Page	See Recruitment Source List
KSL Podcast Executive Producer	2/28/2021	Current Worker	See Recruitment Source List
PPC Specialist	3/1/2021	Indeed	See Recruitment Source List

KSL Radio Producer	3/8/2021	Current Worker	See Recruitment Source List
KSL NewsRadio Host	4/3/2021	Current Worker	See Recruitment Source List
KSL NewsRadio Producer	4/4/2021	Current Worker	See Recruitment Source List
Manager, Master Control	4/25/2021	Current Worker	See Recruitment Source List
Production Specialist	4/25/2021	Current Worker	See Recruitment Source List
Manager of Research and Data Analytics	5/10/2021	Current Worker	See Recruitment Source List
Human Resources Operations Manager	5/17/2021	Referred by Employee	See Recruitment Source List
Sports Producer	5/24/2021	Referred by Employee	See Recruitment Source List

**Total Number of Interviewees For All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:**

<b>Recruitment Source</b>	<b>Number of Interviewees Referred</b>
All Access	3
BYU	1
Career Page	3
Collective Talent	1
Current Worker	31
Glassdoor	5
Indeed	20
KSL Jobs	9
Market Referral	5
Media Line	1
Referred by Employee	5
Utah Division of Workforce Services	1
<b>Total:</b>	<b>85</b>

## Performance Initiatives Undertaken 05/25/2020-05/24/2021

During the reporting period, the Unit participated in the Utah DWS Work Ability Career Fair on October 6, 2020. This career fair provided education to members of the local disability community about both positions available and types of work in the broadcast industry.

COVID-19 restrictions on the part of the State and Educational institutions resulted in a suspension of the in-person internship program. The program is scheduled to resume in Fall of 2021.

Regular tours were suspended as a health and safety precaution during the reporting period. On May 19, 2021 the Station offered a virtual tour and information panel to 80 members of the Girl Scouts. Director of TV Engineering, TV Special Reporter, Assistant Manager of Live Production, Digital Ad Ops Specialist participated in a panel. The event allowed individuals an opportunity to see a variety of departments and positions involved in producing television and radio broadcasts.

The KSL Weather Works Program, in which the Unit's Meteorologists typically visit local schools resumed the practice on a limited basis, while they continued as a virtual offering for a broader audience through KSLTV.com. The segments covered weather experiments as well as interviews with different members of the KSL broadcast team to discuss career opportunities and experiences. The recordings are made available for those who visit the station's Facebook page and KSLTV.com. The team made the following presentations: January 21, 2021 at Antelope Elementary School in Layton, Utah with approximately 300 attendees; April 8, 2021 at Orem Elementary School for 50 attendees; and April 23, 2021 at Bountiful High School for approximately 200 attendees.

Staff from various functions within the Unit have visited various schools and civic groups, sharing their broadcasting experiences and participating in events to further understanding of broadcasting professions.

On September 3, 2020 the Director of Podcasting presented to a communications class at the University of Utah to describe the process of creating and marketing a podcast and answer questions about podcasting. A TV Executive Producer presented a virtual presentation for an advanced level Communications course at the University of Utah in November 2020 with approximately 100 students in attendance. She covered documentary production and answered numerous individuals' emails about careers in broadcasting in the following days. On January 26, 2021 the TV Director of Engineering conducted a virtual tour and career Q&A for a group of 15 broadcast students from Ensign College. He gave the students a virtual tour and described how different engineering functions get broadcasts to air. On March 5th, 2021 the Sports/Digital Sales Manager addressed a group of about 80 students at the University of Utah Sigma Chi Fraternity as part of the group's career week. He shared information and answered questions about careers in media marketing and digital advertising. On April 9, 2021 the Chief Photographer participated in a virtual panel sponsored by the Society of Professional Journalists on Protecting the Press discussing the protest coverage. It was broadcast live and then distributed out as a video file to a broad audience, including student journalists.

To promote understanding of, and compliance with, our policy of equal opportunity employment, all new employees hired have been required to complete two trainings, Sexual Harassment Prevention and Discrimination and Harassment Prevention, as part of their onboarding process. On July 7, 2020, the Chief Diversity Officer for Weber State University participated in a staff meeting for all employees of the Unit. She was interviewed by the Radio Sports Director and addressed questions of diversity, inclusion and equity as employees and as members of the media. On July 21, 2020, the General Manager and several other managers attended a webinar sponsored by RTDNA: Practicing Inclusive Journalism. On August 6, 2020, the General Manager of the Unit attended webinar sponsored by the National Association of Broadcasters: Advancing Diversity in Broadcasting and later shared a summary of the information with members of the senior management team. On February 18, 2021 a Professor from the University of Utah and two alumni presented to employees on building trust with diverse communities through grassroots journalism. The session was recorded and provided to all members of the Unit.

