

KNXV-TV 2014/2015 EEO PUBLIC FILE REPORT

Reporting period: June 1, 2014 through May 31, 2015

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	Contact Information	Number of Interviewees Referred
AB	Collins College	1140 S. Priest Drive, Tempe, AZ 85281	A. Roberts (Aroberts@collinscollege.edu)	(480) 446-1114	
AA	Arizona State University	Arizona State University, Tempe, AZ 85287 (Sun Devil careerlink - online job board)	Elaine Stover (elaine.stover@asu.edu)	(480) 965-9011	
AC	DeVry Technical Institute	2149 W. Dunlap, Phoenix, AZ 85021	Gdames@Devry.edu	(623) 870-9222 (Geri Dames)	
AE	Media Line	542 Lighthouse, Top Floor, Pacific Grove, CA 93950	medialine@medialine.com	(813) 648-5200 (Mark Shilstone)	
AF	*NAHJ (National Assoc. Hispanic Journalists)	Through Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808- 821-9692 phone	
AH	Organization of Chinese Americans	1001 Connecticut Ave, NW #601, Washington, DC 20036	oca@ocanatl.org	(202) 223-5500 (Dorothy Wong)	
AI	Art Center College of Design	1700 Lida Street, Pasadena, CA 91103-1999	www.artscenter.edu	(626) 396-2441	
AJ	Job.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	(808)821-9692	1
AK	Society of Broadcasters Engineers	8445 Keystone Crossing, Suite 140, Indianapolis, IN 46240	kjones@sbe.org	(317) 846-9000 (Scott Jones)	
AL	Arizona Broadcasters Association (ABA)	AZ Broadcasters Assoc., 2302 N. 3rd Street, Phoenix, AZ 85004	Art Brooks (www.azbroadcasters.org)	(602) 252-4833	2
AN	NATAS (National Academy of Television Arts & Science - Emmy Online)	111 W. 57th Street, Suite 600, New York, NY 10019	rlazo@emmyonline.tv (Robert Lazo-Bob)(www.emmyonline.com)	(212) 586-8424	
AO	Promax-BDA PROMOTION	2029 Century Park East, Suite 555, Los Angeles, CA 90067	Raven Murphy	(310) 788-7600	
AP	ProductionHub Inc	801 W Fairbanks Ave., Winter park, FL 92789	classifieds@productionhub.com	(877) 629-4122 (Tara Withrow)	
AQ	LDS Job Placement	4333 N. Central, Phoenix, AZ 85012	Elder Brodt (www.LDSjobs.org)	(602) 241-9444	
AR	NAACP of Phoenix	1818 S. 16th Street Phoenix, AZ 85034-0530	Reverend Oscar Tillman (Fax 602-252-2954)	(602) 252-4064	
AS	Arizona OIC/ROMP (Reaching Out for Minority Personnel)	39 E. Jackson, Phoenix, AZ 85004	Job Developers - fax 602-252-3598	(602) 254-5081	
AT	KNXV-TV website (www.abc15.com)	515 N 44th St. , Phoenix, AZ 85008	Anice Stonerock	(602) 685-3026	
AU	EW Scripps website (www.scripps.com)	PO Box 5380, Cincinnati, OH 45201	Karen Hite	(513) 977-3000	45
AV	Spots 'N' Dots	167 Oakdale Rd., Johnson City, NY 13790	Dai Korba	(888) 884-2630	
AW	Phoenix Urban League	1402 S. 7th Avenue, Phoenix, AZ 85007 (info@gphxul.org)	Chester Haumore, employment specialist 602-254-5611	(602) 254-5611	
AX	Project Hired-Hearing Impaired	1270 Franklin Mall, Santa Clara, CA 95050	Jaclyn Shinn	www.projecthired.org	
AY	Central Job Service (National Job Line DES)	438 West Adams, Phoenix, AZ	Arizona DES PhoenixEmployerServices@azdes.gov	(602) 252-7171 (Employer Services Unit - I)	
AZ	Arizona Women's Education & Employment	640 N. 1st Ave, Phoenix, AZ 85003	info@awee.org	(602) 371-1216 (Deb Long)	
BA	Family Service Agency (Displaced Homemakers)	1530 E. Flower, Phoenix, AZ 85014	Derek Jeske fax 602-234-2639	(602) 252-0918	
BB	Chicanos Por La Causa	1112 E. Buckeye, Phoenix, AZ 85034	Terri Cruz (fax 602-256-2740)	(602) 257-0700	
BC	Governor's Office of Equal Opportunity	1700 W. Washington Suite 156, Phoenix, AZ 85007	Wendy Greyeyes	(602) 542-3711	
BD	AD 2 Phoenix	PO Box 10471, Phoenix, AZ 85064	Chris Bohnsack (www.ad2phoenix.com/job_bank/pc)	(602) 999-1147	1
BF	American Marketing Association of Phoenix	311 S Wacker Dr, Suite 5800, Chicago, IL 60606	Doron Krinetz	(602) 595-2484	
BG	Arizona Republic	PO Box 20000 Phoenix, AZ 85004	Classified Department	(602) 444-4444	
BH	602 Communications/Graeme Newell	6839 Charter Hills Road, Charlotte, NC 28277	Graeme Newell	(704) 543-1426	
BI	Industry/Employee Referral	N/A	N/A	N/A	4
BL	TV Spy/Shoptalk	150 W. 22nd St., 5th Floor, NY, NY 10011	jobs@tvspy.com	jobs@tvspy.com	1
BM	Word of Mouth	N/A	N/A	N/A	38
BN	NPPA (National Professional Photojournalists)	3200 Croasdaile Dr Ste 306, Durham, NC 27705	sandy@sandyhuffakerjr.com	(619) 261-2706 (Sandy Huffaker)	
BO	*American Sportcasters Association	225 Broadway, Suite 2030, New York, NY 10007	Louis Schwartz lschwa8918@aol.com	(212) 227-8080	
BP	Accounting Alliance Staffing	4620 N. 16th St., Phoenix, AZ 85016	Alex Karis	(602) 263-7400	
BQ	Jobing.com	shrm.posting@jobing.com	Kenny Hill	(602) 200.6800	

