

# KUEN (UTAH BOARD OF REGENTS) EEO PUBLIC FILE REPORT

(June 1, 2023 through May 31, 2024)

This report describes the recruitment sources that KUEN used to fill full-time vacancies.

## Full-Time Positions Filled with Recruitment Sources Used

Appendix A of this report includes a list of recruitment sources and referral agencies, indicating source name, address, contact person and telephone number. Hiree Recruitment Sources are noted in parentheses. Asterisk (\*) denotes referral sources and their respective numbers found on Appendix A. KUEN sends information regarding full-time positions to a mailing list maintained by the station's technical staff. This list is open to any subscriber, so the list of individuals and/or organizations that receive information about job postings may be broader than the referral source list in Appendix A. An invitation is sent to these subscribers asking if they will provide more contact information, but some do not respond.

### 1. KUEN Network Engineer Sr PRN34432B

Notice sent to Referral Source list for entries on or before 4/6/23  
Local Pkg-KSL, Monster, Indeed (\$375)

Date filled: 8-14-23

Number of Interviewees: 4

Interviewees according to Referral Source: \*B7=2; C43=2

Hiree: B7

### 2. KUEN Software Design Engineer PRN34752B

Notice sent to Referral Source list for entries on or before 5/2/23

Date filled: 10-1-23

Number of Interviewees: 3

Interviewees according to Referral Source: \*B1=1; B6=1; C43=1

Hiree: B6

### 3. KUEN Assoc Dir PR/Communications PRN35000B

Notice sent to Referral Source list for entries on or before 5/18/23

Date filled: 7-16-23

Number of Interviewees: 6

Interviewees according to Referral Source: \*B1=3; B6=2; C43=1

Hiree: B1—two people hired

**4. KUEN Technical Trainer, Sr PRN35633B**

Notice sent to Referral Source list for entries on or before 7/10/23

Date filled: 10-30-23

Number of Interviewees: 1

Interviewees according to Referral Source: \* C43=1

Hiree: C43

**5. KUEN Video Telcom Engineer PRN37619B**

Notice sent to Referral Source list for entries on or before 3/9/24

Indeed.com Sponsored Job \$150, KSL Classifieds \$49, Monster.com \$48

Date filled: 5-1-24

Number of Interviewees: 3

Interviewees according to Referral Source: \*B1=3

Hiree: B1

**6. KUEN IT Project Manager Sr PRN37844B**

Notice sent to Referral Source list for entries on or before 3/5/24

Indeed.com Sponsored Job \$150, KSL Classifieds \$49, Monster.com \$48

Date filled: 5-29-24

Number of Interviewees: 9

Interviewees according to Referral Source: \*B1=3; B6=2; B7=4

Hiree: B6

**7. KUEN Data Security Analyst Sr PRN37931B**

Notice sent to Referral Source list for entries on or before 3/11/24

Date filled: 4-29-24

Number of Interviewees:5

Interviewees according to Referral Source: \* C43=5

Hiree: C43

***Total Interviewees for Full-Time Positions***

31 persons

***Number of Referrals from Sources Used***

B1=10; B6=5; B7=6; C43=10

***Supplemental Outreach Activities***

Appendix B contains a brief description of activities from categories listed on the FCC Menu of Outreach Initiatives undertaken during the reporting period, including station personnel involved in the activities.

## Appendix A: Employment Referral and Recruitment (Referral Source List)

Updated: 5/20/24; Created 5/21/03

The referral source number in column one of each table below corresponds to the “Interviewees according to Referral Source” details provided in KUEN’s report on Full-Time Positions Filled with Recruitment Sources Used.

### **Workforce Service Centers**

- The University has a signed contract with the Utah Department of Workforce Services (DWS).
- Postings are sent to the State Employment Team via [postajob@utah.gov](mailto:postajob@utah.gov).
- DWS Employment Centers do not have direct phone numbers; calls are directed to a general call center at 801-526-0950 or 1-866-435-7414.

