



2015-2016 - 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

The information contained in this Annual EEO Report covers the time period from May 22, 2015 to, and including, May 21, 2016 (the “Applicable Period”). Consistent with the FCC’s rules, this Annual EEO Report contains at least the following information:

1. A list of all full-time vacancies¹ 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.

¹ 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: **05/22/2015 to 05/21/2016**

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

	Job Title	Full-time	Date Filled	Recruitment Source of Hiree
1.	Senior Video Editor/Motion Graphic Designer	Yes	07/06/15	Public Job Posting
2.	Lead Makeup Artist/Hair Stylist	Yes	07/06/15	Personal Referral/Friend
3.	Digital Marketing Manager	Yes	07/27/15	Internet Site- BYU Employment/YJobs
4.	Social Media Manager	Yes	10/19/15	Public Job Posting
5.	Graphic Designer	Yes	12/21/15	Personal Referral/Friend
6.	Radio Host and Lead Producer	Yes	01/02/16	Unique circumstance, promoted from part-time on-air host for existing radio program
7.	Corporate Support Coordinator	Yes	01/02/16	Internal promotion from part-time to full-time (part-time position was widely disseminated as reported in 2012-2013 EEO Annual Public File Report)
8.	Chief Videographer/Cinematographer	Yes	02/08/16	Personal Referral/Friend
9.	Post-Production Sound Designer/Mixer	Yes	02/12/16	Personal Referral/Friend
10.	Multi-Camera Production Specialist	Yes	02/22/16	Internet Site- BYU Employment/YJobs
11.	Senior Software Engineer	Yes	03/14/16	Internet Site- BYU Employment/YJobs
12.	TV Production Engineer	Yes	03/28/16	Personal Referral/Friend

Total Number of People Interviewed for All Job Positions: 69

SECTION 2: Recruitment Sources

Time Period Covered: **05/22/2015 to 05/21/2016**

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

	Recruitment Source	Address	Telephone	Contact Person	Total # of Interviewees Provided During Period	Vacancies for Which this Source Was Used
1.	ABC 4 - KTVX	2175 W 1700 S, SLC, UT 84104	801-975-4491	Ida Anderson	0	All positions, except #'s 6&7
2.	Alliance House	1724 S Main St, SLC, UT 84115	801-486-5012	Luisa Katoa	0	All positions, except #'s 6&7
3.	Army Community Services	CSTE-DTC-DP-DB-PC-F, Dugway, UT 84022	435- 831-2260	Michael Stubbs	0	All positions, except #'s 6&7
4	Boise State University	Career Center, Boise State University, Boise, ID 83725	208-426-1747	Career Center	0	All positions, except #'s 6&7
5.	Business Service Center	1385 South State Street, SLC, UT 84111	801-526-0997	Amber Adams	0	All positions, except #'s 6&7
6.	BYU Alumni Placement	Brigham Young University, 2440 WSC, Provo, UT 84602	801-422-7600	Scott Greenhalgh	0	All positions, except #'s 6&7
7.	BYU Idaho	230 Kimball Bldg, Rexburg, ID 83460-1667	208-496-1700	James Gordon	0	All positions, except #'s 6&7
8.	BYU Broadcasting Internal Posting	BYU Broadcasting Brigham Young University, Provo, UT 84602	801-422-8450	Donna Piereder	2	All positions, except #'s 6&7
9.	BYU Broadcasting TV/FM Spot	BYU Broadcasting Brigham Young University, Provo, UT 84602	801-422-8450	Ralph Tobias/Shawn O'Neill	0	All positions, except #'s 6&7
10.	Church of Jesus Christ of Latter-Day Saints HR	50 E North Temple, SLC, UT 84115-4461	801-240-3469	Jay Mitchell	0	All positions, except #'s 6&7
11.	College of Eastern Utah	CEU, 451 East 400 North	435-613-5284	Tammy Auburger	0	All positions, except #'s 6&7

