

Canyon Media Broadcasting

KONY-FM, KCLS-FM, KPLD-FM, KZHK-FM, KZNU-AM, KAZZ-AM

Annual EEO Public File Report

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 the following stations: **KONY-FM St. George, KCLS-FM Leeds, KPLD-FM Kanab, KZHK-FM St. George, KZNU-AM St. George, KAZZ-AM Parowan UTAH** 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 and part-time vacancies filled by the Stations 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 hires 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. For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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Appendix 1

Annual EEO Public File Report Form

Covering the period from *June 1, 2017* to *May 31, 2018*

Stations Comprising Station Employment Unit: **KONY-FM, KCLS-FM, KPLD-FM,
KZHK-FM, KZNU-AM, KAZZ-AM**

Section 1: Vacancy Information

<i>Full or part time positions Filled by job title</i>	<i>Recruitment Source of Hiree</i>	<i>Total Number of Interviewees from all sources for this position</i>
Sales/Digital Sales	Personal Employee FB page listing	5
RADIO ANNOUNCER Posted 6-19-17		
Sales position Brock Bishop hired 6-26-17	Referred by another media company	5
Sales position Missy Wedekind hired 7-10-17 Terminated 8-15-17	Referred by a Canyon Media client	5
Sales Position Kaden Foremaster hired 6-5-17. Originally interviewed for traffic/sales	Canyon Media website job listing	5

Sales position Kami Jones hired 10-10-17	Referred by Canyon Media client	4
Sales Position Grady Sinclair hired	In-house transfer from St George News sales position to Canyon Media	3
Traffic assistant position posted 2-26-18 Kaden Foremaster transferred from sales 3-6-18	In-house transfer from Canyon Media	0
Production Assistant position posted 2-27-18 Kaden Foremaster moved from sales 3-6-18	In-house transfer from Canyon Media	1
Sales position Alisa Huser hired 3-1-18	Canyon website hiring post	2

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Appendix 2

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Section 2: Recruitment Source Information

	<i>Recruitment Source (name, address, telephone number, contact person)</i>	<i>Total # of Interviewees This source has provided During this period (if any)</i>	<i>Total of full-time or part-time positions for which this source was utilized</i>
A	Utah Dept of Workforce Services 162 North 400 East Suite B100 St. George, UT 84770 Phone: (435) 674-5627 Fax: (435) 986-3595	1	0
B	Dixie State University <div style="background-color: #e0e0e0; padding: 5px;">Via HANDSHAKE</div> Phone: 435-652-7737 Location: Holland 523	0	0
C	LDS St George Utah Employment Resource Center 2480 E Red Cliffs Dr St George, UT 84790 USA (Map) Email: Wel-EC-StGeorge@ldschurch.org Phone: +1 435-656-1388 Fax: +1 435-634-1981 8am - 5pm, Monday – Friday	0	0

D	SUU Stuart Bunker Employer Outreach Coordinator (435) 865-8785 VIA HANDSHAKE	0	0
E	Radio station website postings	3	2
F	Radio station Facebook posting	5	1
G	All Access.com postings	0	0
H	Radio station advertisements	0	0
I	Spectrum Newspaper	0	0
J	St George News	0	0
K	Employee Referral	1	1
L	Internet	0	0
M	CareerBuilder.com website	0	0
N	Paiute Indian Tribe of Utah Address: 440 N Paiute Dr, Cedar City, UT 84721 Phone: (435) 586-1112	0	0
O	Latinos Unidos Inc 15 N 300 E St. George, UT 84770	0	0
P	In-house postings	1	1
Q	Applicant Pro, 3688 Campus Dr. #150, Eagle Mtn. UT 84005	0	0
R	Radio Online		0
S	Word-of-mouth (friends, FB, clients, etc)	10	1

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Appendix 3

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Stations Comprising Station Employment Unit: **KONY-FM, KCLS-FM, KPLD-FM, KZHK-FM, KZNU-AM, KAZZ-AM**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **KONY-FM, KCLS-FM, KPLD-FM, KZHK-FM, KZNU-AM, KAZZ-AM**

Job Fair

Recruitment Sources

Canyon Media sent letters and emails to many of the recruitment sources listed in appendix 2 of this report describing the positions available and a request for resumes.

Additionally, Canyon Media placed recruitment ads on our own radio stations, websites, and Facebook pages to run job opening announcements.

Equal Employment Opportunity Statement

Canyon Media Broadcasting EEO Statement & Policy was read on July 6, 2017 during a management meeting. This statement is posted on the board and was also included into the public file.

EEO Recruitment Outreach Meeting & Training

We met on July 6, 2017. Those in attendance were Matt Burgoyne, GM, Executive V.P. Carl Lamar, General Sales Manager Ben Lindquist, Office Manager LaRae Nelson, Operations Manager Chris Nelson, Program Directors Marty Lane, Eric Buckner, Carl Lamar, Pedro Magdiel, Bill West, Promotions Director Marissa Kuhn, Graphics and Website Manager James Kreitzer, We discussed what needs to be done to make sure our recruitment efforts comply with

equal opportunities for candidates and current employees. We discussed the need to make sure females and minorities are notified on all available positions.

We discussed the possibility that if a key employee dies or quits suddenly, that falls into “exigent circumstances” identified by the FCC, and recruitment outreach is not necessary. We discussed the fact that full time employees hired for six months or less and part-time employees recruitment outreach is not necessary.

Internships

Tours

1. Carl Lamar, Chris Nelson, Brett Barrett, Bill West, Jeremy Tibbs, and Mauri Jones, all employees of either St. George News or Canyon Media, conducted a tour for 7 groups of students and parents on January 19, 2018. During this tour we discussed with interested students how to prepare for a career in the broadcast or journalist fields. These were all home-taught students and came from a local group of parents and students that do regular field trips to businesses in the area.

2. On 3-5-18 a group of Dixie State University students from the communications class came in for a tour. We showed them all about audio production creation and how the audio chain works from the microphone all the way to the transmitter. We also talked about radio opportunities for their future.