<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>
<b>A1</b> Department of Workforce Services Employer Services	N/A	801-526-0997 1-888-920-9675	140 East 300 South, SLC, UT 84111	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	10/5/17
Beaver Employment Center	N/A	N/A	875 North Main / PO Box 1138, Beaver, UT 84713	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	N/A
Blanding Employment Center	N/A	N/A	544 North 100 East, Blanding, UT 84511	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	N/A
Brigham City Employment Center	N/A	N/A	138 West 990 South, Brigham City, UT 84302	<a href="mailto:postajob@utah.gov">postajob@utah.gov</a>	N/A

<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>
Cedar City Employment Center	N/A	N/A	176 East 200 North / PO Box 669, Cedar City, UT 84720	postajob@utah.gov	N/A
Clearfield Employment Center	N/A	N/A	1290 East 1450 South, Clearfield, UT 84015	postajob@utah.gov	N/A
Delta Employment Center	N/A	N/A	44 South 350 East, Delta, UT 84624	postajob@utah.gov	N/A
Emery County Employment Center	N/A	N/A	550 West Hwy 29 / PO Box 859, Castle Dale, UT 84513	postajob@utah.gov	N/A
Heber City Employment Center	N/A	N/A	69 North 600 West, Ste C, Heber, UT 84032	postajob@utah.gov	N/A
Junction Employment Center	N/A	N/A	550 North Main / PO Box 127, Junction, UT 84740	postajob@utah.gov	N/A
Kanab Employment Center	N/A	N/A	468 East 300 South, Kanab, UT 84641	postajob@utah.gov	N/A
Lehi Employment Center	N/A	N/A	557 West State St, Lehi, UT 84043	postajob@utah.gov	N/A
Loa Employment Center	N/A	N/A	18 South Main / PO Box 267, Loa, UT 84747	postajob@utah.gov	N/A
Logan Employment Center	N/A	N/A	446 North 100 West, Logan, UT 84321	postajob@utah.gov	N/A

<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>
Bridgerland Technical College Employment Center	N/A	N/A	1301 North 600 West, Logan, UT 84321	postajob@utah.gov	N/A
Manti Employment Center	N/A	N/A	55 North Main, Ste #3, Manti, UT 84642	postajob@utah.gov	N/A
Midvale Employment Center	N/A	N/A	7292 South State, Midvale, UT 84047	postajob@utah.gov	N/A
Moab-South Employment Center	N/A	N/A	457 Kane Creek Blvd, Moab, UT 84532	postajob@utah.gov	N/A
Nephi Employment Center	N/A	N/A	625 North Main, Nephi, UT 84648	postajob@utah.gov	N/A
Ogden Employment Center	N/A	N/A	480 East 27th Street, Ogden, UT 84401	postajob@utah.gov	N/A
Panguitch Employment Center	N/A	N/A	665 North Main Street, Panguitch, UT 84759	postajob@utah.gov	N/A
Park City Employment Center	N/A	N/A	1846 Prospector Ave / PO Box 680697 Park City, UT 84068	postajob@utah.gov	N/A
Price Employment Center	N/A	N/A	475 West Price River Dr, Ste 300, Price, UT 84501	postajob@utah.gov	N/A

Agency	Contact	Phone	Address	E-mail	Date Entered
Provo Employment Center	N/A	N/A	1550 North 200 West, Provo, UT 84604	postajob@utah.gov	N/A
Richfield Employment Center	N/A	N/A	115 East 100 South, Richfield, UT 84701	postajob@utah.gov	N/A
Roosevelt Employment Center	N/A	N/A	140 West 425 South 330-13, Roosevelt, UT 84066	postajob@utah.gov	N/A
St. George Employment Center	N/A	N/A	162 North 400 East Bldg B, St. George, UT 84770	postajob@utah.gov	N/A
Salt Lake City Metro Employment Center	N/A	N/A	720 South 200 East, SLC, UT 84111	postajob@utah.gov	N/A
South County Employment Center	N/A	N/A	5735 South Redwood Rd, Taylorsville, UT 84123	postajob@utah.gov	N/A
South Davis Employment Center	N/A	N/A	763 West 700 South, Woods Cross, UT 84015	postajob@utah.gov	N/A
Spanish Fork Employment Center	N/A	N/A	1185 North Chappel Dr, Spanish Fork, UT 84660	postajob@utah.gov	N/A
Tooele Employment Center	N/A	N/A	305 North Main Street, Ste 100, Tooele, UT 84074	postajob@utah.gov	N/A
Vernal Employment Center	N/A	N/A	1050 West Market Dr, Vernal, UT 84078	postajob@utah.gov	N/A

