

KNXV-TV 2006 EEO PUBLIC FILE REPORT

Reporting period: June 1, 2005 through May 31, 2006
I. List of Recruitment Sources
(Including the number of interviewees referred during the reporting period)

* An asterisk by the name of the Recruitment Source indicates that the source sought notification of all full-time vacancies.
 ** Two asterisks by the name of the Recruitment Source indicates that the source sought notification of all full-time newsroom vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
AA	AI Collins	1140 S. Priest Drive, Tempe, AZ 85281	Susan Jensen	(480) 446-1114	1
AB	American Women in Radio & Television (AWRT) (Local)	733 W. McDowell, Phoenix, AZ 85007	Betsy Griffin	(602) 257-0007	1
AC	Arizona State University	Arizona State University, Tempe, AZ 85287	Elaire Stover	(480) 965-9011	1
AD	Asian/American Journalist Association	1182 Market street, Suite 320, San Francisco, CA 94102	Sandra Yoshizuka	(415) 346-2051	
AE	DeVry Technical Institute	2149 W. Dunlap, Phoenix, AZ 85021	Geri Dames	(623) 870-9222	
AF	Media Line	542 Lighthouse, Top Floor, Pacific Grove, CA 93950	Mark Shilstone	(813) 648-5200	1
AG	*NAHJ (National Assoc. Hispanic Journalists)	1193 National Press Bldg, Washington, DC 20045-2100	Michelle Vignoli	(888) 346-6245	
AH	Native American Journalists Assn.	555 Dakota Street, Al Neuharth Media Center, Vermillion, So. Dakota 57069	Kim Baca	(605) 677-5282	
AI	Organization of Chinese Americans	1001 Connecticut Ave, NW #601, Washington, DC 20036	Dorothy Wong	(202) 223-5500	
AJ	Art Center College of Design	1700 Lida Street, Pasadena, CA 91103-1999	www.artsceneter.edu	(626) 396-2441	
AK	Talent Dynamics	8828 Stemmmons, Suite 510, Dallas, TX 75247	JJ Davis	(214) 951-9610	3
AL	Society of Broadcasters Engineers	8445 Keystone Crossing, Suite 140, Indianapolis, IN 46240	Scott Jones	(317) 846-9000	
AN	Arizona Broadcasters Association (ABA)	AZ Broadcasters Assoc., 2302 N. 3rd Street, Phoenix, AZ 85004	Art Brooks	(602) 252-4833	
AO	NATAS	111 W. 57th Street, Suite 600, New York, NY 10019	Barbara Baker	(212) 586-8424	
AP	Promax-BDA PROMOTION	2029 Century Park East, Suite 555, Los Angeles, CA 90067	Raven Murphy	(310) 788-7600	
AQ	ProductionHub Inc	801 W Fairbanks Ave., Winter park, FL 92789	Tara Withrow	(877) 629-4122	
AR	LDS Job Placement	4333 N. Central, Phoenix, AZ 85012	Elder Brodt	(602) 241-9444	
AS	NAACP of Phoenix	1818 S. 16th Street Phoenix, AZ 85034-0530	Reverend Oscar Tillman	(602) 252-4064	
AT	Arizona OIC/ROMP (Reaching Out for Minoritly Personnel)	39 E. Jackson, Phoenix, AZ 85004	Bely Lou Long	(602) 254-5081	38
AU	KNXV-TV website (www.abc15.com)	515 N 44th St., Phoenix, AZ 85008	Antice Stonerock	(602) 685-3026	1
AV	EW Scripps website (www.scripps.com)	PO Box 5380, Cincinnati, OH 45201	Terri Mullikin	(513) 977-3000	
AW	Sports 'N' Dots	167 Oakdale Rd., Johnson City, NY 13790	Dal Korba	(888) 884-2630	
AX	Phoenix Urban League	1402 S. 7th Avenue, Phoenix, AZ 85007	Pam Farmer & Mel Hannah	(602) 254-5611	
AY	Project Hired-Hearing Impaired	1270 Franklin Mall, Santa Clara, CA 95050	Denny Luero	www.projecthired.org	
AZ	Central Job Service (National Job Line DES)	438 West Adams, Phoenix, AZ	Lydia	(602) 252-7171	
BA	Arizona Women's Education & Employment	640 N. 1st Ave, Phoenix, AZ 85003	Deb Long	(602) 371-1216	
BB	Family Service Agency (Displaced Homemakers)	1530 E. Flower, Phoenix, AZ 85014	Dee Agnew	(602) 252-0918	
BC	Chicanos Por La Casa	1112 E. Buckeye, Phoenix, AZ 85034	Marla Dominguez	(602) 257-0700	
BD	Governor's Office of Equal Opportunity	1700 W. Washington Suite 156, Phoenix, AZ 85007	Wendy Greyes	(602) 542-3711	
BF	AD 2 Phoenix	PO Box 10471, Phoenix, AZ 85064	Chris Bohnsack	(602) 999-1147	
BG	American Marketing Association of Phoenix	311 S Wacker Dr, Suite 5800, Chicago, IL 60606	Doron Krineitz	(602) 595-2484	8
BH	Arizona Republic	PO Box 20000 Phoenix, AZ 85004	Classified Department	(602) 444-4444	2
BI	602 Communications/Graeme Newell	6839 Charter Hillis Road, Charlotte, NC 28277	Graeme Newell	(704) 543-1426	36
BL	Industry/Employee Referral		****	****	
BM	TV Spy/ShopTalk	150 W. 22nd St., 5th Floor, NY, NY 10011	****	****	
BN	Word of Mouth		****	****	
BO	NPPA (National Professional Photojournalists)	3200 Croasdale Dr Ste 306, Durham, NC 27705	Sandy Huffaker	(619) 261-2706	28
BP	*American Sportscasters Association	225 Broadway, Suite 2030, New York, NY 10007	Louis Schwartz	(212) 227-8080	
BQ	Accounting Alliance Staffing	4620 N. 16th St., Phoenix, AZ 85016	Alex Karis	(602) 263-7400	7
BR	Jobing.com	shrm.posting@jobing.com	Kenny Hill	(602) 200 6800	1
BS	Careerbuilder.com	PO Box 20000 Phoenix, AZ 85004	Classified Department	(602) 444-4444	

