

KSTU

EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KSTU, Salt Lake City, Utah.

KSTU, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 801-532-1300.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Editor, Video	2-17, 20-21, 23, 26-27, 29-31, 33-35, 37-38, 40, 42, 45-50, 54-58, 60-61, 63, 65-71, 73-77, 79-83, 86, 88-91, 94-95	40
Maintenance Engineer	2-17, 20-21, 23, 26-27, 29-31, 33-35, 37, 42, 45-50, 54-58, 60-61, 63, 65-71, 73-77, 79, 81-83, 86, 88-91, 94-95	82
Reporter	2, 4-17, 20-21, 23, 26-27, 29-31, 33-35, 37, 42, 45-50, 54-58, 60-63, 65-71, 73-77, 79-83, 85-86, 88-91, 94-95	62
Account Executive	2, 4-17, 20-21, 23, 26-27, 29-35, 37, 42, 45-50, 54-58, 60-61, 63-71, 73-77, 79-84, 86, 88-91, 93-95	93
Account Executive	2, 4-17, 20-21, 23, 26-27, 29-31, 33-35, 37, 40, 42, 45-50, 54-58, 60-61, 63, 65-71, 73-77, 79-83, 86, 88-91, 94-95	40
FT Studio Technician	2-24, 26-27, 29-31, 33-35, 37-38, 42, 44-50, 53-58, 60-63, 65-71, 73-77, 79-83, 86-91, 94-95	19
FT Studio Technician	2-17, 20-21, 23-24, 26-27, 29-31, 33-35, 37, 42-43, 45-50, 52, 54-58, 60-61, 63, 65-71, 73-77, 79-83, 86, 88-91, 94-95	24
IT Engineering Technical Support	2, 4-17, 20-21, 23, 26-27, 29-31, 33-35, 37, 42, 45-50, 54-58, 60-61, 63, 65-71, 73-77, 79-83, 86, 88-91, 94-95	35

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Account Executive	2, 4-17, 20-21, 23-24, 26-27, 29-31, 33-35, 37, 42, 45-50, 53-58, 60-61, 63, 65-77, 79-83, 86, 88-91, 94-95	53
FT Photographer	2-17, 20-21, 23, 26-27, 29-31, 33-35, 37, 40, 42, 45-50, 54-58, 60-61, 63, 65-71, 73-74, 76-77, 79-83, 86, 88-91, 94-95	40
Assistant, Sales	1-2, 4-17, 20-21, 23, 26-27, 29-31, 33-35, 37, 42, 45-50, 54-58, 60-61, 63, 65-71, 73-74, 76-77, 79-83, 86, 88-91, 94-95	1
FT Assignment Editor/Digital Content Producer.	2, 4-17, 20-21, 23, 26-27, 29-31, 33-35, 37-38, 40, 42, 45-50, 54, 56-58, 60-61, 63, 65-71, 73-74, 76-77, 79-83, 86, 88-91, 94-95	40
Anchor/Reporter	2, 4-17, 20-21, 23-24, 26-27, 29-31, 33-35, 37-38, 40, 42, 45-50, 54, 56-58, 60-61, 63, 65-71, 73-74, 76-77, 79-83, 86, 88-91, 94-95	40
FT On-Air Director	4, 6, 8-9, 11-14, 16-17, 20-21, 24, 29-30, 35, 37, 42, 49-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 85-86, 88, 90, 94-95	24
Producer	4, 6, 8-9, 11-14, 16-17, 20-21, 29-30, 35, 37-38, 42, 49-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 90, 94-95	38
Assignment Editor/Digital Content Producer	3-4, 6, 8-9, 11-14, 16, 20-21, 29-30, 35, 37, 42, 48-51, 54-55, 59, 61, 63, 66, 69-71, 77, 79-83, 85-86, 88, 90, 92, 94-95	35
Assignment Editor/ Digital Content Producer	4, 6, 8-9, 11-14, 16, 20-21, 29-30, 35, 37-38, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 90, 94-95	38
Graphic Designer	3-4, 6, 8-9, 11-14, 16, 20-21, 29-30, 35, 37, 41-42, 48-51, 54-55, 59, 61, 63, 66, 69-71, 77, 79-83, 85-86, 88, 90, 92, 94-95	41
Editor	3-4, 6, 8-9, 11-14, 16, 20-21, 29-30, 35, 37-38, 40, 42, 48-51, 54-55, 59, 61, 63, 66, 69-71, 77, 79-83, 85-86, 88, 90, 92, 94-95	40
Reporter/Multi-Media Journalist	1, 4, 6, 8-14, 16-18, 20-21, 29-30, 35, 37, 42, 49-50, 54-55, 61, 63, 65-66, 69-71, 77, 79-83, 86, 88, 90, 94-95	1

