



2017-2018 - 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, 2017 to, and including, May 21, 2018 (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: **05/22/2017 to 05/21/2018**, Stations in Employment Unit: **KBYU-TV, KBYU-FM**

No.	Job Title	Full-time	Date of Hire	Recruitment Source of Hire
1	Closed Captioning Coordinator	Yes	1/30/2017	Website – BYU Employment (Y-Jobs)
2	Post Production Coordinator	Yes	1/30/2017	Website – BYU Employment (Y-Jobs)
3	Manager, Systems Integration	Yes	3/15/2017	Website – BYU Employment (Y-Jobs)
4	Senior IT Media Engineer	Yes	4/14/2017	Internal Candidate
5	Senior Software Engineer	Yes	4/17/2017	Website – BYU Employment (Y-Jobs)
6	Senior Software Engineer	Yes	4/24/2017	Website – BYU Employment (Y-Jobs)
7	HR Specialist - Employee Engagement	Yes	5/19/2017	Website – BYU Employment (Y-Jobs)
8	Assistant Producer (BYUtv International)	No	5/22/2017	Internal Candidate
9	Senior Colorist	Yes	5/26/2017	Website – BYU Employment (Y-Jobs)
10	Interview Program Radio Producer	No	6/5/2017	Website – BYU Employment (Y-Jobs)
11	Director of Operations	Yes	6/31/2017	Website – BYU Employment (Y-Jobs)
12	Director of Content	Yes	8/14/2017	Website – BYU Employment (Y-Jobs)
13	TV Production Engineer	Yes	9/11/2017	Website – BYU Employment (Y-Jobs)
14	Production Equipment Room Supervisor	No	9/25/2017	Website – BYU Employment (Y-Jobs)
15	Content Marketer	No	10/16/2017	Website – BYU Employment (Y-Jobs)
16	IT Media Engineer	Yes	10/16/2017	Personal Referral
17	Script Writer	No	12/11/2017	Personal Referral
18	Script Writer	No	12/13/2017	Other
19	Digital Marketing Manager - Paid Campaigns	Yes	1/3/2018	Other
20	Senior Graphic Designer	Yes	1/10/2018	Other
21	Executive Assistant to BYUB Directors	Yes	1/27/2018	Other
22	Live Sports Producer I	Yes	2/1/2018	Internal Candidate
23	Development Producer	Yes	3/19/2018	Internal Candidate

24	Senior Software Engineer	Yes	3/19/2018	Personal Referral
25	Coordinating Producer	Yes	4/2/2018	Personal Referral
26	Development Producer	No	4/16/2018	Personal Referral
27	Post-Production Sound Supervisor	Yes	4/24/2018	Personal Referral
28	Executive Producer	Yes	5/14/2018	Personal Referral
29	Television Production Engineer	Yes	5/14/2018	Other
30	Director of Digital Media & Technology	Yes	5/21/2018	Website – BYU Employment (Y-Jobs)
31	Temporary VFX Graphic Designer	Yes	5/21/2018	Personal Referral

Total Number of People Interviewed for All Job Positions: 134

SECTION 2: Recruitment Sources

Time Period Covered: **05/22/2017 to 05/21/2018**

Stations in Employment Unit: **KBYU-TV, KBYU-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			8-31
2	BYU Alumni Placement	Brigham Young University, 2400 WSC, Provo, UT 84602	Scott Greenhalgh	801-422-7600		8-31
3	BYU Broadcasting Internal Posting				25	8-31
4	BYU Broadcasting TV/FM Spot	BYU Broadcasting Brigham Young University, Provo, UT 84602	Ralph Tobias/Shawn O'Neill	801-422-8450		8-31
5	BYU Employment/Y-Jobs	Brigham Young University, D-70 ASB, Provo, UT 84602	Wade Ashton	801-422-3563	61	1-12, 15-18
6	BYU Idaho Internship & Career Specialist	525 South Center St. Rexburg, ID, 83460				8-31
7	Calvary Baptist Church		Pastor Davis	801-355-1025		8-10
8	Centro Civico Mexicano	155 S 600 W, Salt Lake City, UT 84101	Frank Cordova			8-31