**College Recruiting/Educational Institutions**

	<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>
<b>B1</b>	KUEN/KUED/KUER staff	Elena Sharma, Lindsey Gideon, Miji Lee, Eduardo Estrella, and Ernesto Negrete	801-581-7777	101 Wasatch Dr, SLC, UT 84112	ebc@lists.utah.edu	3/28/03
<b>B2</b>	KUEN/KUED/KUER website	Elena Sharma, Lindsey Gideon, Miji Lee, Eduardo Estrella, and Ernesto Negrete	801-585-6021	250 East 200 South Ste 125, SLC, UT 84111	ebc@lists.utah.edu	3/28/03
<b>B3</b>	Utah Valley University	Kaylen Dodson	801-863-7438	800 W University Parkway Mail Stop: 203 University Orem, UT 84058-5999	kaylen.dodson@uvu.edu	10/2/18
<b>B4</b>	Salt Lake Community College	Jack Hesleph	801-957-4013	4600 South Redwood Rd, SLC, UT 84130	jack.hesleph@slcc.edu	3/28/03



<b>B5</b>	Southern Utah University	Marisa Coburn	435-586-5483	351 West Center St, Cedar City, UT 84720	careercenter@suu. edu	3/28/03
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<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>	
<b>B6</b>	University of Utah Human Resources (web)	Elena Sharma, Lindsey Gideon, Miji Lee, Eduardo Estrella, and Ernesto Negrete	801-585-6021	250 East 200 South Ste 125, SLC, UT 84111	miji.lee@utah.edu; elena.sharma@utah.edu; lindsey.gideon@utah.edu; ernesto.negrete@utah.edu;  Eduardo.estrella@utah.edu	5/19/22
<b>B7</b>	University of Utah Staff (campus referral)	Varied	Varied	250 East 200 South Ste 125, SLC, UT 84111	miji.lee@utah.edu; elena.sharma@utah.edu; lindsey.gideon@utah.edu; ernesto.negrete@utah.edu; Eduardo.estrella@utah.edu	3/28/03
<b>B8</b>	University of Utah Communication Dept.	Cameron Vakilian	801-581-6889	255 S Central Campus LNCO Rm 2400 SLC, UT 84112	comm- advisor@utah.edu	10/18/17
<b>B9</b>	University of Utah University Press	Hannah New	801-585-0080	Marriott Library Ste 5400, SLC, UT 84112	hannah.new@utah.edu	3/28/03

<b>B10</b>	Utah State Board of Regents	Julie Vincent, Anya Turner, and Kiersten Allred	801-321-7124	60 South 400 West, 5th Floor, SLC, UT 84101	HR@utahsbr.edu	3/28/03
<b>B11</b>	Weber State University Career Services	Pat Wheeler	801-626-7914	1105 University Cir, Ogden, UT 84408-1105	pwheeler@weber.edu	3/28/03

	<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>
<b>B12</b>	Weber State University	Betty Simons	801-626-6960	1105 University Cir, SC Rm 230, Ogden, UT 84408-1105	bsimons@weber.edu	3/28/03
<b>B13</b>	West High School	Connie Wyckoff	801-578-8500 ext. 383	241 North 300 West, SLC, UT 84103	Connie.Wyckoff@slcschools.org	3/28/03
<b>B14</b>	University of Utah Film & Media Arts	Jennifer Humphreys	801-581-5127	375 S 1530 East, Rm 270 SLC, UT 84112	jenni.humphreys@utah.edu	11/21/17
<b>B16</b>	University of Utah Department of Marketing	Paul Dowling	801-581-7489	1645 East Campus Center Dr, #107, SLC, UT 84112	mktpd@business.utah.edu	11/10/05
<b>B17</b>	Weber State University	Larry Burdett	801-626-8765	1105 University Cir, Ogden, UT 84408-1105	larryburdett@weber.edu	10/27/08
<b>B18</b>	CTI (Career Services Network)	Vaughn Taylor	801-440-6380	842 E Three Fountains Dr, Ste 192, SLC, UT 848107	vaughn.cti@gmail.com	10/17/17