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Code	Recruitment Source	Address	Contact Person	Contact Information	Number of Interviewees Referred
BR	Careerbuilder.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
BS	Valley of the Sun Human Resources Association	P.O. Box 7631, Phoenix, AZ 85011-7631	Marie Fredette	(602) 417-8963	
BT	Internal Candidate	N/A	N/A	N/A	52
BU	Agent Referral	N/A	N/A	N/A	2
BV	Unknown/Walk-in	N/A	N/A	N/A	1
BW	NAHJ.org	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
BX	NLGJA (National Gay Lesbian Journalist Association)	1420 K Street, NW Suite 910, Washington, DC 20005 (mrose@nlgja.org)	Matthew Rose, Membership Coordinator	(202) 588-9888	
BY	Collective Talent	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
BZ	IRE (Investigative Reporters and Editors)	jobpostings@nicar.org	jobpostings@nicar.org	573-882-2042	
CA	Rick Gevers & Associates	P.O Box 577, Zionsville, IN 46077	Rick Gevers	317-769-7900	1
CB	tvjobs.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	5
CC	Entertainmentcareers.net	entertainmentcareers.net	jobpostings@entertainmentcareers.net	N/A	
CD	Ken Lindner & Associates	2049 Century Park East, Suite 3050, Los Angeles, CA 90067	Karen Lavelle	310-277-9223 ex. 226	
CE	NABJ (National Association of Black Journalists)	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CF	Poynter Career Center	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CG	JournalismNext.com	JournalismNext.com	JournalismNext.com	703-629-0178	
CH	TV Newsday	TVNewsday.com	Sheri Bolkom	908-654-1093	
CI	SmartBrief Jobs	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CJ	MediaRecruiter.com	MediaRecruiter.com	Art Scott	art.scott@mediarecruiter.com	
CK	Media Bistro	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	800-821-9692 phone	
CL	Broadcasting & Cable	katie.rosa@reedbusiness.com	Katie Rosa	katie.rosa@reedbusiness.com	
CM	TVBR.com	www.rbr.com (amclynn@rbr.com) April McLynn	www.rbr.com	mediaepaper1@tvbrepaper.com	
CN	TDGA.org	Traffic Directors Guild of America	tdga@cox.net	(949) 429-7063	
CO	google.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	1
CP	Careerjet.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CQ	NACM - Credit Group	Credit Organization	Dina Amadri – Director of Marketing/ ansc nacm.org		
CR	Indeed.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	5
CT	South Mountain User Association List Server (SUMA)	SUMA	Ryan Steward	602-685-3045	
CU	oodle.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692	
CV	America's Job Exchange	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CW	JuJu.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CX	simplyhired.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CY	vetjobs.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
CZ	jobirm (InsidersReferral.com, Inc.)	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DA	National Association of Broadcasters Education Foundation (NABEF)	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone or Mark Shilstoner	
DB	medialine	Thru Scout in Recruiting Management & medialine@medialine.com	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	1
DC	AWRT (American Women in Radio & Television)	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DD	Journalism Job Bank	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DE	JustJobs.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DF	Trovit U.S	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	

