



2016-2017 - 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, 2016 to, and including, May 21, 2017 (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: **05/22/2016 to 05/21/2017**, Stations in Employment Unit: **KBYU-TV, KBYU-FM**

No.	Job Title	Full-time	Date of Hire	Recruitment Source of Hire
1	Creative Project Manager	Yes	06/07/16	Website – BYU Employment (Y-Jobs)
2	Lead Video Promotions Editor	Yes	06/20/16	Website – BYU Employment (Y-Jobs)
3	Studio Manager	Yes	07/11/16	Employee Referral
4	Chief Videographer/ Cinematographer	Yes	08/06/16	Website – BYU Employment (Y-Jobs)
5	BYU Radio Co-host	No	08/06/16	Employee Referral
6	Senior Video Content Editor	Yes	10/03/16	Website – BYU Employment (Y-Jobs)
7	HR Manager	Yes	09/01/16	Website – BYU Employment (Y-Jobs)
8	HR Assistant	Yes	11/21/16	Website – BYU Employment (Y-Jobs)
9	Closed Captioning Coordinator	Yes	01/30/17	Website – BYU Employment (Y-Jobs)
10	Post Production Coordinator	Yes	01/30/17	Website – BYU Employment (Y-Jobs)
11	Senior Broadcast Engineer	Yes	03/01/17	Internal Candidate
12	Manager Systems Integration	Yes	03/15/17	Website – BYU Employment (Y-Jobs)
13	Managing Director	Yes	04/01/17	Special Search Committee*
14	Senior IT Media Engineer	Yes	04/14/17	Internal Candidate

15	Senior Software Engineer	Yes	04/17/17	Website – BYU Employment (Y-Jobs)
16	Senior Software Engineer	Yes	04/24/17	Website – BYU Employment (Y-Jobs)
17	HR Specialist Employee Engagement	Yes	04/17/17	Website – BYU Employment (Y-Jobs)
18	Senior Colorist	Yes	04/26/17	Website – BYU Employment (Y-Jobs)

Total Number of People Interviewed for All Job Positions: 64

SECTION 2: Recruitment Sources

Time Period Covered: **05/22/2016 to 05/21/2017**

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.	ABC 4 - KTVX	2175 W 1700 S, SLC, UT 84104	Ida Anderson	801-9754491		1- 3, 5
2.	Academic Discovery Center BYUI	525 South Center St. Rexburg, ID, 83460				1-7, 11
3.	Alliance House	1724 S. Main St., SLC, UT 84115	Luisa Katoa	801-486-5012		1-5
4	Army Community Services	CSTE-DTC-DP-DB-PC-F, Dugway, UT 84022	Michael Stubbs	435-831-2260		1- 7, 11
5.	Boise State University	Career Center, Boise State University, Boise, ID 83725	Career Center	208-426-1747		1- 7, 11
6.	Broadview University	240 East Morris Avenue Salt Lake City, UT 84115	Madalyn Veo			8-10, 12, 15-18
7.	BYU Alumni Placement	Brigham Young University, 2400 WSC, Provo, UT 84602	Scott Greenhalgh	801-422-7600		1-2, 4-5, 8-10, 12, 14-18
8.	BYU Broadcasting Internal Posting	BYU Broadcasting Brigham Young University, Provo, UT 84602	Donna Piereder	801-422-8450	10	2-3, 6-7, 10-11, 17
9.	BYU Broadcasting TV/FM Spot	BYU Broadcasting Brigham Young University, Provo, UT 84602	Ralph Tobias/Shawn O'Neill	801-422-8450		1-7, 11, 17
10.	BYU Career Center	2400 WSC Provo, UT 84602	Career Services			1-2, 4, 6-7, 11

11.	BYU Employment/Y-Jobs	Brigham Young University, D-70 ASB, Provo, UT 84602	Wade Ashton	801-422-3563	48	1-12, 15-18
12.	BYU Idaho	230 Kimball Bldg., Rexburg, ID 83460-1667	James Gordon	208-496-1700		1-7, 11
13.	BYU Idaho Internship & Career Specialist	525 South Center St. Rexburg, ID, 83460				8-10, 12, 15-18
14.	Calvary Baptist Church	1090 S. State Street SLC, Utah 84111 801-355-1025	Pastor Davis			8-10, 12, 15-18
15.	Centro Civico Mexicano	155 S 600 W, Salt Lake City, UT 84101	Frank Cordova			8-10, 12, 15-18
16.	Church of Jesus Christ of Latter-Day Saints HR	50 E. North Temple, SLC, UT 84115-4461	Jay Mitchell	801-4240-3469		1-7, 11
17.	Copperview Community Center	8446 Harrison St. Midvale, UT 84047		385-468-1515		1-2, 5, 8
18.	Crossroads Urban Venter	347 S 400 E. SLC UT 84111	Rachel	801-364-7765		1-7, 11
19.	Dept. of Workforce Serv.	P.O. Box 45249, Salt Lake City, UT 84145-0249	Amy Rindlishbacher			1-12, 15-18
20.	Gov. Office of Economic Development	60 East South Temple, 3rd Floor Salt Lake City, UT 84111				8-10, 12, 15-18
21.	Idaho State University	Box 8108, Pocatello, ID 83209	Career Center	208-282-2380		1-2, 4-7, 11
22.	iheartmedia	2801 S. Decker Lake Drive Salt Lake City, UT 84119.	Ann Berg	801-908-1300		1-4, 8-10, 12, 14-18
23.	Indian Training & Education Center	1455 W 2200 S # 100, West Valley City, UT 84119	Janie Ridd	801-973-6484		1-7, 11
24.	Indian Walk In Center	120 West 1300 South, SLC, UT 84115	Rachael Sloan	801-486-4877 ext 27		1-7, 11
25.	ITT Technical Inst.	920 Levoy Dr., Murray, UT 84123	Lorraine Johnson			8-10, 12, 15-18

