

EEO Public File Report

Employment Unit Covered:

Bonneville International Corporation – Sacramento Market
KNCI(FM), KHTK(AM), KYMX(FM), KZZO(FM)

Reporting Period

July 25, 2020 – July 24, 2021

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>
Account Executive R2830	9/21/2020	Employee Referral	See Recruitment Source List for Entries
On-Air Talent R2883	1/4/2021	Independent Contractor	See Recruitment Source List for Entries
Account Executive R3061	1/18/2021	Market Referral	See Recruitment Source List for Entries
Account Executive R3097	2/16/2021	Employee Referral	See Recruitment Source List for Entries
Promotions Assistant R3098	3/8/2021	Indeed	See Recruitment Source List for Entries
National Sales Coordinator R3465	7/12/2021	Internal Candidate	See Recruitment Source List for Entries
Digital Media Strategist R3488	7/19/2021	Employee Referral	See Recruitment Source List for Entries

Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

<u>Recruitment Source:</u>	<u>Number of Interviewees Referred</u>
Internal Candidate	3
All Access Website	2
Employee Referral	9
Market Referral	4
LinkedIn	2
Indeed	18
Independent Contractor	1
Total:	39

Performance Initiatives Undertaken

During the reporting period, the Employment Unit sponsored one (1) virtual job/career fair: the BAARC Media Job Connector held on May 20, 2021. The HR Business Partner and General Sales Manager attended this event.

The Employment Unit hosted a virtual panel event for the Girl Scouts of Central California. 80 Girls Scouts are enrolled specifically in their media program. The panel represented a wide range of Bonneville's Female Leadership contingent in functions from production, on-air/on-screen talent, digital content, promotions, sales, and engineering. Girl Scouts were given the opportunity to hear about the broad range of careers in radio broadcasting and ask questions of the panelists.

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. Employment unit also established an employee resource group, “Bonneville Community” for employees interested in learning about and promoting inclusion and diversity at Bonneville.

Members of the Employment Unit attended webinars on various topics during the reporting period. On August 13, 2020, the HR Business Partner attended a virtual webinar offered by TVNewsCheck, ‘Report Card on Race.’ On September 15, 2020, the HR Business Partner attended a virtual employer workshop, ‘Recruiting, Hiring and Retaining Individuals with Disabilities’ offered by Utah State Office of Rehabilitation Department. On August 26, 2020, the HR Business Partner attend a virtual webinar, ‘Rethinking Diversity and Inclusion at Work.’ On August 27, 2020, the HR Business Partner attended a webinar offered by Handshake, ‘Going Back to School’ for insight on how to best recruit using their platform which accommodates 100’s of colleges across the country. On February 4, 2021, the HR Business Partner attended a virtual seminar offered by LinkedIn, ‘Driving Change: How to Create a More Equitable and Inclusive Workplace.’ On June 2, 2021 the National Sales Manager and Finance Director participated in an FCC compliance webinar.

The Employment Unit conducts on-going sales training. Training is designed to enable sales and other employees to learn information and gain skills in digital, marketing, and selling practices necessary for advancement to higher level positions in the radio industry.

The Employment Unit participates in a company-wide mentorship program: This mentoring initiative pairs employees with a mentor to give employees (mentors and mentees) an opportunity to develop professional relationships, skills and attributes that will help them progress in their career development. This program is a six (6) month commitment and employees from all departments are encouraged to participate. Programs for this reporting period took place from October 2020 – February 2021 & May 2021 – November 2021.

Members of the Employment Unit participated in two (2) workshops: Franklin Covey’s ‘Six Critical Practices,’ and Franklin Covey’s ‘Multipliers.’ These workshops were held weekly from July 2020 through November 2020 and are designed to help our current leaders improve their skills by providing important tools, training and resources to take back and implement within their teams. Market Manager, Sales Managers and HR Business Partner attended these workshops.

Recruitment Source List:

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

Start Date	Recruitment Source
22-Jan-2018	KSL Careers Website Contact: Human Resources Address: 55 North 300 West Salt Lake City UT 84180
22-Jan-2018	Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Hwy Building B Austin, TX 78731
22-Jan-2018	Glassdoor Contact: Glassdoor, Inc. Address: 100 Shoreline Highway Mill Valley, CA 94941 Phone: (888) 355-9323

10-Jan-2017	All Access Contact: Joel Denver Address: 28955 Pacific Coast Hwy #210-5 Malibu CA 90265 Phone: (310) 457-6616
10-Jan-2017	Creative Jobs Central Address: 222 E 34 th Street New York, NY 10016 Phone: 732-996-3224
1-Feb-2018	Caljobs/EDD Address: 1900 K Street Sacramento, CA 95811 Phone: 916-448-2321 or 800-758-0398
10-Jan-2017	Greater Sacramento Urban League * Contact: Erica Cardena Address: 3725 Marysville Blvd Sacramento, CA 95838 Phone: 916-286-8600
10-Jan-2017	MTI College * Contact: Alicia Garcia Address: 5221 Madison Ave, Sacramento, CA 95841 Phone: 916-339-1500 agarcia@mticollege.edu
1-Sep-2018	Roseville Chamber of Commerce Address: 650 Douglas Blvd Roseville, CA 95678 Phone: 916-783-8136
17-Nov-2017	Bonneville Careers Website Contact: Human Resources Address: 280 Commerce Circle Sacramento, CA 95815 Phone: 916-923-6805
17-Nov-2017	LinkedIn Phone: 844-587-5732
5-Dec-2018	University of the Pacific Contact: Career Center via Handshake Address: 3601 Pacific Ave Stockton, CA 95211
1-Jun-2019	California State University - Chico Contact: via Handshake Address: 400 W 1 st St Chico, CA 95928 Phone: 530-898-5253
1-Jun-2019	California State University – Sacramento Contact: via Handshake Phone: 916-278-6231
1-Jun-2019	Sonoma State University Contact: via Handshake 1801 Rohnert Park, CA 94928 707-664-2880

1-Jun-2019	University of California – Davis Contact: via Handshake Phone: 530-752-2286
1-Jun-2019	University of California - Merced Contact: via Handshake Phone: 209-228-2380
1-Jun-2019	University of California – Stanislaus Contact: via Handshake Phone: 209-667-6937
16-Sept-2020	Sacramento City College Los Rios Community College District Contact: via Handshake Address: 3835 Freeport Blvd Sacramento, CA 95822 Phone: 916-558-2111
16-Sept-2020	American River College Los Rios Community College District Contact: via Handshake Address: 4700 College Oak Dr Sacramento, CA 95841 Phone: 916-484-8011
16-Sept-2020	Consumes River College Los Rios Community College District Contact: via Handshake Address: 8401 Center Pkwy Sacramento, CA 95823 Phone: 916-691-7344
16-Sept-2020	Folsom Lake College Los Rios Community College District Contact: via Handshake Address: 10 College Pkwy Folsom, CA 95630 Phone: 916-608-6500
16-Sept-2020	University of Nevada – Reno Contact: via Handshake 1664 N Virginia St Reno, NV 89503 775-682-7114
1-Apr-2021	Sacramento State College of Business Administration Contact: Career Center 916-278-5875 cbastudentaffairs@csus.edu
1-Apr-2021	Devry University * Contact: Danielle Fortier 1200 E Diehl Rd Naperville, IL 60563 630-652-8606 dfortier@devry.edu