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Code	Recruitment Source	Address	Contact Person	Contact Information	Number of Interviewees Referred
DG	TV Jobs/Broadcast Employment	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	3
DH	Linked In	Linked In	linkedin.com	linkedin.com	13
DI	TV and Radio Jobs	TV and Radio Jobs	tvandradijobs.com	tvandradijobs.com	2
DJ	Hotjobs	Hotjobs.com	Hotjobs.com	Hotjobs.com	
DL	lostremote.com	the blog lostremote.com	lostremote.com	lostremote.com	
DM	salesclassified.com	Thru Scout in Recruiting Management	salesclassified.com Virtual Edge	salesclassified.com	
DN	tvnewscheck.com	tvnewscheck.com	tvnewscheck.com	tvnewscheck.com	
DO	Direct Recruited - ABS	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DP	Grand Canyon University	Jacqueline Smith at Grand Canyon University	Jacqueline Smith	jasmith@gcu.edu	
DQ	National Asian Pacific Bar Association (NAPABA)	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DR	Internet Mining	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DS	University of Arizona	University of Arizona Career Services	http://www.career.arizona.edu/?postjoblink@email.arizona.edu	joblink@email.arizona.edu	
DT	Monster	Thru Scout in Recruiting Management	<u>Melissa Costales, Client Care Manager, Scout</u>	808-821-9692 phone	11
DU	IT Jobs Board	Thru Scout in Recruiting Management	<u>Melissa Costales, Client Care Manager, Scout</u>	808-821-9692 phone	
DV	Narional Association of Broadcasters Education	Thru Scout in Recruiting Management	<u>Melissa Costales, Client Care Manager, Scout</u>	808-821-9862 phone	
DW	ABC Affiliate Marketing on Facebook	Thru Facebook - private page for all ABC affiliated stations only	<u>thru Facebook</u>	<u>Facebook</u>	1
DX	salesgravy.com	salesgravy.com	<u>salesgravy.com</u>	<u>salesgravy.com</u>	
DY	Journalismjobs.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
DZ	United Minority Media Association	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EA	Tweetmyjobs.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EB	mediabizjobs.com	mediabizjobs.com	mediabizjobs.com	mediabizjobs.com	
EC	UCLA Anderson School of Management	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
ED	Twitter	twitter.com	twitter.com	twitter.com	
EE	Radio Television Digital News Association	email.production.membersuite.com	email.production, membersuite.com	RTDNA	
EF	NASBA (National Alliance State Broadcaster Association)	<u>www.careerpage.org</u>	<u>www.careerpage.org</u>	<u>www.careerpage.org</u>	
EG	After College - General Business Network	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EH	ihirebroadcasting.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EI	mediaweek.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EJ	ihiresalespeople.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EK	salesjobs.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EL	climber.com	<u>climber.com</u>	<u>climber.com</u>	<u>climber.com</u>	
EM	Asian American Journalists Association	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EN	Pollyspipeline.com	<u>pollyspipeline.com</u>	<u>pollyspipeline.com</u>	<u>pollyspipeline.com</u>	
EO	Phoenix Ad Club	<u>aafmetrophoenix.com</u>	<u>president@aafmetrophoenix.com</u>	<u>president@aaemetrophoenix.com</u>	
EP	HireDiversity	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
EQ	Gradspring.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
ER	BroadcastingMVP.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-921-9692 phone	
ES	BroadcastingRecruiter.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-821-9692 phone	
ET	Hispanic-Today.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-921-9692 phone	
EU	MediaBistro	Thru Scout in VirtualEdge	Melissa Costales, Client Care Manager, Scout	808-921-9692 phone	
EV	National Urban League	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, Scout	808-921-9692 phone	
EW	American Women in Radio and TV	<u>awrt.org</u>	<u>fax 703-606-3266</u>	<u>703-506-3290</u>	
EX	jobs.socialmediaaz.org	<u>http://jobs.socialmediaaz.org</u>	<u>http://jobs.socialmediaaz.org</u>	<u>http://jobs.socialmediaaz.org</u>	

