

KDUT(FM), KBMG(FM), KTUB(AM)
EEO PUBLIC FILE REPORT
June 1, 2018-May 31, 2019

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
Sales Assistant	1-9	9
Production/On-Air Talent	1-9	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alpha Media Careers Website www.alphamedia.com/careers	N	3
2	Word-of-Mouth Referral	N	1
3	Indeed (automated posting from Alpha careers website) www.indeed.com	N	0
4	Internal Job Posting/Candidate	N	0
5	Walk-In/Self-Referral	N	0
6	Utah Hispanic Chamber of Commerce Sbeidy S. Mora, Director of Corporate Relations sbeidy@utahhcc.com https://www.utahhcc.com/jobs	N	2
7	Utah Broadcasters Association Job Fair (see Section III)	N	0
8	On-Air Announcements (one or more SEU stations)	N	0
9	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			7

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job fair	On March 6, 2018, our SEU participated in the Utah Broadcasters Association Job Fair at the University of Utah. Station participants included Account Executives and our Market Manager, who spoke with interested attendees about careers in broadcasting.
2	Establishment of mentoring program to enable station personnel to acquire skills to qualify for higher-level positions	During December 2018, our SEU established a mentoring program for an entry-level on-air talent personality to learn the advanced skills to qualify for more senior and management-level positions in Production & Programming. Topics covered skills required for Program/Production Director positions, including programming music and producing shows. Mentors included our SEU's Market Manager and Operations Manager, who met with the mentee for up to three hours daily in the studio during December and continued to do so periodically in subsequent months.