

KSOP-FM, KSOP(AM)
EEO PUBLIC FILE REPORT
June 1, 2024-May 31, 2025

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
KSOP-FM and KSOP(AM) did not hire any new full-time employees during this reporting period.		

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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	Indeed Indeed.com	No	0
2	LinkedIn LinkedIn.com	No	0
3	Referral	No	0
4	Application on File	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On November 21, 2024, our General Manager participated in a Salt Lake Community College student interview for a Disability Studies class project. The 30-minute interview focused on KSOP's approach to hiring individuals with disabilities and fostering an inclusive workplace. The discussion supported academic learning and raised awareness about equitable employment practices in the broadcasting industry.
2	Formal Mentoring Program for Station Personnel	In March 2025, as part of a continued effort to foster professional growth within the organization, our Sales Manager began mentoring the Traffic Coordinator in the area of radio sales. This mentorship provides hands-on learning opportunities, career development guidance, and exposure to the sales side of broadcasting, supporting internal advancement and employee engagement.
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On March 19, 2025, a KSOP staff member participated in the LDS Young Men's Career Night organized for middle and high school-aged boys and their fathers. The staff member discussed careers in radio broadcasting, including roles in programming, sales, and production. This presentation aimed to inspire and educate young individuals about opportunities in media and communications.
4	Participate in Job Fair	On April 16, 2025, KSOP participated in a job fair at Cooper Hills High School in West Jordan, Utah. Our Promotions Director and DJ broadcast live from the event and were also available to discuss job opportunities with attendees.