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EY	Bizjournals.com (Phoenix)	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, S	808-821-9692 phone	
EZ	newscheckmedia.com	classifieds@newscheckmedia.com	Phil Kirk, Sales Manager, 516-674-4914	516-674-4914	
FA	Facebook	adding to facebook accounts	adding to facebook accounts	online facebook	
FB	AboutJobs.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, S	808-921-9692 phone	
FC	The Ladders	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, S	808-921-9692 phone	
FD	B-roll.net	http:b-roll.net/jobs	b-roll.net	b-roll.net	
FE	CollegeRecruiter.com	Thru Scout in Recruiting Management	Melissa Costales, Client Care Manager, S	808-921-9692 phone	
FF	Paradise Valley Community College	www.pvc.maricopa.edu/careerservices	www.pvc.maricopa.edu/careerservices	www.pvc.maricopa.edue/careersen	
FG	*Andrew Finlayson/Smith Geiger	Andrew@smithgeiger	Andrew Finlayson 818-430-9562	Andrew@smithgeiger.com	
FH	Arizona Latino Media (ASU NAHJ chapter)	Anita Luera	azlatinomedia@gmail.com	602-496-5477	
FI	Cronkite School of Journalism (ASU)	Mike Wong	mike.wong@asu.edu	602-527-0820	
FK	Talent Dynamics	hedding@talentdynamics.com	hedding@talentdynamics.com	hedding@talentdynamics.com	
FL	Thary87	thary87@msn.com	thary87@msn.com	thary87@msn.com	
FM	Film and TV Pro	filmandtvpro.com	filmandtvpro.com	filmandtvpro.com	
FN	Life Development Institute	Chester Haymore	Chaymore@discoverldi.com	Chaymore@discoverldi.com	
Total Number of Interviewees during the Reporting Period					190

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Internship Program for College Students

KNXV's internship program is offered to college juniors, seniors and graduate students interested in broadcast careers. Internships are offered in news (general, investigative, sports, consumer) and new media. 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. In addition, information regarding ABC15's program may be found on ABC15's website www.abc15.com and www.scripps.com. From June 1, 2014 to May 31, 2015 eight (8) interns worked closely with a mentor to obtain specific training in various departments (news, sports, consumer, web, Sonoran Living and our investigative unit).

Cronkite School Mentor Program (CMP)

Weekend Morning Anchor/MMJ Allison Rodriguez, Investigative MMJ Lauren Gilger, MMJ Sara Goldengerg, Digital Producer Rudy Rivas, Sr. Producer Stephanie Ingersoll, and General Manager Anita Helt participated in the mentoring program at ASUs Cronkite School for 2014/15. A professional is matched with a freshman in order to give the student insight into the broadcasting industry, give career advice, introduce them to others in the field and to encourage them. Mentors contact the student at least twice per month in person, by mail, phone, text, etc. to see how they are doing and answer questions. First meeting is in person.

NABEF Media Sales Institute at the Cronkite School

KNXV participated in the Media Sales Institute at Cronkite School including Recruitment Day on June 10, 2014. An Associate Account Executive was hired through this event. Our General Manager and Director of Sales attended the students' client presentation on June 9, 2014.

Speaking Engagements on Broadcast Employment Issues

June 9, 2014 - An Assignment Editor spoke at ASU's Institute for High School Journalism. He spoke to students about careers in the television news industry.