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Producer, FT	3-4, 6, 8-9, 11-14, 16-17, 20-21, 29-30, 35, 37, 42, 48-51, 54-55, 59, 61-63, 66, 69-71, 77, 79-83, 85-86, 88, 90, 92, 94-95	62
Producer, Executive	3-4, 6, 8-9, 11-14, 16-17, 20-21, 24, 29-30, 35, 37, 42, 48-51, 54-55, 59, 61, 63, 66, 69-71, 77, 79-83, 85-86, 88, 90, 92, 94-95	24
Producer, Associate	4, 6, 8-9, 11-14, 16-17, 20-21, 29-30, 35, 37, 42, 48-50, 54-55, 61-63, 66, 69-71, 77, 79-80, 82-83, 86, 88, 90, 94-95	62
Reporter/Anchor	1, 4, 6, 8-9, 11-14, 16-18, 20-21, 29-30, 35, 37, 42, 48-50, 53-56, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	82
Producer, Newscast	3-4, 6, 8-9, 11-14, 16-17, 20-21, 29-30, 35, 37-38, 42, 48-51, 54-55, 61, 63, 66, 69-71, 77, 79-83, 85-86, 88, 92, 94-95	85
Sales Executive	4, 6, 8-9, 11-14, 16-17, 20-21, 24, 28-30, 35, 37, 42, 48-50, 54-55, 61-63, 66, 69-71, 77, 79-83, 86, 88, 94-95	24
Assistant, Sales	1, 4, 6, 8-9, 11-14, 16-17, 20-21, 25, 29-30, 35, 37, 42, 48-50, 54-55, 60-61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	25
Editor	3-4, 6, 8-9, 11-14, 16-17, 20-21, 29-30, 35-38, 40, 42, 48-52, 54-55, 61, 63-64, 66, 69-71, 77, 79-83, 85-86, 88, 92, 94-95	40
Technician, MCO/Operations (NE)	4, 6, 8-9, 11-14, 16-17, 20-21, 29-30, 35, 37, 39-40, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	40
Technician, MCO/Operations (NE)	4, 6, 8-9, 11-14, 16-17, 19-21, 24, 29-30, 35, 37, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	19
Assistant News Director	4, 6, 8-9, 11-14, 16-17, 20-21, 24, 29-30, 35, 37, 42, 48-50, 54-55, 61, 63-64, 66, 69-71, 77, 79-83, 86, 88, 94-95	24
Producer (NE)	4, 6, 8-9, 11-14, 16-17, 19, 21, 29-30, 35, 37, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	19
Producer (NE)	4, 6, 8-9, 11-14, 16-17, 21, 29-30, 35, 37-38, 40, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	40