9	Dept. of Veterans & Military Affairs	550 Foothill Drive, Suite 105 SLC, UT 84113	Cory Pearson	801-326-2372		8-31
10	Dept. of Workforce Serv.	P.O. Box 45249, Salt Lake City, UT 84145-0249	Amy Rindlishbacher			8-31
11	Gov. Office of Economic Development	60 East South Temple, 3rd Floor Salt Lake City, UT 84111				8-31
12	I Heart Media	2801 S. Decker Lake Drive Salt Lake City, UT 84119.	Ann berg	801-908-1300		8-23, 26, 28,30
13	Indian Training & Education Center	1455 W 2200 S # 100, West Valley City, UT 84119	Janie Ridd	801-973-6484		8-31
14	ITT Tech	920 Levoy Dr., Murray, UT 84123	Lorraine Johnson			8-31
15	Job Fair - Brigham Young University Career Fair	Brigham Young University, 2400 WSC Provo, UT 84602	Career Center	801.422.6535		
16	Job Fair- Brigham Young University General					
17	Job Fair- Utah Broadcasters Association					
18	Job Fair - Utah Valley					
19	KWCR Weber State		Alex Larrabee			8-31
20	LDS Business College	95 N. 300 W. SLC, UT 84101-3503	Alla Ookhara	801-524-8151		8-20, 22
21	LDS Church		Ralph Hansen	801-561-9555		8-31

22	LDS Employment Services-Centerville					8-31
23	LDS Employment - Provo	702 Columbia Lane, Provo, UT 84606	Wayne Goodworth	801-818-6161		8-31
24	LDS employment - West Jordan	7166 S. Redwood Rd, West Jordan, UT 84084		801-566-4040		8-31
25	LDS Employment-SLC		Mark Mccashland			8-31
26	Learning, Development & Diversity					8-31
27	Lewis & Clark State College	500 8th Avenue/ Career Development, Lewiston, ID 83501-2698	Denise Harris	208-792-2313		8-31
28	Medialine	Box 51909, Pacific Grove, CA 93950	Mark Shilstone	1-800-237-8073		8-31
29	NAACP	1761 W American Park Dr., West Valley City, UT 84119	Jeanetta Williams			8-31
30	Ogden Weber Community Action Partnership	3159 Grant Ave, Ogden, UT 84401	Teresa Dickey			8-31
31	People Helping People	205 N 400 W Salt Lake City, UT 84103	Pamela Okumura			8-31
32	Personal Referral/Friend				25	
33	Recruiting Placement					8-31
34	Salt Lake City Human Resource Division	451 South State Street Salt Lake City, UT 84111	Nancy Tores			8-31

35	Salt Lake Community Action Program	764 200 W, Salt Lake City, UT 84101	Julie Bills			8-31
36	Salt Lake County Aging Services					8-31
37	Salt Lake County Human Resources	451 South State Street Salt Lake City, UT 84111	Joni Bradley			8-31
38	Society of Broadcast Engineers					8-31
39	Stevens-Henagar College Provo		David Sambrano			8-31
40	The Art Institute-Salt Lake City	-	-			8-31
41	TVJobs.com		Mark Holloway			8-31
42	University of Utah	201 S 1460 E, Room 250 S, Salt Lake City, UT 84112-9057	Career Services	801-581-7993		8-28
43	University of Utah	201 Presidents Cir, Salt Lake City, UT 84112	Preston Nielson	801-585-5027		27
44	Utah Broadcaster Association		Michele Zabriskie			8-31
45	Utah State University	Career Services, 4305 Old Main Hill, Logan, UT 84322-4305;	Susan Polster, Maleah Christensen	435-797-7777		8-31
46	Utah Valley University	800 W. University Pkwy. Orem, UT 84058	Employer Relations	801-863-6364		8-16, 19, 20, 22
47	Weber State University	3801 University Circle, Ogden, UT 84408	Betty Simons	801-626-7914		8-31

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

Time Period Covered: **5/22/2017 to 5/21/2018**

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, the Utah Valley job fair, and the annual Utah Broadcasters Association job fair.
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 two full-tuition scholarship for students 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.