



2023-2024 - Annual EEO Public File Report

The purpose of this Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s equal employment rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations:

<u>Call Sign</u>	<u>Community</u>	<u>FIN</u>
KBYU-TV	Provo, UT	6823
KBYU-FM	Provo, UT	6825
KUMT-FM	Provo, UT	33438

The information contained in this Annual EEO Report covers the time period from May 22, 2023, to, and including, May 21, 2024, (the “Applicable Period”) for KBYU-TV, KBYU-FM, and KUMT-FM. Consistent with the FCC’s rules, this Annual EEO Report contains at least the following information:

1. A list of all full-time vacancies¹ filled by the stations during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the stations about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all 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 community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.

The following sections provide the required information and summarize the station’s EEO efforts during the Applicable Period. This Annual Report is to be timely placed in each station’s public inspection file and posted on each station’s website, in accordance with the FCC’s EEO rules.

¹ A “full-time vacancy” is defined as one that requires an average of thirty (30) or more hours per week.

SECTION 1: Employment Vacancies Filled During the Applicable Period

Time Period Covered: **05/22/2023 to 05/21/2024**, Stations in Employment Unit: **KBYU-TV, KBYU-FM, KUMT-FM**

No.	Job Title	Full-time	Date of Hire	Recruitment Source of Hire
1	Senior Producer	Yes	07/27/2023	Personal Referral
2	Associate Producer	Yes	06/01/2023	LinkedIn
3	Motion Graphics Supervisor	Yes	06/12/2023	Other
4	Producer	Yes	10/12/2023	Personal Referral
5	Student Recruiter and Job Placement	Yes	06/12/2023	Other
6	Executive Assistant to Directors	Yes	08/17/2023	Yjobs
7	Live Graphics Supervisor	Yes	01/29/2024	Other
8	IT Systems Engineer	Yes	05/06/2024	Yjobs
9	Media Playback/EVS Production	Yes	04/01/2024	Personal Referral
10	Senior Radio Producer	Yes	05/01/2024	Personal Referral

Total Number of People Interviewed for All Job Positions: 71

SECTION 2: Recruitment Sources

Time Period Covered: **05/22/2023 to 05/21/2024**

Stations in Employment Unit: **KBYU-TV, KBYU-FM, KUMT-FM**

	<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>	<u>Total # of Interviewees Provided During Period</u>	<u>Vacancies for Which this Source Was Used</u>
1	BYU Broadcasting Internal Posting (BYUB-ALL)	Brigham Young University BYU Broadcasting Provo, UT 84062	Melanie Bonnet	801-422-8483	6	1-10
2	*BYU Employment/Y-Jobs	Brigham Young University D-70 ASB Provo, UT 84602	Donna Piereder	801-422-3563	20	1-10
3	BYU Idaho Internship & Career Specialist	Brigham Young University-Idaho 525 South Center St. Rexburg, ID, 83460				1-5
4	Handshake					1, 8, 10
5	Indeed.com				2	1, 6, 8, 10
6	Media Match Film & TV Jobs	8112 ½ West 3 rd St Los Angeles, CA 90048				1, 3, 5-6, 10
7	LinkedIn	2029 Stierlin Ct Mountain View, CA 94043			8	1-4, 6, 8-10
8	*Centro Civico Mexicano	155 S 600 W Salt Lake City, UT 84101	Frank Cordova			1-10

9	Dept. of Veterans & Military Affairs	550 Foothill Drive, Suite 105 SLC, UT 84113	Cory Pearson	801-326-2372		1-10
10	Dept. of Workforce Serv.	P.O. Box 45249 Salt Lake City, UT 84145-0249	Amy Rindlishbacher	801-526-9675		1-10
11	Indian Training & Education Center	1455 W 2200 S # 100 West Valley City, UT 84119	Janie Ridd	801-973-6484		1-10
12	Salt Lake Community Action Program	1307 S 900 W Salt Lake City, UT 84104	Julie Bills	801 359-2444		1-10
13	LDS Employment Services—Centerville	94 E Pages Ln Suite B Centerville, UT 84014		888-818-4484		1-10
14	LDS Employment Services—West Jordan	7166 S Redwood Rd West Jordan, UT 84084		888 818-4484		1-10
15	Learning, Development & Diversity		Pania Heimuli			1-10
16	Lewis & Clark State College	500 8th Avenue Career Development Lewiston, ID 83501-2698	Denise Harris	208-792-2313		1-10
17	NAACP	1761 W American Park Dr West Valley City, UT 84119	Jeanetta Williams	877-637-1958		1-10

18	Ogden Weber Community Action Partnership	3159 Grant Ave Ogden, UT 84401	Teresa Dickey	801-399-9281		1-5
19	People Helping People	205 N 400 W Salt Lake City, UT 84103	Pamela Okumura			1-10
20	University of Utah	201 Presidents Cir Salt Lake City, UT 84112	Preston Nielson	801-585-5027		1-4, 7-10
21	Recruiting Placement	BYU 1134 WSC Provo, UT 84602	Beth Hiatt	801-422-1836		1-10
22	Salt Lake County Human Resources	451 South State Street Salt Lake City, UT 84111	Joni Bradley			1-10
23	Salt Lake City Human Resource Division	451 South State Street Salt Lake City, UT 84111	Nancy Torres			1-10
24	Society of Broadcast Engineers Inc.	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	K. Jones	317-846-9000		1-10
25	TVJobs.com	3342 Hollowtree Dr Oceanside, CA 92058	Mark Holloway	760-754-8177		1-10
26	Utah State University	Career Services 4305 Old Main Hill Logan, UT 84322	Susan Polster, Maleah Christensen	435-797-7777		1-10

27	Utah Valley University Career Development	800 W. University Pkwy Orem, UT 84058	Employer Relations	801-863-6364		1-10
28	Weber State University	3801 University Circle Ogden, UT 84408	Betty Simons	801-626-7914		1-10
30	Personal Referral				25	1-2, 4-10
31	Other				10	1-3, 5, 7-8, 10

*Requested to be notified.

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **5/22/2023 to 5/21/2024**

Stations in Employment Unit: **KBYU-TV, KBYU-FM, KUMT-FM**

Brigham Young University (“BYU”) is a religious broadcaster for purposes of the FCC’s EEO rules. BYU is closely affiliated with The Church of Jesus Christ of Latter-day Saints. Employees are required as a condition of employment to observe certain church standards, and BYU exercises a religious hiring preference. Nevertheless, BYU’s stations’ employment unit engaged in a number of non-vacancy specific recruitment initiatives during the past year, some of which are described below:

1. **Internship/Work Study Programs.** The employment unit established programs designed to provide students, including international students, with an opportunity to acquire meaningful professional-level experience and skills needed for employment in the broadcast industry.
2. **Scholarships.** The stations awarded multiple scholarships to students, including part-tuition scholarships for students pursuing a degree in a field related to broadcasting, and multiple employee-funded performance-based scholarships for student employees who have made a significant contribution to the stations.
3. **Mentoring.** The stations mentored student employees by teaching valuable and marketable skills.
4. **Management Training.** The campus employment unit provided training to management regarding equal opportunity employment and discrimination prevention. A training on sexual harassment prevention was administered to all full-time employees.
5. **Station Tours.** The stations maintained an informal tour program whereby VIP guests and other outside parties were provided with extended tours of BYU’s broadcast facility. Such tours were conducted during both business hours and after-hours.
6. **Broadcast/Communications Courses.** Multiple members of BYU’s station staff also taught university-level courses in the areas of broadcasting and communications.