

Annual EEO Public File Report

KUTH-DT

June 1, 2017 – May 31, 2018

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of station KUTH- Salt Lake City, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2017 to and including May 31, 2018 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for 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 initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

Appendix 1 to

Public File Report

Covering the Period from June 1, 2017 to May 31, 2018

Station Comprising Station Employment Unit: KUTH – Salt Lake City

Section 1: Vacancy Information

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Photographer/Editor	Internal Candidate
2	Multimedia Journalist	Employee Referral
3		
4		
	Total Interviewees: 8	

Appendix 2 to

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Covering the Period from June 1, 2017 to May 31, 2018

Station Comprising Station Employment Unit: KUTH

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Salt Lake Chamber of Commerce Attn: Gloria de la Cruz 175 E. 400 S. Suite 600 Salt Lake City, UT 84111 lbeattie@saltlakechamber.org	0	Positions: 1 - 2
B	Utah Hispanic Chamber of Commerce Attn: Cristal Hernandez 1635 S. Redwood Rd Salt Lake City, UT 84104 info@utahhcc.com	0	Positions: 1 - 2
C	Department of Workforce Services Attn: Amy Rindlishbacher 1385 South State Salt Lake City, UT 84115 postajob@utah.gov	0	Positions: 1 - 2
D	Utah Broadcaster Association Attn: Michele Zabriskie 1600 South Main Salt Lake City, UT 84115 jobsuba@gmail.com	0	Positions: 1 - 2
E	Salt Lake City Corporation Attn: Nancy Torres 451 S. State Street Rm 115 Salt Lake City, UT 84111 nancy.torres@slcgov.com	0	Positions: 1 - 2

F	NAACP Attn: Jeanetta Williams P.O. Box 25414 Salt Lake City, UT 84125 jdwnaACP@att.net	0	Positions: 1 - 2
G	Indian Walk-In Center Attn: Rad Arcuch 120 West 1300 South Salt Lake City, UT 84115 arcuch@iwic.org	0	Positions: 1 - 2
I	Ogden Weber Community Action Partnership Attn: T. Dickey 3159 Grant Ave. Ogden, UT 84401 tdickey@owcap.org	0	Positions: 1 - 2
J	Choose to Work Utah Attn: Coy Jackson 5522 South 3200 West Taylorsville, UT 84118 cwjackson@utah.gov	0	Positions: 1 - 2
K	Diversity Development Attn: Pania Heimuli 1760 West 2100 South Salt Lake City, UT 84199 pania.heimuli@usps.gov	0	Positions: 1 - 2
L	Family Support Center Attn: Dorothy Blesse 5837 D. Ave Blvd. 150 Hill AFB, UT 84056 dorothy.blesse@hill.af.mil	0	Positions: 1 - 2
M	ITT Technical Institute Attn: Kelly Cardon 920 W. Levoy Drive Murray, UT 84123 kcardon@itt-tech.edu	0	Positions: 1 - 2
N	Jordan Applied Technical Center Attn: Sharon Squires 825 East 9085 South Sandy, UT 84094 sharon.squires@jordan.k12.ut.us	0	Positions: 1 - 2

O	LDS Employment Resource Services Attn: Valerie Fredley 780 West 800 South Salt Lake City, UT 84104 wel-ec-wsq@ldschurch.org	0	Positions: 1 - 2
P	BYU Broadcasting Attn: Wade Ashton 2000 Ironton Blvd Provo, UT 84606		Positions: None
Q	BYU Career Placement Attn: Patricia Whiting 2410 WSC Provo, UT 84602		Positions: None
R	Salt Lake Community College Attn: Phyllis Seyer 3491 W. Wights Fort Rd (HTC 164B) West Jordan, UT 84088 phyllis.seyler@slcc.edu studentemployment@slcc.edu	0	Positions: 1 - 2
S	Salt Lake Community College Attn: Angelita Florez P.O. Box 30808 AD 195 Salt Lake City, UT 84130 angelita.florez@slcc.edu	0	Positions: None
T	Southern Utah University Attn: Maria Bingham Career Services 351 West Center St. Cedar City, UT 84720 megenralphs@suu.edu	0	Positions: 1 - 2
U	Utah Career College Attn: Chris Oakeson 1902 West 7800 South West Jordan, UT 84088 coakeson@utahcollege.edu	0	Positions: None
V	Utah State University Career Services Attn: Kim Latu or Maleah Christensen University Inn (Room 102) 4305 Old Main Hill	0	Positions: 1 - 2

	Logan, UT 84322 career.services@usu.edu		
W	Utah Division of Veterans' Affairs Attn: Tonja Knight 550 Foothill Dr., Suite 202 Salt Lake City, UT 8411 tcknight@utah.gov	0	Positions: 1 - 2
X	Westminster College Attn: Verity Erickson Career Center 1840 South 1300 East Salt Lake City, UT 84105 verickson@westminstercollege.edu	0	Positions: 1 - 2
Y	Utah Hispanic Community Attn: John Florez 614 Aloha Rd. Salt Lake City, UT 84103 jdflorez@comcast.net	0	Positions: 1 - 2
Z	Centerville LDS Employment Resource Center Attn: Frank Sano 162 E. Pages Lane Centerville, UT 84014 sanof@ldschurch.org	0	Positions: 1 - 2
AA	Utah Valley State University Attn: Career Center 800 West University Pkwy Mail Stop 203 Orem, UT 84058 csse@uvu.edu	0	Positions: 1 - 2
AB	Weber State University Attn: Patricia Wheeler/Betty Simmons 1105 University Circle Ogden, UT 84408 pwheeler@weber.edu	0	Positions: 1 - 2
AC	Weber State Univ Services for Multi-Cultural Attn: Keith Wilder 1116 University Circle Ogden, UT 84408 ashleypetitta@weber.edu	0	Positions: 1 - 2