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Assistant, Sales	1, 4, 6, 8-9, 11-14, 16-17, 21, 29-30, 35, 37, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	1
FT Assignment Editor/Digital Content Producer.	4, 6, 8-9, 11-14, 16-17, 21, 29-30, 35, 37, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	82
Technician, MCO/Operations (NE)	4, 6, 8-9, 11-14, 16-17, 20-21, 24, 29-30, 35, 37, 42, 44, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	35
Technician, MCO/Operations (NE)	4, 6, 8-9, 11-14, 16-17, 20-21, 24, 29-30, 35, 37, 42, 44, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	82
Full-Time Studio Technician	3-4, 6, 8-9, 11-14, 16-17, 20-21, 29-30, 35, 37-38, 42, 48-52, 54-55, 59, 61, 63, 66, 69-71, 77-86, 88, 92, 94-95	82
Producer, Digital Content	3-4, 6, 8-9, 11-14, 16-17, 20-21, 24, 30, 35, 37, 42, 48-51, 54-55, 59, 61, 63, 66, 69-71, 77, 79-83, 85-86, 88, 92, 94-95	24
Digital Content Producer	4, 6, 8-9, 11-14, 16-17, 20-21, 24, 30, 35, 37, 42, 48-50, 54-55, 61, 63, 66, 69-71, 77, 79-83, 86, 88, 94-95	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	15
2	Alan Sanders Media Group 111 Eighth Ave New York, New York 10011 Alan Sander Manual Posting	N	0
3	Art Institute 121 W Election Rd Draper, Utah 840200 Phone : 801-601-4712 Email : mmcfarland@aui.edu Reenie McFarland	N	0
4	Asian Association Of Utah 1588 S. Major Street S.L.C., Utah 84115 Phone : 801-412-0577 Fax : 1-801-412-9925 Lina Smith	N	0
5	B-Roll.net 1623 D St. NE Washington , District of Columbia 20002 Coleen Higashide Manual Posting	N	0
6	Bell Talent 81-112 Avenida Castelar Indio, California 92203 Phone : 7603470500 Url : www.belltalent.com Email : belltalent@aol.com Fax : 1-760-347-0501 Roger Bell	N	0
7	BYU / Provo Alumni Placement Office 2440 WSC Provo, Utah 84602 Phone : 801-422-7600 Monte Marshall Manual Posting	N	0

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8	BYU Idaho 230 Kimball Rexburg, Idaho 83460 Phone : 208-496-2176 Email : careernavigator@byui.edu Fax : 1-208-496-2293 Linda Williams	N	0
9	BYU/Provo Broadcasting 2000 Ironton Blvd Provo, Utah 84606 Phone : 801-422-8450 Email : alana.tilley@byu.edu Fax : 1-801-422-8478 Alana Tilley	N	0
10	BYU/Provo Career Placement 2410 WSC Provo, Utah 84062 Phone : 801-422-7600 Fax : 1-801-422-0537 Scott Greenhalgh Manual Posting	N	0
11	Calif Chicano News Media Association 727 West 27th Street Room 201 Los Angeles, California 90007 Phone : 213-740-5263 Url : www.ccnma.org Email : sylvia@ccnma.org Fax : 1-214-743-4960 Sylvia Wells	N	0
12	Calvary Baptist Church 1090 South State S.L.C, Utah 84111 Phone : 801-355-1025 Email : office@calvaryslc.com Fax : 1-801-355-1019 France Davis	N	0
13	Catholic Comm Services 745 East 300 South Salt Lake City,, Utah 84102 Phone : 801-977-9119 Fax : 1-801-977-9224 Marci Price	N	0

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14	Centro Civico Mexicano 155 South 600 West S.L.C, Utah 84101 Phone : 801-359-9316 Email : coronareal2005@yahoo.com Fax : 1-801-322-4302 Mario Arellano	N	0
15	Christian Life Center 1455 Stetson S.L.C., Utah 84104 Career Services Manual Posting	N	0
16	COLLECTIVE TALEN 1721 RICHARDSON PLACE TAMPA, Florida 33606 Phone : 813-254-9695 Url : WWW.COLLECTIVETALENT.COM Email : bille@michaelsmedia.com MICHAEL BILLE	N	0
17	College of Eastern Utah 451 North 400 East Price, Utah 84501 Phone : 435-637-2120 Email : kathy.murray@ceu.edu Fax : 1-435-613-5814 Kathy Murray	N	0
18	Current Employee	N	4
19	Current Employee/Internal Promotion	N	3
20	Dept. Of Workforce Services P.O. Box 45249 Salt Lake City, Utah 84145 Fax : 1-801-394-7375 Career Services	N	0
21	Dept. Of Workforce Services/SLC 1385 S. State Street S.L.C., Utah 84115 Phone : 801-300-1995 Email : postajob@utah.gov Fax : 1-801-468-0070 Gary Kimber	N	0
22	Did not indicate (Source Unknown)	N	5