During the reporting period, 28 employees from the Unit participated 2 sessions of a Company-wide mentoring program spanning the Company's six business units: 31 employees participated as mentees and 35 as mentors in the Fall 2020 Session; 15 employees participated as mentees and 11 as mentors in the Spring 2021 Session. The mentoring program

enables participants an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development.

### Recruitment Source List:

The following sources receive notification of Unit job openings. The sources marked with an asterisk (\*) have requested and received notification of full-time job openings.

Start Date	End Date	Media Type	Recruitment Source
10-Mar-2003		Radio	(SBDA) Alliance Community Services* Contact: Jorge Arce – Larreta Address: 205 North 400 West Salt Lake City UT 84103 Phone: (801) 359-8922
19-Feb-2004		Radio	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu CA 90265 Phone: (310) 457-6616
30-Nov-2004		Radio	American Broadcasting School* Contact: Michelle McConnell Address: 4511 SE 29th Street, Oklahoma City, OK 73115 Phone: (817) 695-2474
06-Feb-2009	06-June - 2015	TV/Radio	Art Institute of Utah* Contact: Reenie McFarland Address: 121 West Election Road Draper UT 84020-9492 Phone: 801-601-4712
01-Jul-2011		Radio	Batteries Plus* Contact: Ron Osborn Address: 852 West Hill Road Layton UT 84041 Phone: (801) 544-7111
10-Mar-2003		Radio	Boise State University Contact: Address: 1173 University Drive Boise ID 83725-1310 Phone: (208) 426-1747
10-Mar-2003		TV/Radio	BYU – BYU Bridge Contact: Address: Brigham Young University Provo UT 84602 Phone: 801-422-6535
10-Mar-2003		TV/Radio	BYU - Department of Communications* Contact: Nicole Norris Address: 280 BRMB Provo, UT 84602 Phone: (801) 422-0161
10-Mar-2003		TV/Radio	BYU – Idaho Contact: Sean Tippetts Address: 244 Kimball Building Rexburg ID 83460-1675 Phone: (208) 496-9894

24-Mar-2004		TV/Radio	BYU – Idaho Internships (Salt Lake Contact) * Contact: Don and Lucille Olsen Address: Phone: 801-842-4270
27-Feb-2009		TV/Radio	BYU I-Comm Student Media Department* Contact: John Thompson Address: 114A SPO Rexburg ID 83460-0115 Phone: 208-496-3711
19-Jan-2005		TV/Radio	BYU Idaho Broadcasting * Contact: Brian Howard Address: 244 Kimball Building 249 Rexburg ID 83460-1675 Phone: (208) 496-3707
20-Oct-2014		TV/Radio	BYU Idaho Career Services Contact: Justin Hodges Address: 525 South Center St. Manwaring Center 129 C Phone: (208) 496-9813
07-Feb-2012		TV/Radio	Careerpage.org Contact: Michele Zabriskie Address: 1600 S. Main Street Salt Lake City, UT 84115 Phone: 801-484-7272
01-Jul-2011		TV	Collective Talent* Contact: Michael Bille Address: 1721 Richardson Place Tampa FL 33606 Phone: (813) 254-9695
10-Mar-2003		TV/Radio	Colorado State University Contact: Pamela Robertson Address: 105 Ammons Hall Fort Collins CO 80523-8008 Phone: (970) 491-1756
14-Oct-2008		TV/Radio	CSN Career Services Network* Contact: Vaughn Taylor Address: 865 East 4800 South Ste 224 Salt Lake City UT 84107 Phone: 801-440-6380
14-Oct-2008		TV/Radio	Department of Defense – Hero 2 Hired* Contact: Chuck Rackham Address: Charus.R.Rackham.CTR@mail.mil Phone: 801-432-4242
06-Dec-2010		Radio	DeVry University Contact: Wendell Myers Address: 2490 Paseo Verde Parkway, Henderson, NV 89074 Phone: (702) 492-3720
27-Feb-2009		TV/Radio	Diversity Office of Salt Lake* Contact: Rebecca Sanchez Address: 2001 South State Street Ste N Salt Lake City UT 84190-1020 Phone: E-MAIL
10-Mar-2003		TV/Radio	Division of Rehabilitation Svc* Contact: Wendy Pickard