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(including the number of interviewees referred during the reporting period)**

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Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
BT	Valley of the Sun Human Resources Association	P. O. Box 7631, Phoenix, AZ 85011-7631	Marie Fredette	(602) 417-8963	45
BU	Internal Candidate	****	****	****	1
BY	Agent Referral	****	****	****	6
BW	Unknown/Walk-in	****	****	****	
BX	**National Hispanic Journalists Party Project	1193 National Press Bldg, Washington, DC 20045-2100	Leticia Salazar	lsalazar@nahj.org	
BY	NLGA (National Gay Lesbian Journalist Association)	1420 K Street, NW Suite 910, Washington, DC 20005	Lorena Corona	(202) 588-9888	
Total Number of Interviewees during the Reporting Period					184

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number or name]	Recruitment Source for Person Hired [by code number or name]
Editor	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Executive Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
GA Reporter	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Graphic Artist	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Producer/Writer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Technical Director	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Assignment Editor	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Assignment Editor	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Consumer Photographer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
General Assignment Reporter	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Human Resources Manager	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BR
Investigative Photographer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Investigative Reporter	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Investigative Researcher	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
National Sales Manager	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BS
News Administrative Assistant	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Weekend Sports Anchor	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Weekend Anchor/Reporter	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Investigative Photographer	AA, AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Sales Assistant	AA, AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BN
Local Sales Manager	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Director	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	BL
Investigative Photographer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
Weather Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
General Sales Manager	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
General Assignment Reporter	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
Investigative Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
Studio Technician	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
Studio Technician	AA, AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
Studio Technician	AA, AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	Internal Promotion
General Assignment Reporter	AA, AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Editor	AA, AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Photographer/Editor	AA, AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BP, BY, BX	AU
Editor		Internal Promotion
Investigative Photographer		Internal Promotion
Studio Technician		Internal Promotion
Studio Technician II		Internal Promotion
Vice President/General Manager		Internal Promotion

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Internship Program for College Students

KNXV-TV's internship program is offered to college juniors, seniors and graduate students interested in broadcast careers. Internships are offered in news (general, investigative, sports, and consumer), graphic design and local programming. The program is designed to introduce students to broadcasting careers and assist them with acquiring the basic skills needed to obtain broadcast employment. Students receive college credit for their participation in the program. Internship opportunities are posted with Arizona State Universities and Maricopa Community Colleges. In addition, information regarding KNXV-TV's program may be found on KNXV-TV's website, www.abc15.com. From June 1, 2005 through May 5, 2006, over forty interns worked closely with a mentor to obtain specific training in various departments (news, sports, consumer, Sonoran Living and our investigative unit, the Investigators).

Scholarship Programs

In an effort to encourage and support women and minorities with obtaining broadcasting skills, KNXV-TV established a scholarship program with Arizona State University (ASU). KNXV-TV provides funding for the scholarship program and requires that the eligible students meet the following criteria:

1. Students must be enrolled full-time in the Walter Cronkite School of Journalism and interested in pursuing a career in broadcasting.
2. Students must be a resident of the Phoenix market and qualify for in-state tuition.
3. Students must possess a good grade point average; normally this would be defined as a 3.0 or above on a 4.0 scale.
4. Students must be female or of ethnic minority.

The scholarships are awarded by the Cronkite School scholarship committee to four (4) junior and/or senior students. The scholarship consists of one year's paid tuition and two internships at KNXV-TV. The students may intern in their department of choice.