26.	Job Fair - Brigham Young University	Brigham Young University, 2400 WSC Provo, UT 84602	Career Center	801.422.6535		
27.	Job Fair - University of Utah					
28	KWCR Weber State		Alex Larrabee			8-10, 12, 15, 16-18
29.	LDS Business College	95 N. 300 W. SLC, UT 84101-3503	Alla Ookhara	801-524-8151		1-12, 15-18
30.	LDS Church					1-7
30.	LDS Employment - Provo	702 Columbia Lane, Provo, UT 84606	Wayne Goodworth	801-818-6161		1-10, 12, 14-18
32.	LDS employment - West Jordan	7166 S. Redwood Rd, West Jordan, UT 84084		801-566-4040		1-10, 12, 14-18
33.	LDS Employment Opportunities					2-4, 6, 7
34.	LDS Employment Services-Centerville					8-10, 12, 15-18
35.	LDS ERS Center - Sandy UT	817 E 9400 S Sandy UT 84094	Ralph Hansen	801-561-9555		1-5, 8-10, 12, 14-18
36.	Learning, Development & Diversity					8-10, 12, 15-18
37.	Lewis & Clark State College	500 8th Avenue/ Career Development, Lewiston, ID 83501-2698	Denise Harris	208-792-2313		1-5, 8-10, 12, 14-18
38.	Mark McCashland					8-10, 12, 15-18
39.	Medialine	Box 51909, Pacific Grove, CA 93950	Mark Shilstone	1-800-237-8073		1-12, 15-18
40.	NAACP	1761 W American Park Dr., West Valley City, UT 84119	Jeanetta Williams			8-10, 12, 15-18
40.	Nephi Employment Center	625 N. Main Street, Nephi, UT 84648	Chris Cook	435-623-1927		1, 2, 5, 8

41.	Ogden Weber Community Action Partnership	3159 Grant Ave, Ogden, UT 84401	Teresa Dickey			8-10, 12, 15-18
42.	People Helping People	205 N 400 W Salt Lake City, UT 84103	Pamela Okumura			8-10, 12, 15-18
43.	Personal Referral/Friend				6	
44.	Recruiting Placement					8-10, 12, 15-18
45.	Salt Lake City Human Resource Division	451 South State Street Salt Lake City, UT 84111				8-10, 12
46.	Salt Lake Community Action Program	764 200 W, Salt Lake City, UT 84101	Julie Bills			8-10, 12, 15-18
47.	Salt Lake Community College	4600 South Redwood Road, Salt Lake City, UT 84123				8
48.	Salt Lake County Aging Services	2001 State St, Salt Lake City, UT 84114	Barbara Drake			8-10, 12, 15-18
49.	Salt Lake County Human Resources		Joni Bradley			8-10, 12, 15-18
50.	Society of Broadcast Engineers					8-10, 12, 15-18
51.	Stevens-Henager College Provo	1476 Sandhill Rd, Orem, UT 84058 ;	Kelli Stone	801-375-5455		1-10, 12, 14-18
52.	The Art Institute of Salt Lake City					8-10, 12, 15-18
53.	TVJobs.com		Mark Holloway			8-10, 12
54.	University of Utah	350 Student Services Bldg. 201 South 1460 E, SLC, UT 84112	Career Services	801-581-7993		1-3, 5- 7, 11
55.	University of Utah	201 S 1460 E, Room 250 S, Salt Lake City, UT 84112-9057				8- 10, 12, 15-18

56.	Utah Broadcaster Association					8-10, 12, 15-18
57.	Utah State University	Career Services, 4305 Old Main Hill, Logan, UT 84322-4305;	Susan Polster, Maleah Christensen	435-797-7777		1-2, 5, 8-12, 15- 18
58.	Utah Valley University	800 W. University Pkwy. Orem, UT 84058	Employer Relations	801-863-6364		1-12, 15-18
59.	Weber State University	3801 University Circle, Ogden, UT 84408	Betty Simons	801-626-7914		1-12, 15- 18
60.	Westminster College	1840 South 130 East SLC UT 84105	Career Center	801-832-2590		1-7, 11,
61.			Cory Pearson			8-10, 12, 15-18

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

Time Period Covered: **5/22/2016 to 5/21/2017**

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 (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 two full-tuition scholarships 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.