

## **Annual EEO Public File Report**

KUTH-DT

(June 1, 2015 – May 31, 2016)

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, 2015 to and including May 31, 2016 (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, 2015 to May 31, 2016

Station Comprising Station Employment Unit: KUTH – Salt Lake City

Section 1: Vacancy Information

<b>Full-time Positions Filled By Job Title</b>		<b>Recruitment Source of Hiree</b>
1	Account Executive (2 positions)	1- Employee Referral 2- Media Industry
	<b>Total Interviewees: 6</b>	

Appendix 2 to

Annual EEO Public File Report

Covering the Period from June 1, 2015 to May 31, 2016

Station Comprising Station Employment Unit: KUTH

Section 2: Recruitment Source Information

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

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

	<a href="mailto:sharon.squires@jordan.k12.ut.us">sharon.squires@jordan.k12.ut.us</a>		
O	LDS Employment Resource Services Attn: Valerie Fredley 780 West 800 South Salt Lake City, UT 84104 <a href="mailto:wel-ec-wsq@ldschurch.org">wel-ec-wsq@ldschurch.org</a>	0	Account Executive
P	BYU Broadcasting Attn: Wade Ashton 2000 Ironton Blvd Provo, UT 84606		
Q	BYU Career Placement Attn: Patricia Whiting 2410 WSC Provo, UT 84602		
R	Salt Lake Community College Attn: Phyllis Seyer 3491 W. Wights Fort Rd (HTC 164B) West Jordan, UT 84088 <a href="mailto:phyllis.seyler@slcc.edu">phyllis.seyler@slcc.edu</a> <a href="mailto:studentemployment@slcc.edu">studentemployment@slcc.edu</a>	0	Account Executive
S	Salt Lake Community College Attn: Angelita Florez P.O. Box 30808 AD 195 Salt Lake City, UT 84130 <a href="mailto:angelita.florez@slcc.edu">angelita.florez@slcc.edu</a>	0	Account Executive
T	Southern Utah University Attn: Maria Bingham Career Services 351 West Center St. Cedar City, UT 84720 <a href="mailto:megenralphs@suu.edu">megenralphs@suu.edu</a>	0	Account Executive
U	Utah Career College Attn: Chris Oakeson 1902 West 7800 South West Jordan, UT 84088 <a href="mailto:coakeson@utahcollege.edu">coakeson@utahcollege.edu</a>	0	Account Executive
V	Utah State University Career Services Attn: Kim Latu or Maleah Christensen University Inn (Room 102) 4305 Old Main Hill Logan, UT 84322 <a href="mailto:career.services@usu.edu">career.services@usu.edu</a>	0	Account Executive

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

	<p>Attn: Patrick McShane  Career Services  201 South 1460 East (Rm 350)  Salt Lake City, UT 84112  <a href="mailto:studentjobs@sa.utah.edu">studentjobs@sa.utah.edu</a>(for non-degree jobs)  <a href="mailto:careerjobs@sa.utah.edu">careerjobs@sa.utah.edu</a> (for degree jobs)</p>		
AE	<p>Salt Lake County Personnel Division  Attn: Joni Bradley  2001 S. State St. (Ste. N46000)  Salt Lake City, UT 84190  <a href="mailto:jbradley@slco.org">jbradley@slco.org</a></p>	0	Account Executive
AF	<p>Department of Human Resources Mgmt  Attn: Bart Olsen  State Office Bldg. (Room 2120)  Salt Lake City, UT 8450  <a href="mailto:ktanner@utah.gov">ktanner@utah.gov</a></p>	0	Account Executive
AG	<p>College of Eastern Utah  Attn: Kathy Murray  451 East 400 North  Price, UT 84501  <a href="mailto:kathy.murray@ceu.edu">kathy.murray@ceu.edu</a></p>	0	Account Executive
AH	<p>Salt Lake Community Action  Attn: Paula Oakey  764 S. 200 West  Salt Lake City, UT 84101  <a href="mailto:poakey@slcap.org">poakey@slcap.org</a></p>	0	Account Executive
AI	<p>KWCR (Weber State College Station)  Attn: Chelsea Winslow  2188 University Circle  Ogden, UT 84408  <a href="mailto:kwcr.music@gmail.com">kwcr.music@gmail.com</a></p>	0	Account Executive
AJ	<p>Indian Training &amp; Education Center  Attn: Janie Ridd  1455 East 2200 South  West Valley, UT 84119  <a href="mailto:itecenter@qwestoffice.net">itecenter@qwestoffice.net</a></p>	0	Account Executive
AK	<p>KBYU-FM (Brigham Young University Station)  Attn: Kathy Heinsohn  C-302 HFAC</p>	0	Account Executive