AD	University of Utah Attn: Patrick McShane Career Services 201 South 1460 East (Rm 350) Salt Lake City, UT 84112 studentjobs@sa.utah.edu (for non-degree jobs) careerjobs@sa.utah.edu (for degree jobs)	0	Positions: 1 - 2
AE	Salt Lake County Personnel Division Attn: Joni Bradley 2001 S. State St. (Ste. N46000) Salt Lake City, UT 84190 jlbradley@slco.org	0	Positions: 1 - 2
AF	Department of Human Resources Mgmt Attn: Bart Olsen State Office Bldg. (Room 2120) Salt Lake City, UT 8450 ktanner@utah.gov	0	Positions: 1 - 2
AG	College of Eastern Utah Attn: Kathy Murray 451 East 400 North Price, UT 84501 kathy.murray@ceu.edu	0	Positions: 1 - 2
AH	Salt Lake Community Action Attn: Paula Oakey 764 S. 200 West Salt Lake City, UT 84101 poakey@slcap.org	0	Positions: 1 - 2
AI	KWCR (Weber State College Station) Attn: Chelsea Winslow 2188 University Circle Ogden, UT 84408 kwcr.music@gmail.com	0	Positions: 1 - 2
AJ	Indian Training & Education Center Attn: Janie Ridd 1455 East 2200 South West Valley, UT 84119 itecenter@qwestoffice.net	0	Positions: 1 - 2
AK	KBYU-FM (Brigham Young University Station)	0	Positions: 1 - 2

	Attn: Kathy Heinsohn C-302 HFAC Provo, UT 84602 Byub-hr@byu.edu		
AL	Department of Workforce Services Attn: Kimberly Johnson 162 N. 400 East St. George, UT 84770 kjohnson@utah.gov	0	Positions: 1 - 2
AM	Davis Applied Technology College Attn: Beverly Jacobs 550 East 300 South Kaysville, UT 84037 jacobsbj@datc.net	0	Positions: 1 - 2
AN	Internal Posting	2	Positions: 1 - 2
AO	Job Board - Indeed.com (UCI)	0	Positions: 1 - 2
AP	LinkedIn	1	Positions: 1 - 2
AQ	UCI Company Career Site at Univision.Com	1	Positions: 1 - 2
	Other Source(s) Not Notified By Employment Unit		
AR	Employee Referral	2	Position: 2
AS	Contacted by UCI	1	Position: 1
AT	Search Engine - Google	1	Position: 2

Univision KUTH, Salt Lake City makes regular on-air announcements inviting interested parties who might wish to receive employment notices to contact, Laura Wright, HR Manager. The employment unit has not received any requests for job opening notifications.

Appendix 3

Annual EEO Public File Report

Covering the Period from June 1, 2017 to May 31, 2018

Station Comprising Station Employment Unit: KUTH-Salt Lake City

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KUTH-Salt Lake City.

Internship Program:

KUTH established an internship program to assist community students acquire skills in broadcasting. During the 2017-2018 reporting period, KUTH did not have interns.

Participated in Job/Career Fairs:

Salt Lake Community College – **Fall Career/Job Fair- on October 12, 2017** Marcela Kuck, Office Manager and Anthony Tsosie, Director of Technology participated at this event. They informed job seekers about job opportunities with Univision and answered student's questions regarding internships.

Utah Broadcasters Association – **Job Fair at University of Utah – On March 14, 2018**, Juan Villa, News Director and Marcela Kuck, Office Manager participated at this event. Job seekers were given information about job opportunities with Univision and answered student's questions regarding internships. Recruitment included two open positions; Account Executive and Market Chief Engineer.

Participated in Events Sponsored by Educational Institutions:

November 2, 2017 – **Northridge High School and Clearfield High School** invited Viviane Quintela, News Anchor/Producer as a guest speaker on the topic of Journalism from writing scripts to delivering developing stories. Viviane shared her personal experience in the broadcast industry.

February 13, 2018 – Lucio Olivas, Account Executive was invited by **Park City High School** as a guest speaker on the importance of an education. Lucio shared his personal and professional experiences.

Participation in Job Banks:

Utah Broadcaster Association job bank of media trade groups with broad-based membership (including women and minorities) was utilized for all the job positions filled during the reporting period.

Training/Mentoring personnel to acquire skills that could qualify them for higher level positions.

The station encourages employees to apply for open positions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables employees to acquire the necessary skills and experience needed to be considered for advancement opportunities. In this reporting period, the station promoted three (3) employees to higher level positions.

Establishment of In-House EEO Training

The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. On May 22, 2018 Laura Wright, Human Resources Manager conducted EEO Training for department heads that have hiring power. News Director Juan Villa participated.

Among the unit's other efforts, on May 21, 2018, a memo was sent to staff reiterating our Equal Employment Opportunity policy.