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23	El Club De Mujeres Latinas 4868 S Stone Crest Drive Murray, Utah 84107 Francis Lopez Manual Posting	N	0
24	Employee Referral	N	17
25	Facebook post	N	2
26	Faith Temple Church 1510 Richards Street S.L.C., Utah 84115 Career Services Manual Posting	N	0
27	Filipino American Assn. 1938 Texas Street S.L.C, Utah 84108 June Lucero Manual Posting	N	0
28	Former Employee	N	1
29	Greater Washington Urban League 3501 14th Street NW Washington, District of Columbia 20010 Phone : 202-265-5263 Fax : 1-202-265-6122 Career Services	N	0
30	Guadalupe School 340 South Goshen Street S.L.C, Utah 84044 Phone : 801-531-9316 Fax : 1-801-531-6106 Judy Cohen	N	0
31	HD Reps 5005 Greensville Ave Suite 150 Dallas, Texas 75206 David Bordelon Manual Posting	N	0
32	Hill AFB Employment Office 5837 D. Ave Bldg. 150 Hill AFB, Utah 84056 Phone : 801-777-5736 Email : kimberly.taylor@hill.af.mil Kimberly Taylor	N	0

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33	Idaho State University 921 S 8th Stop 8108 Pocatello, Idaho 83209 Phone : 208-282-2380 Troy Kase Manual Posting	N	0
34	IF Management Inc 810 7th Ave 11th Floor Dallas, Texas 10019 Steve Herz Manual Posting	N	0
35	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	30
36	Indeed.com	N	1
37	Indian Training & Education Center 1455 East 2200 South Ste 100 West Valley City, Utah 84119 Phone : 801-973-6484 Email : itecenter@qwestoffice.net Fax : 1-801-973-0877 Janie Ridd	N	0
38	Internal Candidate	N	14
39	Internal Posting	N	1
40	Internal Transfer/Promotion	N	9
41	Internet Ad	N	6
42	Japanese American 5408 South 3100 West Roy, Utah 84067 Email : horisan@comcast.net Marion Hori	N	0
43	Job Board	N	1
44	Job Fair	N	3

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45	JOURNALISMJOBS.COM NA, Colorado Dan Rohn Manual Posting	N	0
46	Ken Fishkin & Associates 106 Union Wharf Boston, Massachusetts 02190 Ken Fishkin Manual Posting	N	0
47	Ken Lindner & Associates Inc. 2019 Century Park East Suite 1000 Los Angeles, California 90067 Ken Lindner Manual Posting	N	0
48	LDS Business College 95 North 300 West S.L.C, Utah 84101 Phone : 801-524-8147 Email : slasay@ldsbe.edu Fax : 1-801-524-1900 Steve Asay	N	0
49	LDS Employment Resource Center/Logan 175 WEST 1400 NORTH #C Magna, Utah 84044 Phone : 801-250-3600 Fax : 1-435-752-1617 Karyl Eustice	N	0
50	LDS Employment Services/Layton Office 1010 W. Hill Field Road Layton, Utah 84041 Phone : 801-593-5347 Fax : 1-801-593-5366 Career Services	N	0
51	Leadership Institute 1101 North Highland Street Arlington,, Virginia 22201 Phone : 703-247-2000 Email : emiller@leadershipinstitute.org Fax : 1-703-247-2001 Emily Miller	N	0
52	Linked In	N	3
53	LinkedIn / Word of Mouth	N	3

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54	Liz Schulte 201 South 1460 UBA Salt Lake City, Utah 84112 Email : liz.in.3d@gmail.com Liz Schulte	N	0
55	Medialine P.O. Box 51909 Pacific Gove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
56	Mujeres EN Progreso 989 South 400 East S.L.C, Utah 84111 Jeannette Giron Manual Posting	N	0
57	N.S. BienStock Inc. 250 West 57th Street New York, New York 10107 Rick Ramage Manual Posting	N	0
58	NAACP / Ogden P.O. Box1581 Ogden, Utah 84402 H.C. Massey Manual Posting	N	0
59	NAACP / Salt Lake City P.O. Box 25414 S.L.C, Utah 84123 Phone : 801-250-5088 Email : jdwnaACP@att.net Fax : 1-801-250-5111 Jeanetta Williams	N	0
60	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart Manual Posting	N	0