Separately, based on a recommendation from KNXV-TV, the Scripps Howard Foundation invited Arizona State University (ASU) to join other schools participating in the Foundation's internship/scholarship grant program. The Foundation furnishes financial assistance through grants directly to selected students. The students are placed in a meaningful work experience to gain hands-on experience and knowledge of broadcasting careers. The Foundation internships are approved and monitored by the selected students' universities. The internship program is full time for a period of 10 -12 weeks. Students are not required to perform the internship at KNXV-TV. For the period of June 1, 2005 through May 31, 2006 no student who was awarded the Foundation grant conducted his/her internship at KNXV-TV. Beginning in June 2006, two Scripps Howard interns will be interning at KNXV-TV.

Speaking Engagements on Broadcast Employment Issues

June 9, 2005 – Local Sales Manager Rollin Wood spoke at the Summer Broadcast Institute for High School Students. Mr. Wood spoke to students about the television industry, with a focus on sales. The institute is a diversity and enrichment program held at Arizona State University (ASU).

September 21, 2005 – General Assignment Reporter Karla Navarette spoke at the J.B. Sutton Elementary School's Career Day about careers in broadcasting.

October 5, 2005 – Anchor Katie Raml spoke to students during a career fair at Saguro High School. Ms. Raml discussed broadcasting careers and shared her job experiences.

October 26, 2005 – Managing Editor Sue Green was invited to speak to the ASU Association of Multicultural Journalists. She spoke with students about job hunting, mentors, creating a resume, turning an internship into a job opportunity and what they should be concentrating on as they make their way through the school of journalism. She also discussed diversity topics relating to careers in broadcasting.

November 10, 2005 – News Director Bob Sullivan spoke to an ASU Class about ways to get a job in broadcasting.

February 24, 2006 - Meteorologist Kaj Goldberg spoke to students during a career day at Rosa Linda Elementary school about careers in broadcasting.

March 10, 2006 - Consumer Reporter Daphne Munro spoke to students during a career day at Xavier High School about careers in broadcasting.

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

March 21 and 23, 2006 – News Director Bob Sullivan spoke to two classes of photography students at ASU. He spoke to Juniors and Seniors on the state of the broadcast industry and career advice on how to get your first job in broadcasting.

April 5, 2006 – News Director Bob Sullivan spoke to a class of journalism students at Arizona State University. Mr. Sullivan spoke about the state of the broadcast industry and career advice on how to start a career in broadcasting.

April 12, 2006 - Sports Anchor Craig Fouhy spoke to students in two Broadcast Journalism classes at Mesquite High School about careers in the broadcasting field.

Conferences and Job Fairs

June 15-18, 2005 - NAHJ - E.W. Scripps management attended the National Association of Hispanic Journalists 2005 conference on behalf of its broadcast stations. The company gathered information about potential candidates, which was compiled in a database and shared with all Scripps companies.

August 3-7, 2005 - NABJ - E.W. Scripps management attended the National Association of Black Journalists 2005 conference on behalf of its broadcast stations. The company gathered information about potential candidates, which was compiled in a database and shared with all Scripps companies. KNXV-TV Executive Producer Eva Bowen was part of the Scripps Management team assisting with recruitment efforts at the conference.

December 2, 2005 – Members of the KNXV-TV management team and news department attended an internship fair at ASU to interview candidates for the KNXV-TV 2006 summer and fall internship programs. Managers present included: Managing Editor Sue Green, Sonoran Living Executive Producer Eva Bowen, Sports Producer Cory Williams, Executive Producer of Special Projects/Investigative Sylvia Teague, Consumer Producer Brooks Blanton and Human Resources Manager Candace Anderson.

April 14, 2006 – Members of the KNXV management team and news department attended an internship fair at Arizona State University to interview candidates for the KNXV-TV 2006 Summer and Fall internship programs. Managers present included: Managing Editor Sue Green, Sonoran Living Executive Producer Eva Bowen, Sports Producer Cory Williams, Executive Producer of Special Projects/Investigative Sylvia Teague, Consumer Producer Brooks Blanton and Human Resources Manager Anice Stonerock.

April 17, 2006 – KNXV-TV hosted a Broadcasting Career Fair at Scottsdale Community College to recruit for open positions. Chief Editor Bill Lamoreaux, Local Sales Manager Rollin Wood and Human Resources Manager Anice Stonerock attended.

Job Shadowing/Station Tours

The station offers tours of the station to schools, youth groups, community groups and other venues to provide a better understanding of the broadcasting industry to the public and to students. Over 60 tours were given between June 1, 2005 to present.

August 24, 2005 - An Arizona State University student shadowed Anchor Katie Rainl to get a closer look at the career of a reporter/anchor.

Employment Opportunity Announcements

KNXV-TV participates in job banks and Internet programs designed to outreach. KNXV-TV promoted in its newscast the KNXV/Arizona Broadcasters Job Fair in April 2006. KNXV also airs a :30 spot that encourages viewers to check its website or call the station for further employment opportunities.