	Provo, UT 84602 <a href="mailto:Byub-hr@byu.edu">Byub-hr@byu.edu</a>		
AL	Department of Workforce Services Attn: Kimberly Johnson 162 N. 400 East St. George, UT 84770 <a href="mailto:kjohnson@utah.gov">kjohnson@utah.gov</a>	0	Account Executive
AM	Davis Applied Technology College Attn: Beverly Jacobs 550 East 300 South Kaysville, UT 84037 <a href="mailto:jacobsbj@datc.net">jacobsbj@datc.net</a>	0	Account Executive
AN	Internal Posting	0	Account Executive
AO	Careerbuilder.com <a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a>		
AP	Job Board - Indeed.com (UCI)	0	Account Executive
AQ	UCI Company Career Site at Univision.Com	1	Account Executive
AR	Media Industry Referral	3	Account Executive
AS	Davis Applied Technology College Job Fair – <b>10/15/2015</b>	0	Account Executive
AT	Employee Referral	2	Account Executive

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 to

Annual EEO Public File Report

Covering the Period from June 1, 2015 to May 31, 2016

Station Comprising Station Employment Unit: KUTH-Salt Lake City

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KUTH-Salt Lake City, the station is a small employment unit with 10 full-time permanent employees.

**Internship Program:**

KUTH established an internship program to assist community students acquire skills in broadcasting. During the reporting period, KUTH had three interns; Brigham Young University (Summer, 2015) and Weber State University (Fall, 2015 and Spring, 2016).

**Participated in Job/Career Fairs :**

Davis Applied Technology College Job Fair- on October 15, 2015 Viviane Quintela, Director, Community Empowerment and Marcela Kuck, Office Manager participated at this event. They informed job seekers about job opportunities with Univision and answered student's questions regarding internships.

**Participated in Events Sponsored by Educational Institutions:**

September 21, 2015 Viviane Quintela, Director, Community Empowerment was invited by Real Salt Lake and Utah International Charter School as a guest speaker for the school's "Every Save Makes a Difference" initiative. Viviane spoke to the students on the importance of higher education and shared her personal experience as a news journalist and her position in broadcasting.

March 8, 2016 Univision KUTH hosted a University of Utah student majoring in Broadcast Journalism to job shadow Viviane Quintela, Director, Community Empowerment. The student also met with the News Director/Anchor who shared her personal experience in the broadcast industry.

March 29, 2016, Univision KUTH hosted a student from Snowcrest Junior High School as part of his school exploration school curriculum. The student was able to job shadow various managers and staff in various departments: News, Engineering, Community Empowerment, Administration, and Production.

April 19, 2016 News Director, Irene Caso was Master of Ceremonies at the 2016 Latin American Culture and Academic Achievement event to present academic scholarships to current and future UVU students. Viviane Quintela was present at the KUTH booth to answer questions regarding the station and "Univision Contigo" and VOTA initiatives.

### **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.

### **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 March 22, 2016 Laura Wright, Human Resources Manager conducted EEO Training for all our department heads that have hiring power.

Among the unit's other efforts, on May 11, 2016, a memo was sent to staff reiterating our Equal Employment Opportunity policy. In addition, all managers are asked to participate in on-line training courses regarding "Harassment in the Workplace.