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61	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
62	Non-Employee Referral	N	5
63	Office of Hispanic Ministry 27 C Street Catholic Diocese of SLC S.L.C., Utah 84103 Phone : 801-328-8641 ext 333 Email : dolores.lopez@dioslc.org Fax : 1-801-328-9680 Dolores Lopez	N	0
64	Other Source	N	4
65	Rick Gevers & Associates 355 E Ohio St #303 Zionsville, Indiana 46077 Phone : 303-300-6900 Rick Gevers Manual Posting	N	0
66	Salt Lake Community College / Salt Lake P.O. Box 30808 S.L.C., Utah 84130 Phone : 801-957-4014 Email : Studentemployment@slcc.edu Fax : 1-801-957-4017 n/a n/a	N	0
67	Salt Lake Community College / West Jordan 3491 W Wight's Fort Rd HTC 164B West Jordan, Utah 84088 Phone : 801-957-4218 Phyllis Seyler Manual Posting	N	0
68	Salt Lake Valley LDS/ West Jordan 7166 South Redwood Road Suite B West Jordan, Utah 84084 Phone : 801-566-4040 Career Services Manual Posting	N	0

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69	Salt Lake Valley LDS/ West Valley 2994 West Glen Eagle Drive Suite B West Valley City, Utah 84128 Phone : 801-988-4455 Email : wel-ec-wv@ldschurch.org Fax : 1-801-988-4448 Career Services	N	0
70	Salt Lake Valley LDS/Salt Lake City 780 West 800 south S.L.C., Utah 84104 Phone : 801-240-7240 Email : wel-ec-wsq@ldschurch.org Fax : 1-801-240-7269 Valerie Fredley	N	0
71	Salt Lake Valley LDS/Sandy 715 East 9400 South Sandy, Utah 84094 Phone : 801-561-9555 Email : wel-ec-sandy@ldschurch.org Career Services	N	0
72	Self Referral	N	1
73	Society for News Design 424 East Central Blvd. Orlando, Florida 35801 Phone : 407-420-7748 Web Source Manual Posting	N	0
74	Socio Chapter- Ogden 606 West 24th Street Ogden, Utah 84401 Jimmy Medina Manual Posting	N	0
75	Southern Utah University 351 West University Ave Cedar City, Utah 84720 Phone : 435-586-7861 Email : tamaramiller@suu.edu Fax : 1-435-865-8352 Tamara Miller	N	0

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76	St. Rose Catholic Church P.O. Box 557 Layton, Utah 84041 Phone : 801-544-4269 Ana Martinez Manual Posting	N	0
77	State Of Utah Ethnic Affairs 60 East South Temple 3rd Floor S.L.C, Utah 84111 Phone : 801-538-8811 Email : edwards@utah.gov Fax : 1-801-538-8678 Aimee Edwards	N	0
78	Station Website	N	2
79	The American Heart Association 465 South 4th East #110 Salt Lake City, Utah 84111 Phone : 801-484-3838 Email : jennifer.merback@heart.org Jennifer Merback	N	0
80	The Leadership Institute 1101 N. Highland St. Arlington, Virginia 22201 Phone : 703-247-2000 Fax : 1-703-247-2001 Cara Pustnam	N	0
81	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	4
82	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	38

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83	TVJOBS.COM P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	3
84	Unknown Referral Source	N	2
85	Utah State University 4305 Old Main Hill Logan , Utah 84322-4305 Phone : 435-613-5311 Url : http://usueastern.edu/price/career-advising/find-a-job . Email : lyndsay.reid@usa.edu Fax : 1-435-613-5814 Lyndsay Reid	N	3
86	Utah Valley University 800 West 1200 South Student Dev. Office for Minority Orem, Utah 84058 Phone : 801-222-8000 x8143 Fax : 1-801-226-0681 Chuck Foster	N	0
87	Walk In	N	1
88	Warren Archibald 3705 Carolyn Street UBA Salt Lake City, , Utah 84106 Phone : * Email : Wsaslc@aol.com Warren Archibald	N	0
89	Weber State University / Office of Cultural Affs. 1909 University Circle Office of Cultural Affs. Ogden, Utah 84408 Kristen Rowell Manual Posting	N	0
90	Weber State University /Diversity Center 2125 University Circle Diversity Center Ogden, Utah 84408 Phone : 801-626-7243 Email : careerservices@weber.edu Fax : 1-801-626-6228 Adrienne Gillespie	N	0

