



2025-2026 - 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, 2025, to, and including, May 21, 2026, (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: **05/22/2025 to 05/21/2026**, Stations in Employment Unit: **KBYU-TV, KBYU-FM, KUMT-FM**

No.	Job Title	Full-time	Date of Hire	Recruitment Source of Hire
1	Associate Producer	Yes	09/22/2025	Current Worker
1	Associate Producer	Yes	09/22/2025	Current Worker
2	Executive Assistant	Yes	08/20/2025	Connection in the Company
3	Business Affairs Licensing Coordinator	Yes	03/16/2026	Company External Site

Total Number of People Interviewed for All Job Positions: 19

SECTION 2: Recruitment Sources

Time Period Covered: **05/22/2025 to 05/21/2026**

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)	BYU Broadcasting Provo, UT 84062	Melanie Bonnet	801-422-8483	6	1-3
2	*BYU Employment/YJobs	Brigham Young University D-70 ASB Provo, UT 84602	Catherine Hendricks	801-422-3563	4	1-3
4	Handshake					
4	Indeed.com					
5	LinkedIn	2029 Stierlin Ct Mountain View, CA 94043			2	2
6	BYU Recruiting	BYU 1134 WSC Provo, UT 84602	Beth Hiatt	801-422-1836		1-3
7	*Centro Civico Mexicano	155 S 600 W Salt Lake City, UT 84101	Frank Cordova			1-3

8	Dept. of Veterans & Military Affairs	550 Foothill Drive, Suite 105 SLC, UT 84113	Cory Pearson	801-326-2372		1-3
9	Dept. of Workforce Serv.	P.O. Box 45249 Salt Lake City, UT 84145-0249	Amy Rindlisbacher	801-526-9675		1-3
10	LDS Employment Services—Centerville	94 E Pages Ln Suite B Centerville, UT 84014		888-818-4484		1-3
11	LDS Employment Services—West Jordan	7166 S Redwood Rd West Jordan, UT 84084		888 818-4484		1-3
12	Learning, Development & Diversity		Pania Heimuli			1-3
13	Lewis & Clark State College	500 8th Avenue Career Development Lewiston, ID 83501-2698	Denise Harris	208-792-2313		1-2
14	NAACP	1761 W American Park Dr West Valley City, UT 84119	Jeanetta Williams	877-637-1958		1-3
15	People Helping People	205 N 400 W Salt Lake City, UT 84103	Pamela Okumura			1-3
16	Salt Lake County Human Resources	451 South State Street Salt Lake City, UT 84111	Joni Bradley			1-3

17	Society of Broadcast Engineers Inc.	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	K. Jones	317-846-9000		1-3
18	TVJobs.com	3342 Hollowtree Dr Oceanside, CA 92058	Mark Holloway	760-754-8177		1-3
19	Utah State University	Career Services 4305 Old Main Hill Logan, UT 84322	Susan Polster, Maleah Christensen	435-797-7777		1-3
20	Utah Community Action	1307 S 900 W Salt Lake City, UT		801-359-2444		1-3
21	Utah Valley University Career Development	800 W University Pkwy Orem, UT 84058	Employer Relations	801-863-6364		1-3
22	Weber State University	3801 University Circle Ogden, UT 84408	Betty Simons	801-626-7914		1-3
23	Connection in the Company				3	
24	Job Alert (Workday)				2	
25	Church Employment Services				2	

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

Time Period Covered: **5/22/2025 to 5/21/2026**

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 (v)

The stations established programs designed to assist members of the community to acquire meaningful professional-level experience and skills needed for broadcast employment.

2. Scholarship Programs (vii)

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 Program (ix)

The stations mentored student employees by teaching valuable and marketable skills.

4. Other Activities (xvi)

Station Tours: The stations offered extended tours of BYU’s broadcast facilities, providing information on areas of employment within broadcasting.

Broadcast/Communications Courses: Multiple members of BYU’s station staff also taught university-level courses in the areas of broadcasting and communications, providing information on areas of employment within broadcasting.

Listed Roman numerals refer to subsections in Title 47, Chapter 1, Subchapter C, Part 73, Subpart H, § 73.2080(c)(2).