

EEO Public File Report

Employment Unit Covered:

KTAR(AM), KTAR-FM, KMVP-FM

Reporting Period

May 25, 2019 – May 24, 2020

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
Graphic Designer #R1682	7/15/2019	Employee Referral	See Recruitment Source List for Entries on or before 21-Sep-2018
Executive Assistant/Office Manager #R1920	8/12/2019	Employee Referral	See Recruitment Source List for Entries on or before 21-Sep-2018
Receptionist #R1976	9/16/2019	Employee Referral	See Recruitment Source List for Entries on or before 21-Sep-2018
Digital Sales Specialist #R2182	9/30/2019	Employee Referral	See Recruitment Source List for Entries on or before 22-Feb-2019
Bonneville Phoenix Traffic Manager #R2185	9/30/2019	Employee Referral	See Recruitment Source List for Entries on or before 22-Feb-2019
KTAR Web Content Editor #R2508	2/6/2020	KTAR Web Site	See Recruitment Source List for Entries on or before 22-Feb-2019
IT Manager #R2417	2/21/2020	Glassdoor	See Recruitment Source List for Entries on or before 22-Feb-2019
KTAR Talk Show Host	2/17/2020	Employee Referral	Exigent Hire

Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Internal Candidate	1
Glassdoor	2
Indeed	7
KTAR Web Site	3
Employee Referral	9
Total:	22

Performance Initiatives Undertaken

The Unit provides an internship program that runs throughout the year including Spring, Summer and Fall semesters of the college school year. The internship program allows college students to gain the necessary skills to acquire employment in the broadcast industry upon graduation. Interns receive academic credit for semester-long internships. The Unit offers hybrid internships in news/talk programming and in sports programming/digital content. During the reporting period, the Unit had a total of 32 interns from two different colleges/universities (31 from Arizona State University and 1 from Centenary University).

The Unit gave tours to the following groups during the reporting period: 36 students attending the ASU Summer Sports Broadcast Camp (July 18, 2019); and 12 children and 4 adults from A New Leaf organization in Mesa (July 31, 2019).

Members of the Unit’s staff often speak to students about career opportunities in the broadcast industry. Our News Director participated in numerous speaking engagements throughout the reporting period. She made a presentation to high school students at the Cesar Chavez Leadership Institute at ASU on Public Speaking (June 3, 2019), she was a panelist at the Cesar Chavez Leadership Institute’s “Community Heroes” career panel (June 6, 2019), she spoke to students at ASU’s Walter Cronkite School of Journalism about diversity and inclusion in a newsroom (September 20, 2019), she participated in a curriculum video for ASU’s Cronkite School on Ethics and Diversity in Leadership (December 26, 2019), and she spoke to a Sports Multimedia class at ASU’s Cronkite School on creating podcasts (March 18, 2019). One of our Sports Talk Hosts spoke to a journalism class at ASU about sports broadcasting (February 11, 2020) and spoke to the Scottsdale Sunrise Rotary Club about sports broadcasting and conducted his presentation via Zoom due to the Coronavirus situation (May 14, 2020). One of our reporters spoke to students in the “Society of Female Scholars” at Mountain Ridge High School about working in media and her path to her current position (November 13, 2019). The Executive Producer for KTAR News spoke to a Sports Multimedia class at ASU (March 23, 2020). Another Sports Talk Host spoke to two different ASU Cronkite classes. He spoke about broadcasting NBA 2K games on the radio (April 16, 2020) and he spoke to a sports media/marketing class about working with media relations departments (October 24, 2019). Our Creative Director was a guest speaker in a sports multimedia class (March 25, 2020). One of our morning Sports Talk Show Hosts and his Producer spoke to high school students participating in the ASU Summer Sports Broadcast Camp about careers in sports broadcasting (July 18, 2019). In addition to guest speaking, both the Director of Digital Content and one of our Web Content Editors taught sports multimedia classes the spring 2020 semester at ASU’s Walter Cronkite School of Journalism.

