

**KUBL-FM, KENZ(FM), KBEE(FM), KBER(FM), KKAT(AM), and  
KHTB(FM)  
EEO PUBLIC FILE REPORT  
June 1, 2018-May 31, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>      | <b>Recruitment Sources ("RS") Used to Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|-----------------------|--|---------------------------|
| Account Executive     | 1-14   | 4                         |
| Account Executive     | 1-14   | 4                         |
| Digital Sales Manager | 1-14   | 10                        |
| Account Executive     | 1-14   | 7                         |
| Account Executive     | 1-14   | 10                        |
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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

| <b>RS Number</b>                                | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|---|--|--|---|
| 1   | <b>University of Utah<br/>Career Services</b><br>201 South 1460 East, 350SSB<br>Salt Lake City, Utah 84112<br><a href="mailto:jobs@sa.utah.edu">jobs@sa.utah.edu</a><br>801-581-5217 | No   | 1   |
| 2   | <b>Weber State University</b><br>Career Services<br>Ogden, Utah 84408-1116<br><a href="mailto:careerservices@weber.edu">careerservices@weber.edu</a><br>801-626-6393                 | No   | 0   |
| 3   | <b>Brigham Young University Website</b><br><a href="http://bridge.byu.edu">http://bridge.byu.edu</a>   | No   | 0   |
| 4   | <b>Indeed Website</b><br><a href="http://www.indeed.com">www.indeed.com</a>  | No   | 10  |
| 5   | <b>Glass Door Website</b><br><a href="http://www.glassdoor.com">www.glassdoor.com</a>  | No   | 0   |
| 6   | <b>Internal Posting</b>  | No   | 0   |
| 7   | <b>Cumulus Website</b><br><a href="http://www.cumulus.com">www.cumulus.com</a>   | No   | 8   |
| 8   | <b>Link Up</b><br><a href="http://www.linkup.com">www.linkup.com</a>   | No   | 0   |
| 9   | <b>Facebook</b><br><a href="http://www.facebook.com">www.facebook.com</a>  | No   | 0   |
| 10  | <b>Word-of-Mouth Referral</b>  | No   | 3   |
| 11  | <b>Inside Radio Website</b><br><a href="http://www.insideradio.com">www.insideradio.com</a>  | No   | 0   |
| 12  | <b>Zip Recruiter</b><br><a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>   | No   | 0   |
| 13  | <b>Job Fair-Private</b>  | No   | 0   |
| 14  | <b>Monster</b><br><a href="http://www.monster.com">www.monster.com</a>   | No   | 0   |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |  | 22  |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description of Activity</b>  |
|----------|--|---|
| <b>1</b> | Participate in Job Fair  | On March 6, 2019, our SEU participated in a job fair sponsored by the Utah Broadcasters Association held at the Utah Union Ballroom on the campus of the University of Utah. SEU representatives occupied a booth and spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our General Sales Managers, Program Directors, Promotions Directors and Business Manager. |
| <b>2</b> | Hosted Private Job Fair  | Our SEU hosted a Job Fair in the Main Studio Conference Room. The SEU's Marketing and Promotions Manager, Director of Sales and Operations Managers spoke with attendees about career opportunities in broadcasting as well as openings within the SEU.   |
| <b>3</b> | Paid Internship Program  | Our SEU offers paid internship opportunities to students from Salt Lake Community College from the Radio Broadcast Class. The SEU recruited 2 paid interns during the reporting period. The interns were instructed and developed skills in the areas of traffic reporting, producing of commercials and engineering the board for local broadcasts. The interns were supervised by both Operations Managers and Production Director.             |
| <b>4</b> | Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting | The SEU's Marketing and Promotions Manager and the Operations Managers participated in a career day with Salt Lake Community College's Broadcast Radio Class hosted by Professor Scot Singpiel. The SEU's Marketing and Promotions Manager and Operations Managers spoke with attendees about career opportunities in broadcasting as well as openings within the SEU for paid internships.   |