			Address: 2964 West 4700 South Suite 102 Salt Lake City UT 84118-2558 Phone: (801) 957-8227
10-Mar-2003		TV/Radio	Dixie College Contact: Kathy Kinney Address: 225 South 700 East St. George UT 84770 Phone: (435) 652-7763
10-Mar-2003		TV/Radio	Idaho State University Contact: Troy Kase Address: 921 S. 8th Stop 8108 Pocatello ID 83209 Phone: (208) 282-2380
01-May-2013		TV/Radio	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731 Phone:
10-Mar-2003		Radio	Indian Training Education* Contact: Janie Ridd Address: 1455 West 2200 South Suite 200 West Valley City UT 84119 Phone: (801) 973-6484
29-Jan-2004		Radio	Job Service of Blackfoot (ID)* Contact: Chris Orders Address: P.O. Box 9 155 North Maple Blackfoot ID 83221 Phone: (208) 332-3570
29-Jan-2004		Radio	Job Service of Idaho Falls* Contact: Michael G. Hill Address: 1515 East Lincoln Road Idaho Falls ID 83401 Phone: (208) 557-2500
06-Jun-2017		TV/Radio	Keith Knapp* Contact: Keith Knapp Address: 1431 Richmond Dr. NE Apt. B. Albuquerque, NM 87106
10-Mar-2003		TV/Radio	KSL Careers Website Contact: Human Resources Address: 55 North 300 West Salt Lake City UT 84180 Phone: 801-575-5777
10-Mar-2003		TV/Radio	KSL Jobs Classifieds Contact: Deseret Digital Media Address: 55 North 300 West Salt Lake City, UT 84101 Phone: 801-333-7422
10-Mar-2003		TV/Radio	LDS Business College Contact: Kathy Howe Address: 95 North 300 West Salt Lake City UT 84101-3500 Phone: (801) 524-8156
10-Mar-2003		Radio	LDS Employment* Contact: Ron Andersen

			Address: 780 West 800 South Salt Lake City UT 84104-1427 Phone: (801) 240-7242
29-Jan-2004		Radio	LDS Employment of Pocatello ID* Contact: Scott Burnham Address: 580 Roosevelt Avenue Pocatello ID 83201 Phone: (208) 232-1125
12-Mar-2007		Radio	LDS Employment Resource Service* Contact: Bruce R. Ellis Address: 780 W 800 S Salt Lake City UT 84104 Phone: 801-240-7240
01-Jun-2006		TV/Radio	LDS Humanitarian Center* Contact: Angela K. Casperson Address: 1665 Bennett Road Salt Lake City UT 84104-4204 Phone: (801) 240-6496
10-Mar-2003		Radio	Lewis & Clark State College Contact: Debra Lybyer Address: RCH 208, 500 8th Avenue, Lewis-Clark State College, Lewiston, ID 83501 Phone: E-MAIL
10-Mar-2003		TV	Media Line Contact: Mark Shilstone Address: Box 51909 Pacific Grove CA 93950 Phone: (800) 237-8073
23-Jan-2013		TV/Radio	Media Match USA Contact: Tammy Romaniuk Address: 8112 1/2 West 3rd Street Los Angeles, CA 90048 Phone: 323 284 5589
21-May-2010		Radio	NAACP Salt Lake Branch* Contact: Jeanetta Williams Address: P.O. Box 25414 Salt Lake City UT 84125-0414 Phone: (801) 250-5088
27-Feb-2009		TV/Radio	Offender Workforce Development* Contact: Anrico Delray Address: 350 South Main Street Room 16 Salt Lake City UT 84101 Phone: 801-535-2700
29-Apr-2008		Radio	OH/IL Centers for Broadcasting Contact: Gary James Address: 9000 Sweet Valley Dr. Valley View OH 44125 Phone: 216-447-9117
09-Jun-2011		TV/Radio	Rocky Mtn. Career Services Consort Contact: Eddy Tsing Address: 4305 Old Main Hill Logan UT 84322-4305 Phone: 435-797-1748
10-Mar-2003		TV/Radio	Salt Lake Community College Contact: C. Douglas Thom