During the reporting period, the Unit participated in a mentorship program. Several members of the Unit’s staff participated in a company-wide mentorship program as either a mentor or mentee. Each of these mentorships lasted approximately six months. Our News Director also mentored an international student and Hubert H. Humphrey Fellow from ASU and provided shadowing opportunities for her as well. Our Play by Play Board Operator had a student shadow him to learn about producing play by play sports broadcasts (July 23, August 3 and August 5, 2019).

The Unit also participated in two job fairs and four internship fairs. The job fairs included: The City of Phoenix Diversity Employment Day Career Fair (October 9, 2019) and the Grand Canyon University Strategic Employer Initiative Career Fair (October 9, 2019). The four internship fairs all took place at ASU’s Walter Cronkite School of Journalism (October 4, 2019, October 25, 2019, February 28, 2020 and April 17, 2020 – this one via Zoom due to Coronavirus). The Unit planned to participate in the spring City of Phoenix Diversity Employment Day Career Fair that was due to be held May 20, 2020 before it was cancelled due to Coronavirus Stay-in-Place orders from the State of Arizona.

On December 4, 2019, the Unit hosted the Arizona Broadcaster’s Association Active Shooter Training for all broadcasting organizations. The training featured speakers from the Phoenix Police Department on safety protocol when covering an active shooter situation. Multiple radio and television companies participated in the event.

Recruitment Sources - The following sources receive notification of Unit job openings. The sources marked with an asterisk (*) have requested and received notification of full-time job openings.

Start Date:	End Date:	Recruitment Source:
17-May-2006		Anthem College (formerly High Tech Institute) * Contact: Melissa Estrada Address: 1515 E. Indian School Rd., Phoenix, AZ 85014 Phone: 602-627-1450

Start Date:	End Date:	Recruitment Source:
17-May-2006		Area Agency on Aging* Contact: Laraine Stewart Address: 1366 E. Thomas Rd., #108, Phoenix, AZ 85014 Phone: 602-241-6179
17-May-2006		Arizona Broadcasters Association* Contact: Mary Kate Lau Address: 426 N. 44th St., Ste. 310, Phoenix, AZ 85008 Phone: 602-252-4833
17-May-2006		Arizona OIC* Contact: Betty Lou Long Address: 39 East Jackson Street, Phoenix, AZ 85004 Phone: 602-254-5081
17-May-2006		ASU Career Services* Contact: Job Services Address: PO Box 871312, Tempe, AZ 85287 Phone: 480-968-2355
17-May-2006		AZ Bridge to Independent Learning* Contact: Larry Wanger Address: 5025 E. Washington St., Phoenix, AZ 85034 Phone: 602-443-0710
01-Dec-2004		AZ Hispanic Chamber of Commerce* Contact: Terri Morgan Address: 255 E. Osborn Rd. Ste 201, Phoenix, AZ 85012 Phone: 602-279-8900
01-Dec-2004		AZ Women Ed. & Employment* Contact: Sufina Ricardes Lazo Address: 914 W. Hatcher Rd., Phoenix, AZ 85021 Phone: 602-371-1216
18-Feb-2014		Careerbuilder Contact: Brian Lahey Address: Phone: 602-325-6013
01-Dec-2004		Chicanos Por La Causa* Contact: Maria Dominguez Address: 1112 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-257-0700
01-Dec-2004		DES Job Services* Contact: Steve Berroth Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0630
01-Dec-2004		DeVry Institute* Contact: Ryan K. Jefferson Address: 2149 W. Dunlap Ave., Phoenix, AZ 85012 Phone: 602-870-9222
17-May-2006		Fresh Start Women's Foundation* Contact: Jamie Starner Address: 1130 E. McDowell Rd., Phoenix, AZ 85006 Phone: 602-261-7161
28-Apr-2005		Friendly House* Contact: Triny Nunez Address: 802 S. 1st Ave., Phoenix, AZ 85030 Phone: 602-615-6413

Start Date:	End Date:	Recruitment Source:
01-Dec-2004		Governor's Office of Equal Opp* Contact: Patricia Campbell Address: 1700 W Washington, Phoenix, AZ 85007 Phone: 602-542-4383
17-May-2006		Greater Phoenix Black Chamber* Contact: Channel Address: 201 E. Washington Ave., Phoenix, AZ 85004-2314 Phone: 602-307-5204
01-Dec-2004		Greater Phoenix Urban League* Contact: Mel Hannah Address: 1402 S. 7th Avenue, Phoenix, AZ 85007 Phone: 602-254-5611
01-May-2013		Indeed Contact: Indeed, Inc. Address: 7501 N. Capital of Texas Highway Building B, Austin, TX 78731
22-Apr-2005		ITT Technical Institute* Contact: Jena Matthews Address: 5005 S. Wendler Dr., Tempe, AZ 85282 Phone: 602-437-7511
11-Mar-2005		Job Service of Arizona* Contact: Maria Velasquez Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0624
01-Dec-2004		KMVP (formerly KPKX) Web Site Contact: Connie Drushel Address: 7740 N 16th Street, Suite 200, Phoenix, AZ 85020 Phone: 602-274-6200
01-Dec-2004		KTAR Web Site Contact: Connie Drushel Address: 7740 N. 16th Street, #200, Phoenix, AZ 85020 Phone: 602-274-6200
11-May-2012		LDS Church* Contact: Chuck Buckhannon Address: Phone:
22-Apr-2005		Maricopa County Community College District* Contact: Career Services Address: 2411 W. 14th St., Tempe, AZ 85251 Phone: 480-731-8526
31-Dec-1969		Maricopa County Workforce Conn* Contact: Randee Reider Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004 Phone: 602-372-4884
22-Apr-2005		Maricopa Skill Center* Contact: Daniel Adonis Address: 1245 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-238-4316
01-Dec-2004		NAACP* Contact: Reverend Oscar Tillman Address: 1818 S. 16th Street, Phoenix, AZ 85034 Phone: 602-252-4064

Start Date:	End Date:	Recruitment Source:
01-Dec-2004		NACI* Contact: Career Services Address: 4520 N Central Ave, Suite 600, Phoenix, AZ 85012 Phone: 602-254-3247
17-May-2006		NASBA Contact: Michelle Vetterkind Address: Phone:
12-Apr-2013		Northern Arizona University* Contact: MaryLee Brewer Address: 1100 E. Sheldon Street., #129, Prescott, AZ 86301-3220 Phone: 928-523-3922
01-Dec-2004		Phoenix Indian Center* Contact: Karen Thorne Address: 4520 N. Central Ave., Suite 25, Phoenix, AZ 85012 Phone: 602-264-7086
01-Dec-2004		Phoenix Job Corps* Contact: Che' Collins Address: 518 S. 3rd St., Phoenix, AZ 85014 Phone: 602-322-2823
25-May-2013		Phoenix Workforce Connection* Contact: Kathy Miller Address: 4732 S Central Ave., Phoenix, AZ 85040 Phone: 602-534-5904
19-Apr-2006		TV and Radio Jobs Contact: Michael Madden Address: 227034 Helmond Dr., Calabasas, CA 91301 Phone: 818-879-0858
12-Apr-2013		University of Arizona (Career Services) * Contact: Career Services Address: 1303 E. University Blvd., #411, Tucson, AZ 85721 Phone: 520-621-2588
01-Dec-2004		Women in Communication* Contact: Kim Huenecke Address: 18845 N. 42nd Place, Phoenix, AZ 85050-3357 Phone: 480-922-0707
22-Nov-2005		Work In Sports (Sports Jobs Only) Contact: Robert Oakley Address: 7335 E. Acoma Dr., Ste. 200, Scottsdale, AZ 85260 Phone: 480-905-7231