<b>B19</b>	Career Services (Utah State)	Eddy Tsing	435-797-1748	4305 Old Main Hill, University Inn Room 102, Logan, UT 84322	career.services@usu.edu	3/19/09
<b>B20</b>	SLCC Center for Arts & Media	Josh Elstein	801-957-3127	1575 S State, Rm 2-009C SLC, UT 84115	josh.elstein@slcc.edu	10/17/17

	<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>
<b>B21</b>	BYU Theater & Media Arts	Elizabeth Funk	801-422-7768	DD581 HFAC, Provo, UT 84602	tina_bellon@byu.edu	6/8/22
<b>B22</b>	BYU Career Placement	Scott Greenhalgh	801-422-7600	2400A WSC, Provo, UT 84602	cougarcareers@byu.edu	5/26/16
<b>B23</b>	City Academy	Crystal Boteju or Sonia Woodbury	801-596-8489	550 East 200 South, SLC, UT 84102	office@cityacademyslc.org	5/26/16
<b>B24</b>	Davis School District	Sandra DeCaire	435-760-5538	45 East State Street, Farmington, UT 84025	sdecaire@dsdmail.net	5/27/16
<b>B25</b>	North Sanpete School District: Adult Education	Ben Cox	435-462-2452	220 East 700 South, Mt. Pleasant, UT 84647	ben.cox@nsanpete.org	5/27/16
<b>B27</b>	Stansbury High School	Tom Rathke	435-882-2479	5300 Aberdeen Lane, Toole, UT 84074	trathke@gmail.com	5/27/16
<b>B29</b>	BYU School of Communication	Debbie Jackson	801-422-2997	360 BRMB Provo, UT 84602	comms_secretary@byu.edu	10/12/17

<b>B30</b>	Idaho State University Comm, Media & Persuasion	Carrie Page	208-282-3695	921 S 8 <sup>th</sup> Ave, Stop 8242 Frazier Hall, Rm 219 Pocatello, ID 83209	cmp@isu.edu	10/12/17
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	<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-mail</b>	<b>Date Entered</b>
<b>B31</b>	LDS Business College	Reception	801-524-1925	95 North 300 West, SLC, UT 84101-3500	employmentcenter @LDSBC.edu	10/10/17

### Community/Minority Agencies

	Agency	Contact	Phone	Address	E-Mail	Date Entered
<b>C1</b>	Broadcast Employment Services (TVJobs.com)	Mark C. Holloway	760-754-8177	PO Box 4116, Oceanside, CA 92052	jobs@tvjobs.com	11/10/05
<b>C2</b>	Center for Ethnic Student Affairs (CESA)	Feleti Fatu Matagi	801-581-8151	200 South Central Campus Drive, SLC, UT 84112	f.matagi@utah.edu	5/27/16
<b>C3</b>	Keith Kippen	Keith Kippen	801-773-2468	3105 West 4800 South, Roy, UT 84067	kippenks@yahoo.com	10/3/17
<b>C4</b>	NAACP	Jeanetta Williams	801-250-5088	PO Box 25414, SLC, UT 84125-0414	jdwnaACP@att.net	3/28/03
<b>C5</b>	LDS Inner City Project	Robert B. Hall	801-967-5466	<a href="https://icp.lds.org/">https://icp.lds.org/</a>	rvhall41@msn.com	6/1/10
<b>C6</b>	LDS Employment Resource Services	Bruce Ellis	801-240-7240	780 West 800 South, SLC, UT 84104	bruiserslc@gmail.com	10/17/17
<b>C7</b>	LDS Employment Resource Services : West Valley & Tooele	Lori Harding	801-988-4455	2994 South Glen Eagle Dr, WVC, UT 84128	loriharding@ldschurch.org	10/17/17
<b>C8</b>	LDS Employment Resource Services: West Valley & Tooele	Lori Harding	801-988-4455	2994 S. Glen Eagle Dr, WVC, UT 84128	wel-ec-tooele@ldschurch.org	10/17/17
<b>C9</b>	New Pilgrim Baptist Church	Elizabeth Needelman	801-969-4681	6196 South Redwood Rd, SLC UT 84123-5333	npilgm@aol.com	3/28/03