12.	Copperview Community Center	8446 Harrison St, Midvale, UT 84047	385-468-1515		0	All positions, except #'s 6&7
13.	Crossroads Urban Center	347 S 400 E, SLC, UT 84111	801-364-7765	Rachel	0	All positions, except #'s 6&7
14.	DWS Employer Services	300 S Broadway, SLC UT 84111	801-526-9753		0	All positions, except #'s 6&7
15.	DWS Provo	150 East Center Street, Provo, UT 84606	801-400-9915	Earl Thompson	0	All positions, except #'s 6&7
16.	DWS Uintah Basin		435-636-2319	Nicole Steele	0	All positions, except #'s 6&7
17.	Idaho State University	Box 8108, Pocatello, ID 83209	208-282-2380	Career Center	0	All positions, except #'s 6&7
18.	Indian Training & Education Center	1455 W 2200 S # 100, West Valley City, UT 84119	801-973-6484	Janie Ridd	0	All positions, except #'s 6&7
19.	Indian Walk in Center	120 West 1300 South, SLC, UT 84115	801-486-4877 ext27	Rachael Sloan	0	All positions, except #'s 6&7
20.	Institutional Website - BYU Employment/Y-Jobs	Brigham Young University, D-70 ASB, Provo, UT 84602	801-422-3563	Wade Ashton	29	All positions, except #'s 6&7
21.	Job Fair - Brigham Young University	N/A			0	#'s 4 & 8
22.	Job Fair - University of Utah	N/A			0	#12
23.	LDS Business College	95 N 300 W, SLC, UT 84101-3503	801-524-8151		0	All positions, except #'s 6&7
24.	LDS Employment - Provo	702 Columbia Lane, Provo, UT 84604	801-818-6161	Wayne Goodworth	0	All positions, except #'s 6&7
25.	LDS Employment - West Jordan	7166 S Redwood Rd, West Jordan, UT 84084	801-566-4040		0	All positions, except #'s 6&7
26.	LDS ERS Center - Sandy UT	817 E 9400 S, Sandy, UT 84094	801-561-9555	Ralph Hansen	0	All positions, except #'s 6&7
27.	Lewis & Clark State College	500 8th Avenue/Career Development, Lewiston, ID 83501-2698	208-792-2313	Denise Harris	0	All positions, except #'s 6&7
28.	Medialine	Box 51909, Pacific Grove, CA 93950	1-800-237-8073	Mark Shilstone	0	All positions, except #'s 6&7
29.	Nephi Employment Center		435-623-1927	Chris Cook	0	All positions, except #'s 6&7
30.	New Pilgrim Baptist Church	5133 Heath Ave, SLC 84118	801-969-4681		0	All positions, except #'s 6&7

30.	Odgen Weber Community Action	3159 Grant Ave, Ogden 84401	801-399-9281	Tracy Socwell	0	All positions, except #'s 6&7
32.	Personal Referral/Friend	N/A			28	All positions, except #'s 6&7
33.	Public Job Posting	N/A			10	#'s 3, 4, 11
34.	Richfield Employment Center	115 East 100 South, Richfield, UT 84701	435-896-0016	Greta King	0	All positions, except #'s 6&7
35.	Salt Lake City Employment Center	780 West 800 South, SLC, UT 84101-1427	801-240-7250	Valarie Fredly	0	All positions, except #'s 6&7
36.	Salt Lake County Aging Services	2001 S State St, S-1500, SLC, UT 84190	385-468-3210	Edie Fauver	0	All positions, except #'s 6&7
37.	Stevens-Henager College Provo	1476 Sandhill Rd, Orem, UT 84058	801-375-5455	Kelli Stone	0	All positions, except #'s 6&7
38.	University of Utah	350 Student Services Bldg, 201 South 1460 East, SLC, UT 84112	801-581-7993	Career Services	0	All positions, except #'s 6&7
39.	Utah State University	Career Services, 4305 Old Main Hill, Logan, UT 84322-4305	435-797-7777	Maleah Christensen	0	All positions, except #'s 6&7
40.	Utah Valley University	800 West University Pkwy, Orem, UT 84058	801-863-6364	Employer Relations	0	All positions, except #'s 6&7
40.	Weber State University	3801 University Circle, Ogden, UT 84408	801-626-7914	Betty Simons	0	All positions, except #'s 6&7
41.	Westminster College	1840 South 1300 East, SLC, UT 84105	801-832-2590	Career Center	0	All positions, except #'s 6&7

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

Time Period Covered: **5/22/2015 to 5/21/2016**

Stations in Employment Unit: **KBYU-TV, KBYU-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. **Job Fairs.** The employment unit participated in job fairs offered through BYU and the annual Utah Broadcasters Association job fair (co-sponsoring the latter).
2. **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.
3. **Scholarships.** The stations awarded multiple scholarships to its student employees, including one full-tuition scholarship for a student pursuing a degree in a field related to broadcasting, multiple performance-based scholarships for students who have made a significant contribution to BYU’s Spanish/Portuguese station, and multiple employee-funded performance-based scholarships for students who have made a significant contribution to the stations.
4. **Mentoring.** The stations mentored student employees by teaching valuable and marketable skills.
5. **Station Tours.** The stations maintained a formal tour program whereby the public, including several community groups (*e.g.*, Boy Scout troops, religious youth organizations, school groups) was provided with extended tours of BYU’s broadcast facility. Such tours were conducted during both business hours and after-hours.
6. **Broadcast/Communications Courses.** Multiple members of BYU’s station staff also taught university-level courses in the areas of broadcasting and communications.