

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, KZEZ-AM Santa Clara, 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, 2022* to and including *May 31, 2023*(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, 2022* to *May 31, 2023*

Stations Comprising Station Employment Unit: **KONY-FM, KCLS-FM, KPLD-FM, KZHK-FM, KZNU-AM, KAZZ-AM, KZEZ-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> |
|---|------------------------------------|--|
| Canyon Media sales Hired 8/1/2022 | Canyon Media Website | 3 |
| On-air sports announcer Hired 8/1/2022 | Word of Mouth | 2 |
| Front Desk Receptionist Hired 11/14/2022 | Applicant Pro | 3 |
| Graphic Designer Hired 1-16-2023 | Word of mouth | 3 |
| Canyon Media Sales Hired 9/12/2022 | Word of Mouth | 1 |
| Business Manager Hired 11/17/2022 | Zip Recruiter | 1 |
| Front Desk Receptionist Hired 1/30/2023 (Later transferred in-house to traffic Dept) | Indeed | 2 |
| Front Desk Receptionist Hired 4/24/2023 | Word of Mouth | 1 |
| Canyon Media Sales Hired 5/1/2023 | Word of Mouth | 1 |
| Canyon Media Programming 5/15/2023 | Canyon Media Website | 2 |

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Appendix 2

Annual EEO Public File Report Form

Covering the Period from *June 1, 2022* to *May 31, 2023*

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

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 | 0 | 0 |
| B | Dixie State University Via HANDSHAKE 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 Email: Wel-EC-StGeorge@ldschurch.org Phone: +1 435-656-1388 Fax: +1 435-634-1981 8am - 5pm, Monday – Friday | 0 | 0 |
| D | Southern Utah University Stuart Bunker Employer Outreach Coordinator (435) 865-8785 VIA HANDSHAKE | 0 | 0 |
| E | Radio station website postings | 2 | 0 |
| F | Radio station Facebook posting | 2 | 0 |
| 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 | 0 |
| L | Canyon Media website | 3 | 2 |
| M | CareerBuilder.com website | 0 | 0 |
| N | Glassdoor | 0 | 0 |
| O | Latinos Unidos Broadcasting 701 Lava Point Drive Saint George, UT 84770 | 0 | 0 |
| P | In-house postings | 0 | 0 |
| Q | ApplicantPro | 3 | 1 |
| R | Radio Online | 0 | 0 |
| S | Word-of-mouth (friends, FB, clients, etc) | 5 | 5 |
| T | Indeed.com | 2 | 1 |
| U | Client referral (clients of Canyon Media Group) | 0 | 0 |
| V | Zip Recruiter | 1 | 1 |

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Appendix 3¹

Annual EEO Public File Report

Covering the Period from *June 1, 2022* to *May 31, 2023*

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

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

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment:

“Canyon Gives Back” internship program

June 2022 to May 2023

¹ Full names are redacted for public inspection.

Weekly Meetings with Department Heads to review corporate policies, sexual harassment protocols, equality discussions with a focus on making sure that address discrimination clearly and how to handle if seen or heard.

(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (*i.e.*, that are not primarily directed to providing notification of specific job vacancies):

General Broadcast Opportunities to reach community through station Websites:

Details and information on office tours, broadcasting information under the title “Learn more about broadcasting”

Link: <https://canyonmedia.net/updates-radio-stations-canyon-media/>

Information about job opportunities

Link: <https://canyonmedia.net/information/employment-opportunities/>

General Broadcast Opportunities to reach community through On-Air Commercials:

General EEO, Recruitment Ads, Canyon In-House (General Recruitment and Broadcast Information)

On Air Schedules ran from:

We use a product called ApplicantPro that posts on all major job boards across the country and regularly keep jobs open.

Here is a list of the some of the 2022 to 2023 jobs we posted.

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions:

“Canyon Grow”

Paid for an employee to participate in a masters level advertisement writing course through the Wizard Academy and American Small Business Institute.

(ix) Establishment of a mentoring program for station personnel:

“Canyon Cares” - Program designed to mentor employees inside the building who are interested in other areas of the company

Created training on-air opportunities and air check recaps for employees in non-on-air positions that wanted to learn how to do a show or program a station, production or learn more about engineering.

(xi) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;

KONY 4th of July City Celebration July 4th, 2022 - Giant community event with concert, fireworks, entertainment and radio booth for career and opportunities

Summer and Outlook Moving Forward

Internships

EEO Internal Training

Tours / Job Fairs

On March 15,2023, Canyon Media participated in the Utah Broadcaster's Association UBAJobFair2023. Activities included attending planning meetings, scheduling staff, promoting event to listeners & community outreach groups through broadcast, webpage, and mail. (see certificate image below)



UBAJobFair2023

CANYON MEDIA

KONY, KPLD, KZHK, KZNU, KCLS, JUAN

Thank you for your participation in this year's job fair.

This certifies your station(s) was an active participant and attendee in this year's job fair.

Activities include: attending planning meetings, scheduling staff, promoting event to listeners/viewers & community outreach groups through broadcast, webpage and mail.

Certificate

March 15, 2023

Date

A handwritten signature in blue ink, appearing to read "M. L. G.", is written over a horizontal line. Below the signature, the letters "UBA" are printed.

UBA

