

KSOP(AM), KSOP-FM

EEO PUBLIC FILE REPORT

June 1, 2009 – May 31, 2010

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|------------------------------|--|---------------------------|
| Sales Account Executive | 1, 5, 8, 9, 11-14, 16, 17, 21, 22, 24-26 | 26 |
| General Manager ¹ | 27 | 27 |
| Office Manager ¹ | 27 | 27 |

¹ Exigent circumstances

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled To Vacancy Notifications? Yes/No | No. Of Interviewees Referred by RS During Reporting period |
|------------------|--|---|---|
| 1 | <i>Deseret Morning News</i> Advertising 4770 S 5600 West West Valley City, UT 84118 (801) 236-6000 | N | 1 |
| 2 | BYU Broadcast Services C-302 HFAC Provo, UT 84602 435-649-5430 | N | 0 |
| 3 | BYU Career Placement Natalie Bahm 2410 WSC Provo, UT 84602 801-378-3000 | N | 0 |
| 4 | All Access www.allaccess.com | N | 0 |
| 5 | BYU Idaho Robert Maxfield 1675 Kimball 244 Rexburg, ID 83460-1675 208-496-2170 | Y | 0 |
| 6 | Career Services -350-SSB Amy Mickelson 201 South 1460 East Salt Lake City, UT 84112 801-581-5217 jobs@sa.utah.edu | N | 0 |
| 7 | Centro de Familia Bob Leonard 2780 W Temple Salt Lake City, UT | N | 0 |

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|-----------|--|---|---|
| 8 | Utah State University Career Services Trish Glowski 4305 Old Main Hill Logan, UT 84322-4305 435-797-2644 | Y | 0 |
| 9 | Dept. Of Workforce Services Robert Wade 1385 S. State Salt Lake City, UT 84115 801468-0041 | Y | 0 |
| 10 | Diversity Development Pania Heimuli 1760 W 2100 S Salt Lake City, UT 84199 801-974-2922 | N | 0 |
| 11 | Family Support Center Steve Rose 7336 6 th Street Bldg 308N HAFB, UT 84056 801-777-4044 | Y | 0 |
| 12 | Indian Walk-In Center Lorraine Levi 120 W 1300 S Salt Lake City, UT 84115 801-486-4877 | Y | 0 |
| 13 | Utah Broadcasters Association www.utahbroadcasters.com | Y | 0 |
| 14 | Jordan Applied Technology Center Sharon Squires 825 E 9085 S Sandy, UT 84094 801-256-5710 | Y | 0 |
| 15 | NAACP Jeanetta Williams Box 25414 Salt Lake City, UT 84125 801-250-5088 | N | 0 |

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|-----------|---|---|---|
| 16 | Salt Lake City Corporation Nancy Torres 4510 S State Street Salt Lake City UT 84111 801-535-6634 | Y | 0 |
| 17 | Salt Lake Community College Phyllis Seyler 3491 W Wights Ft Road West Jordan, UT 84088 801-957-4218 | Y | 0 |
| 18 | SUU Career Services Lisa Jane Laird 351 W Center St Cedar City, UT 84720 435-586-5422 laird@suu.edu | N | 0 |
| 19 | U of U Center For Ethnic Student Affairs Becky McKean 200 S Central Campus Drive Room 318 Salt Lake City, UT 84112 801-581-8151 | N | 0 |
| 20 | U of U Women's Resource Center Mary Mattfeldt 200 S Central Camplus Drive Room 293 Salt Lake City, UT 84112 801-581-8030 | N | 0 |
| 21 | WSU Services For Multi-Cultural Students Colleen Sheeham 1116 University Circle Ogden, UT 84408-1116 801-626-7331 | Y | 0 |
| 22 | Westminster College Sarah Crowther 1840 S 1300 E Salt Lake City, UT 84105 801-832-2590 | Y | 0 |
| 23 | Salt Lake City Help Wanted www.regionalhelpwanted.com | N | 0 |

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|--|--|---|----------|
| 24 | Ogden Weber Community Action Partnership Shawna Staley 3159 Grant Avenue Ogden, UT 84401 801-339-9887 sstaley@owcap.org | Y | 0 |
| 25 | Craig's List www.craigslist.com | N | 0 |
| 26 | KSOP Website www.ksopcountry.com | N | 1 |
| 27 | Word Of Mouth | N | 2 |
| 28 | <i>Salt Lake Tribune</i> Classifieds 90 S. 400 West, Suite 700 Salt Lake City, UT 84101 (801) 237-2000 | N | 1 |
| 29 | KSOP On-Air advertising | N | 1 |
| TOTAL INTERVIEWEES June 1, 2009 – May 31, 2010: | | | 5 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|---|---|--|
| 1 | Co-Sponsor Job Fair | KSOP AM/FM participated in the April 14, 2010 Utah Broadcasters Association Job Fair. Station participants included Operations Manager and Sales Manager. The stations also promoted the fair on the air and on the web. |
| 2 | Event or Program Sponsored by Community Group Interested in Broadcast Employment Issues | On April 30, 2010, members of the Varsity Scouts (age 15-17) toured the stations' facility, visited various departments, and were given information about careers in broadcasting |
| 3 | Event or Program Designed to Help Disseminate Information About Broadcast Careers | An adult interested in broadcast employment toured the stations, job-shadowed in the stations' on-air department, and given the opportunity to work hands-on with broadcast equipment on November 18, 2009. |
| 4 | Event or Program Designed to Help Disseminate Information About Broadcast Careers | An adult interested in broadcast employment toured the stations, job-shadowed in the stations' on-air department, and given the opportunity to work hands-on with broadcast equipment on December 17, 2009. |
| 5 | Event or Program Designed to Help Disseminate Information About Broadcast Careers | An adult interested in broadcast employment toured the stations, job-shadowed in the stations' on-air department, and given the opportunity to work hands-on with broadcast equipment on May 5, 2010. |

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|---|-------------------------|---|
| 6 | Management EEO Training | On May 26, 2010, Office Manager General Manager took part in online EEO training. The session covered both compliance with the FCC's EEO rules and methods of ensuring equal employment opportunity and nondiscrimination in the workplace. |
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