	<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-Mail</b>	<b>Date Entered</b>
<b>C10</b>	ProductionHUB.com	Multiple contacts	407-629-4122	801 West Fairbanks Ave, Winter Park, FL 32789	classifieds@productionhub.com	2/2/05
<b>C11</b>	Northern Utah HIV-AIDS Project	Mary Saenz Cervantez	801-393-4153	536 24th Street, Ste 2B, Ogden UT 84401	nuc24th@comcast.net	5/25/16
<b>C12</b>	Volunteers of America Youth Center	Erin McGuire	801-364-0744 x 115	888 South 400 West, SLC, UT 84101	erin.McGuire@voaut.org	11/7/17
<b>C13</b>	Work Activity Center	Melissa Foulger	801-977-9779 x 133	1275 West 2320 South, WVC, UT 84119	mfoulger@hotmail.com	3/28/03
<b>C14</b>	HigherEdJobs	Staff	814-861-3080 x2	328 Innovation Blvd, Ste 235, State College, PA 16803	Posted through University of Utah portal by contract	10/30/18
<b>C43</b>	Other sources not contacted by the station: e.g., Indeed, Glassdoor, tvjobs.com; Utah Alumni Career Services					5/15/18

**Miscellaneous/School Districts**

	<b>Agency</b>	<b>Contact</b>	<b>Phone</b>	<b>Address</b>	<b>E-Mail</b>	<b>Date Entered</b>
<b>D5</b>	Millcreek	Andrew Odoardi	801-520-6816	1377 Skyline Dr, SLC, UT 84108	andrewodoardi@mac.com	12/5/11
<b>D6</b>	Kearns	Enrique Ruiz	801-651-0475	5573 Mallow Ridge Cir, Kearns, UT 84118	eruizv@gmail.com	12/12/11
<b>D7</b>	Davis School District	Kay Lynn Schick	801-831-3012	9305 North River Rd, Elwood, UT 84337	kschick@icloud.com	3/11/13

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## APPENDIX B. Supplemental Outreach Activities

KUEN engages in supplementary outreach related to the FCC Menu Categories list below to broaden dissemination of employment opportunities with the station and information about careers in public media.

### ***Multiple Dates***

As a department of the University of Utah, KUEN was served by the University's Human Resources Recruitment Coordinator during the reporting period. This recruiter attended the following job fairs and advised KUEN's Human Resources Analyst of attendees who expressed interest in broadcasting generally or station opportunities:

- February 6, 2024 — Part-Time and On-Campus Job Fair hosted by the University of Utah
- February 8, 2024 — Campus-Wide Internship and Career Fair hosted by the University of Utah

### ***September 15 and 16, 2023***

KUEN media producers presented to 200 high school students and 25 higher education students at the Utah College Media Association (UCMA) Fall Symposium. Topics included podcasting, audio storytelling, social media, and journalism.

### ***September 16***

KUEN media producers represented the station at the UCMA career fair hosted by the Salt Lake Community College where they shared information about careers in public media with at least 30 students attending college in Utah.

### ***October 30, 2023***

KUEN media producers worked with five high school students at Alta High School, engaging them in discussions on interview techniques and broadcast careers. Through hands-on activities and immersive learning, students gained important skills and a deeper understanding of media and journalism.

### ***April 15 and 22, 2024***

KUEN media producers presented on broadcast and film careers to 60+ fifth and sixth grade students at Escalante Elementary School. They also introduced students to the operation of video camera gear and taught the sixth grade students video interview techniques.

### ***April 29, 2024***

KUEN media producers facilitated a workshop with 30 Uintah High School students with a focus on creating questions and practicing interview techniques.



***Multiple Dates***

KUEN hosted internships to provide the next generation of broadcast media professionals the opportunity to gain valuable experience:

- June 2023 – May 2024 — One Media Production intern from Cottonwood High School
- June 1, 2023 – January 31, 2024 — One Marketing and Communication intern from the University of Utah

***Multiple Dates***

Station staff and management participated in the University of Utah's asynchronous online training "Respectful Culture." Topics included how to recognize abusive conduct and resolve abusive conduct reports.

***Multiple Dates***

Station staff and management participated in the University of Utah's asynchronous online training, "Firearms at the University of Utah." Topics included guidance for reporting weapons or how to respond to the possibility of a weapon on campus.

### ***FCC Menu Categories***

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions
2. Hosting of at least one job fair
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities
4. Participation in at least four events, including conventions, career days, workshops and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment
6. Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies)
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
9. Establishment of a mentoring program for station personnel
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities