

KPHO, KTVK

EEO PUBLIC FILE REPORT

June 1, 2018 - May 22, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-5, 8, 13, 15-17, 19-20, 22-24, 26-29, 31, 33-36	29
Reporter	2, 5, 8-9, 15-17, 19-20, 22-31, 34, 36- 38	30
News Producer	2, 8, 15-20, 22-29, 31, 35-36, 38	35
Special Projects MMJ	2, 5-6, 8-9, 15-20, 22-23, 25-29, 31-32, 36, 38	26
Multi Media Journalist	2, 5-6, 8-10, 12, 15-20, 22-29, 31-32, 34, 36, 38	34
Technical Producer	2, 5, 7-8, 15-20, 22-29, 31-32, 34, 36, 38	26
Editor	2, 5, 8, 11, 14-18, 20, 22-29, 31-32, 36, 38	14
Photojournalist	2, 5, 8, 11, 13, 15-18, 20, 22-29, 31-32, 36, 38	26
Senior Executive Producer KTVK	2, 5-8, 11, 14-20, 22-29, 31-32, 36, 38	14
Receptionist	2, 5-8, 13, 15-23, 25-29, 31-32, 36, 38	18
Multimedia Journalist	2, 5-6, 8-10, 15-20, 22-29, 31-32, 36, 38	26
Photojournalist	2, 5-8, 11, 14-20, 22-29, 31-32, 36, 38	14
Digital Managing Editor	2, 5-8, 13, 15-29, 31-32, 36, 38	13
Community Relations Manager	2, 8, 11, 13, 15-18, 20-24, 26-29, 32, 36, 38	13
Executive Producer	2, 5-6, 8, 11, 13, 15-18, 20, 22-29, 32, 36, 38	13
Director Of Sales	2, 8, 11, 13, 15-17, 20, 22-24, 26-29, 36, 38	26
Multimedia Journalist	2, 13, 16-17, 20, 22-26, 28-29, 36, 38	13
Photographer	1-2, 8, 13-18, 20, 22-29, 32, 36, 38	14
Producer	1-2, 8, 15-18, 20, 22-29, 36, 38	26
Producer	1-2, 8, 13, 15-18, 20, 22-29, 34, 36, 38	13
Content Producer	1-2, 8, 11, 15-18, 20, 22-29, 36, 38	18
Sales Assistant	1-2, 8, 11, 13, 15-18, 20, 22-24, 26-29, 36, 38	13
EP of Brand Promotions	1-2, 5, 8, 15-17, 20, 22-30, 36, 38	30

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	Arizona Broadcasters Associate 426 N. 44th St. Ste. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.azbroadcasters.org/ Mary Kate Lau Manual Posting	N	0
3	Art Institute of Phoenix 2233 W. Dunlap Ave. Phoenix, Arizona 85021 Phone : 602-331-7558 Url : https://www.artinstitutes.edu/phoenix Laura Sand Manual Posting	N	0
4	ASU Career Services P.O. Box 871312 Tempe, Arizona 85287 Phone : 480-965-5112 Url : https://asu-csm.symplicity.com/employers/ Korrie Gernet Manual Posting	N	0
5	Better Jobs 200 N. LaSalle Ste. 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.betterjobs.com/ Oscar Ibarra Manual Posting	N	0
6	Beyond.com Inc. 1060 1st Ave. Ste. 100 King of Prussia, Pennsylvania 19406 Phone : 866-694-5627 Url : http://www.beyond.com/ David Urban Manual Posting	N	0

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7	CareerArc (TweetMyJobs) 2600 W. Olive Ave. Ste. 710 Burbank, California 91505 Phone : 818-260-3232 Url : http://www.careerarc.com/ Karen Vitolo Manual Posting	N	0
8	CareerBuilder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com/ Oscar Ibarra Manual Posting	N	2
9	Collective Talent, Michaels Media 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Michael Bille Manual Posting	N	0
10	Consultant Referral	N	3
11	Current Employee	N	22
12	E-mail Inquiry	N	1
13	Employee Referral	N	15
14	Former Employee	N	4
15	Glassdoor 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Url : https://www.glassdoor.com/index.htm Molly McKinstry Manual Posting	N	6
16	Goodwill of Central Arizona 417 N. 16th St. Phoenix, Arizona 85006 Phone : 602-254-2222 Url : https://www.goodwillaz.org Email : jobleads@goodwillaz.org Laura Wiers	Y	0

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17	Greater Phoenix Urban League 1402 S Seventh Ave. Phoenix, Arizona 85007 Phone : 602-254-5611 Url : http://gphxul.org/ Fax : 1-602-253-7359 Mel Hannah	N	0
18	Indeed 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting	N	12
19	Ladders 55 Water St. New York, New York 10041 Phone : 866-292-7083 Url : https://www.theladders.com/ William Taylor II Manual Posting	N	0
20	LDS Employment Resource Services 232 S El Dorado Circle Mesa, Arizona 85202 Phone : 480-829-8999 Url : http://www.ldsjobs.org/employer Gloria Scott Manual Posting	Y	0
21	Linkedin 599 N. Mathilda Ave. Sunnyvale, California 94085 Phone : 212-615-6946 Url : https://www.linkedin.com/ Audrey Lowder Manual Posting	N	4
22	Luke Air Force Base Family Support 7282 N. 137th Ave. Bldg. 1113 Luke AFB, Arizona 85303 Phone : 623-856-6781 Url : http://www.luke.af.mil/ Email : james.knuckles@us.af.mil James Knuckles	N	0

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23	Maricopa Skill Center 1245 E. Buckeye Rd. Buckeye, Arizona 85034 Phone : 602-238-4380 Url : http://www.gatewaycc.edu Katy Mendoza Manual Posting	N	0
24	Media Bistro 457 Park Ave. S., 4th floor New York, New York 10016 Phone : 212-547-7893 Url : https://www.mediabistro.com/ Rachel LaMariana Manual Posting	N	1
25	Medialine.com 1209 Nood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Paul Brewer Manual Posting	N	0
26	Meredith Corporation 5555 N. 7th Ave. Phoenix, Arizona 85013 Phone : 602-207-3306 Url : http://www.meredith.com/careers Email : lpena@meredith.com Laura Pena	N	25
27	Monster 133 Boston Post Rd. Weston, Massachusetts 2493 Phone : 978-298-1629 Url : https://www.monster.com/ Bharat Sigtia Manual Posting	N	3
28	National Academy of Television Arts & Sciences 4317 Camden Ave. San Mateo, California 94403 Phone : 650-341-7786 Url : http://jobbank.emmyonline.org/listings/ Javier Valencia Manual Posting	N	0

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29	National Alliance of State Broadcasters Association 426 N 44th Street Suite 300 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.careerpage.org/ Art Brooks Manual Posting	N	1
30	Non-Employee Referral	N	2
31	Radio and Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : http://rbr.com/classifieds/submit-a-media-job/ April McLynn Manual Posting	N	0
32	Simply Hired 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting	N	0
33	SpotsnDots 600 W Peachtree St. NW Suite350 Atlanta, Georgia 30308 Phone : 888-884-2630 Url : http://www.spotsndots.com/ Emily Mckay Manual Posting	N	0
34	TVJobs P.O. Box 4166 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	4

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35	University of Arizona Wild Cat Link 1303 E. University Blvd. Suite 411 Tucson, Arizona 85721 Phone : 520-621-8144 Url : http://www.career.arizona.edu/ Cindy Shriver Manual Posting	N	1
36	Walter Cronkite School of Journalism 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602-496-7430 Url : https://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong	Y	0
37	Word of Mouth Referral	N	1
38	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			107

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2018	Establishment of training programs for station personnel	New employees participate in the Code of Business Conduct and Ethics web based training program. This program reviews business practices and procedures, including an overview of the Equal Employment opportunity regarding harassment and discrimination.	45	
2	10/2/2018	Provision of training to management	Emotional Intelligence training was delivered to management to grow their ability to lead and develop personnel.	38	Director of Marketing Director of News Director of Digital Director of Programming
3	1/14/2019	Establishment of an intern program designed to assist members of the community	The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News, Promotions and Production. This program is overseen by News, Promotions and Production leadership.	4	Intern Intern Intern Intern
4	4/4/2019	Participation in Job Fairs	Arizona State University hosted a Spring University-Wide Career Fair in Tempe, AZ. The purpose is to provide information about job opportunities to the students for possible consideration of hire.	408	HR Director Traffic Director