June 19, 2014 - Our Managing Editor, an Anchor MMJ and a Web Producer participated in a question/answer session to high school students involved with the Walter Cronkite School of Journalism and Mass Communication Summer Journalism Institute here at KNXV to learn about television broadcasting. Students also toured the building and had a question/answer time with news department employees.

November 6, 2014 - Our New Media Director spoke to a panel of students via Skype at George Washington University about the evolving digital world and jobs in our business for college grads.

November 20, 2014 - A Specialty MMJ was interviewed by Glendale Community College student Fred Short about broadcasting as a career.

November 21, 2014 - An Anchor was interviewed by Arizona State University student Drew Marine about broadcasting as a career.

November 25, 2014 - A Meteorologist talked to students from the Arizona State University National Association of Hispanic Journalists about career opportunities in Journalism.

December 4, 2014 - An Anchor participated in Scottsdale Community College Film school's simulated job interview process.

January 16, 2015 - A Photographer discussed career opportunities in broadcasting at a career fair at Ellsworth Elementary School in the San Tan Valley.

February 4, 2015 - A Specialty MMJ talked to ASU students enrolled in the Advanced Broadcasting class at the Cronkite School about career opportunities in Journalism.

February 6, 2015 - An Anchor MMJ talked to students from the Moon Valley High School newspaper class about careers in journalism.

February 10, 2015 - A Meteorologist talked to students at Alta E. Butler Elementary school about careers in journalism and monsoons, summer seasonal weather patterns.

February 20, 2015 - Our Multimedia Community Manager and our Sports Anchor gave a tour and interview on careers in Sports broadcasting to an elementary school student.

February 27, 2015 - Our Managing Editor represented ABC15 at the Arizona Latino Media Association's 17th annual ALMA High School Journalism workshop at the Cronkite School. The workshop encourages Latino students towards journalism careers. This included on-line and broadcast journalism workshops for the ALMA students at ASU's annual event. He taught students in a classroom setting how to develop a multimedia website, discussed careers in journalism and how to do a broadcast stand up.

March 17, 2015 - A Specialty MMJ spoke at Arizona State University's Accountability Journalism seminar about careers in Journalism.

March 26, 2015 - An Anchor MMJ talked to the Mountain Point High School Creative Writing class about careers in journalism.

March 27, 2015 - An Anchor MMJ participated in Desert Ridge High School's Career Day in Mesa and discussed careers in journalism.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

April 17, 2015 - An Anchor MMJ participated in Scottsdale Community College Film School's bi-annual "mock interview" (Reel Careers) process to meet with students and discuss careers in broadcasting journalism.

Conferences and Job Fairs

August 7-8, 2014 - Our Managing Editor attended the National Association of Hispanic Journalists (NAHJ) convention to recruit/interview on behalf of Scripps and KNXV.

November 21, 2014 - A Web Producer interviewed candidates for the ABC15 2014 spring internship program at the Cronkite School Job Fair/Interview Day.

April 10, 2015 - A Web Producer interviewed candidates for the ABC15 2015 summer and fall internship program at the Cronkite School Job Fair/Interview Day.

May 13, 2015 - ABC15 owned and promoted a Broadcast Career Fair at East Valley Institute of Technology to recruit for open positions. Our Multimedia Community Manager and Executive Assistant represented ABC15. There were 224 attendees.

Career Management Program

The station and its employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. "MMJ University" is an internal program usually offered onsite that is designed to provide special training for the station's multimedia journalists in reporting, writing and photography. In addition, an eLearning catalog offers all employees the opportunity to pursue career advancement through online training in station-related skills such as computer operation and television editing. The eLearning system is also used for EEO and other mandatory compliance training.

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. 15 tours were given between June 1, 2014 and May 5, 2015. Some of the tours were various boys and girl scout troops, Sonoran Living studio audience and students from the Valley and outside the Valley interested in the television industry.

Employment Opportunity Announcements

ABC15 participates in job banks and Internet programs designed to outreach. KNXV-TV promoted in its newscast the KNXV/Arizona Broadcasters Job Fair in May 2015.

KNXV also airs a :30 spot that encourages viewers to check its website or call the station for further employment opportunities.