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91	Welldunne Talent 316 Cromwell Ave SW Alburque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0
92	Westminster College 1840 South 1300 East S.L.C, Utah 84015 Phone : 801-832-2590 Email : careerresourcecenter@westminstercollege.edu Fax : 1-801-832-3103 Career Resource Center Career Resource Center	N	0
93	Word of Mouth Referral	N	3
94	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
95	YWCA 322 East 300 South S.L.C., Utah 84111 Phone : 801-537-8604 Email : jroberts@ywca.com Fax : 1-801-355-2826 Julia Roberts/Villar	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			184

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/18/2018	Participation in Job Fairs	NAHJ: Tribune Media participated in the National Association of Hispanic Journalists Conference Career Fair in Miami, FL from July 18-July 20. Regional HR Director and HR Manager spoke to potential candidates about job opportunities.	2	Regional HR Director HR Manager
2	8/2/2018	Participation in Job Fairs	National Association for Black Journalists.	3	Talent Acqesition SR Director Regional HR Director SVP News
3	8/25/2018	Sponsorship of events in the community designed to increase public awareness	Reporter sat on the panel for "made in Utah Festival" a nonprofit organization. Subject was challenges in the journalism world today, the value of local journalism and how it is that the antagonistic climate against the media especially is unfairly hurting local professionals.	2	Reporter News Director
4	9/26/2018	Participation in events sponsored by community groups	Station gave a tour for teenage girls to give them a look at "a day in the life of a Fox13 anchor/reporter". They were given a tour, advise about breaking into the business, skills and education needed, shown the control room and how the director carries out a news cast, visited with a producer on how to put together a newscast, and what stories are news worthy. and got a crash course in presenting the weather at the green screen and looked at the weather maps used to track and forecast the weather.	5	Senior Director Executive Producer Reporter Anchor
5	9/26/2018	Participation in events or programs sponsored by educational institutions	News Director spoke at BYU school of communications to 40 students. He spoke about his media career and what his job is as a news director, how a newsroom operates, roles in a newsroom, the realities of deadlines, having a thick skin, working hard and being a team player.	1	News Director

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6	11/11/2018	Establishment of training programs for station personnel	Training program for Sales employees from Jim Doyle & Associates, a national sales training and marketing consulting firm. They partner with broadcast and cable TV companies to provide customizing media-specific programs and tools that uniquely increase revenue and make sales teams more effective.	8	Director of Sales Local Sales Manager Account Executive
7	11/16/2018	Participation in events or programs sponsored by educational institutions	Reporter gave a tour to 10 international students from Bulgaria. They discussed his journalism of local politics and government relations with the media.	2	Reporter News Director
8	11/30/2018	Participation in events or programs sponsored by educational institutions	Station tour for students of Utah University teaching course on Broadcast Journalism and Multimedia Reporting. Students received a tour of the building and learned how to break into the business, what education is needed, how a newscast is carried out, and what's newsworthy and how the weather system works.	2	News Director News Operations Manager
9	1/21/2019	Establishment of training programs for station personnel	Sales staff attended TVB webinar training. 2019 Media Comparison study training.	7	Director of Sales Local Sales Manager
10	1/28/2019	Establishment of training programs for station personnel	Sales Staff attended Wide Orbit Webinar sales Training.	15	Director of Sales Local Sales Manager
11	3/4/2019	Participation in events or programs sponsored by educational institutions	Reporter gave a tour of station to students from Dixie State University.	2	Reporter News Director
12	3/6/2019	Participation in Job Fairs	Attended Utah Broadcasters Association job fair.	2	Operations News Manager Senior Director
13	3/6/2019	Participation in Job Fairs	Job fair at Utah Broadcasters Association.	2	News Operations Manager Director Manager
14	4/26/2019	Establishment of training programs for station personnel	News staff attended Society of Professional Journalists workshop[on utilizing Facebook for journalism. Pulitzer-prize winner Rachel Piper, formerly of the Salt Lake Tribune provided the training.	24	General Manager News Director Assistant News Director Executive Producer