			Address: 1575 So. State St. W-134 Salt Lake City UT 84115 Phone: (801) 957-4304
19-May-2014		TV/Radio	Salt Lake Community College - Center for Arts & Media* Contact: Will 'Unga Address: 1575 South Sate Street, 1-087E Salt Lake City, UT 84115 Phone: 801-957-3403
19-May-2014		TV/Radio	Salt Lake Community College - Mass Communication Center Contact: Alison Arndt-Wild Address: 1575 South State Street, 1-087E, Salt Lake City, UT 84115 Phone: (801) 957-3471
26-Apr-2010		Radio	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
01-Apr-2017		TV/Radio	SLC PIK2AR* Contact: Susi Feltch-Malohifo'ou Phone: 801-793-4639
11-Oct-2012		TV/Radio	Snow College Contact: Lisa Laird Address: 150 East College Avenue Ephraim, UT 84627 Phone: 435-893-2212
10-Mar-2003		TV/Radio	Southern Utah University Contact: Marla Bingham Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 586-5420
07-Apr-2004		Radio	SUU - KSUU Station Contact: Cal Rollins Address: 351 West Center Street Cedar City UT 84720 Phone: (435) 865-8224
07-Apr-2004		TV/Radio	SUU Communications Department* Contact: Jon M. Smith Ph. D. Address: 351 West Center Cedar City UT 84720 Phone: (435) 586-7973
05-May-2005		TV	Television Bureau of Advertising Contact: Address: 3 East 54th Street 10th Floor New York NY 10022-3108 Phone: (212) 486-1111
29-Nov-2004		TV/Radio	TVandRadiojobs.com Contact: Michael Madden Address: Web CA Phone: (818) 879-0858
27-Apr-2004		TV	TVJobs.com Contact: Mark C. Holloway



			Address: P.O. Box 4116 Oceanside CA 92052 Phone: (800) 374-0119
10-Mar-2003		Radio	U of U Center of Ethnic Students Contact: Tri Revie Address: 200 South Central Campus Drive Salt Lake City UT 84112 Phone: (801) 581-7119
10-Mar-2003		Radio	University of Idaho Contact: Dan Blanco Address: Brink Hall G-11 PO Box 44303 Moscow ID 83844-3030 Phone: (208) 885-6121
10-Mar-2003		TV/Radio	University of Utah Contact: Leslie Bolton Address: 255 So. Central Campus Dr #2400 Salt Lake City UT 84112-0491 Phone: 801-581-4473
14-Apr-2017		TV/Radio	University of Utah Department of Communications* Contact: Cameron Vakilian Address: 255 South Central Campus Drive. Language & Communication Bldg. 2400. Salt Lake City, UT 84112 Phone: 801-581-6889
25-Apr-2013		TV/Radio	USU – Career Coaching Contact: Sophie Bassett Address: 1021 West Vine Street Phone: 435-797-1749
10-Mar-2003		TV/Radio	USU-Department of Journalism/Communication* Contact: Brian Champagne Address: USU - Dept. of Journalism/Comm Logan UT 84322-4605 Phone: (435) 797-3220
31-Mar-2017		TV/Radio	Utah Department of Workforce Services* Contact: Art Fracchia Address: 5735 South Redwood Road, Taylorsville, UT 84123 Phone: 801-269-4818
19-Mar-2004		TV/Radio	Utah Division of Workforce Services* Contact: Amy Lowe Address: 1385 South State Street Salt Lake City UT 84115 Phone: (801) 468-0097
10-Mar-2003		TV/Radio	Utah Valley University Contact: JanaLee Carter Address: 800 W. University Parkway MS203 Orem UT 84058 Phone: (801) 863-8916
22-Jul-2008		TV/Radio	VA Medical Center*

			Contact: Robert Banz Address: 500 Foothill Drive Salt Lake City, UT 84148 Phone: 801-582-1565
01-Jul-2011		TV/Radio	Wasatch Employers Network* Contact: Earl Stevens Address: 5677 S. Redwood Road #17 Salt Lake City, UT 84123 Phone: (801) 266-1800
05-Apr-2017		TV/Radio	Wasatch Employers Network – email* Contact: Earl E. Stevens Address: 1283 W. 12600 S. #202 Riverton, UT 84065 Phone: 801-417-3105
10-Mar-2003		TV/Radio	Weber State University - Career Counseling Contact: Dr. Winn Sanger Address: 1150 University Circle Ogden UT 84408-1105 Phone: (801) 626-6876
14-Apr-2017		TV/Radio	Weber State University - Communications Internships Contact: Susan Hafen, Ph.D. Address: 1395 Edvalson St. Ogden, UT 84408-1407 Phone: 801-626-8129
27-Feb-2009		TV/Radio	West Valley UT Employment Resource Center* Contact: Byron Anderson Address: 2994 Glen Eagle Dr West Valley City UT 84128 Phone: 801-988-4455