KPNZ(TV)
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011

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
Account Executive	1, 5, 7, 12	12
Account Executive	5, 7-8, 10-12	12
Receptionist	1-2, 5-8, 10, 12	2
Account Executive	4-8, 10, 12	4
Account Executive	3, 5, 7-10, 13-14	3

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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	**Walk-In/Self-Referral** Liberman Broadcasting, Inc. 150 N. Wright Brothers Drive, Ste. 520 Salt Lake City, UT 84116 Attn: Rolando Valles / (801) 519-2424	No	2
2	**Employee Referral** Liberman Broadcasting, Inc. 150 N. Wright Brothers Drive, Ste. 520 Salt Lake City, UT 84116 Attn: Rolando Valles / (801) 519-2424	No	1
3	**Former Employee (Re-Hire)** Liberman Broadcasting, Inc. 150 N. Wright Brothers Drive, Ste. 520 Salt Lake City, UT 84116 Attn: Rolando Valles / (801) 519-2424	No	1
4	**Internal Transfer/Promotion** Liberman Broadcasting, Inc. 150 N. Wright Brothers Drive, Ste. 520 Salt Lake City, UT 84116 1845 Empire Ave. Burbank, CA 91504 Attn: Rolando Valles / (801) 519-2424	No	1
5	**Company Website *(www.lbimedia.com)*** Liberman Broadcasting, Inc. 150 N. Wright Brothers Drive, Ste. 520 Salt Lake City, UT 84116 Attn: Rolando Valles / (801) 519-2424	No	1
6	**Job Fairs/Community Events** ***See Section III of Report*** Liberman Broadcasting, Inc. 150 N. Wright Brothers Drive, Ste. 520 Salt Lake City, UT 84116 Attn: Rolando Valles / (801) 519-2424	No	2
7	**Craigslist.org (website)** *http://saltlakecity.craigslist.org/* P. O. Box 225159 San Francisco, CA 94122-5159 1-800-664-0633	No	6

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
8	**Utah Help Wanted (Website)** *http://utahhelpwanted.com/* UtahHelpWanted.com 3006 Casto Ln. Salt Lake City, UT 84117	No	0
9	**La Bala Magazine** (Community/Entertainment Magazine) 3470 S. Brock Ave. Salt Lake City, UT 84119 (801) 671-5463 Attn: Sergio Marquez **(**www.labalamagazine.com)	No	1
10	**www.olx.com (website)** *http://saltlakecity.olx.com/* Alejandro C. Oxenford, OLX, S.A., Uriarte 2489 - 3rd Floor, Buenos Aires, Argentina telephone/fax: (011) 54-11-4775-6696	No	0
11	**www.saltlakecityjobs.net (website)** *http://saltlakecityjobs.net/* 8751 W. Broward Blvd, Suite 506 Plantation, FL 33324	No	0
12	**Dept. of Workforce Services** **www.jobs.utah.com (website)** ***Also accessible via computers located at Employment Centers Statewide*** *http://jobs.utah.gov/* P. O. Box 143245 Salt Lake City, UT 84114-3245 (888) 920-9675	No	3
13	**LDS Employment Resource Services** **www.ldsjobs.org (website)** *https://www.ldsjobs.org/ers/ct/home.jsf* 780 West 800 South Salt Lake City, UT 84104-1499 (801) 240-7240	No	0
14	**www.zeebuk.com (website)** *http://saltlakecity.zeebuk.com/*	No	0
		TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:	18

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job/career fair	**Activity:** Work Ability Career Preparation and Job Fair **Date:** October 12, 2010 **Participating personnel:** Operations Manager and Local Sales Manager **Description:** The SEU participated in the career/job fair event hosted by Work Ability at their campus in Taylorsville, UT. The event featured booths for recruitment activities, career guidance, and pre-employment screenings. Members of the SEU met with guests of the event to answer questions and encouraged those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Liberman Broadcasting, the local station, their personalities and programs as well as job descriptions of various positions within the SEU. Approximately 400 job seekers attended the event.
2	Participate in job/career fair	**Activity:** Veteran's Information and Job Fair **Date:** November 10, 2010 **Participating personnel:** Corporate HR Director and SEU Operations Manager **Description:** The SEU participated in the career/job fair event hosted by Department of Workforce Services at their campus in Sandy, UT. The event featured booths for recruitment activities, career guidance, and pre-employment screenings. Members of the SEU and of the corporate office met with guests of the event to answer questions and encouraged those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Liberman Broadcasting, the local station, their personalities and programs as well as job descriptions of various positions within the SEU. Approximately 600 job seekers attended the event.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Host job/career fair	**Activity:** SEU Job Fair & Open House **Date:** May 11, 2011 **Participating personnel:** Operations Manager and Local Sales Manager **Description:** SEU organized and hosted a job fair and open house for the recruitment of Account Executives. Questions about careers in broadcasting sales were answered. Applications and other useful hand-outs were provided to interested attendees. On-site pre-screening interviews and guided tours of the facility were provided.