

EEO Public File Report

Employment Unit Covered:

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

Reporting Period

May 25, 2020 – May 24, 2021

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
Account Manager #R2978	12/7/2020	Employee Referral	See Recruitment Source List
Talk Show Producer/Board Operator #R3003	12/14/2020	Indeed	See Recruitment Source List
Account Manager #R3036	12/14/2020	Work in Sports	See Recruitment Source List
Account Manager #R3036	1/4/2021	Market Referral	See Recruitment Source List
Receptionist #2697	1/19/2021	Indeed	See Recruitment Source List
Account Manager #R3087	2/19/2021	Employee Referral	See Recruitment Source List
KTAR Account Executive #R3234	3/19/2021	Connection in the Company	See Recruitment Source List
Digital Marketing Strategist #R3157	4/26/2021	Employee Referral	See Recruitment Source List

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

Recruitment Source	Number of Interviewees Referred
Connection in the Company	1
Internal Candidate	1
Indeed	4
KTAR Web Site	1
Market Referral	1
Referred by Employee	7
Work in Sports	1
Total:	16

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. During the pandemic, when most employees were located off-site, the Unit offered remote hybrid internships to college students in news/talk programming and in sports programming/digital content. It was a unique opportunity to continue the internship experience in a new setting. Interns met regularly with the internship coordinators and participated in team meetings and show preparation via Teams. During the reporting period, the Unit had a total of 7 interns from Arizona State University's Walter Cronkite School of Journalism and Mass Communication.

The Unit regularly participates in a company-wide mentorship program. During the reporting period, the Unit participated in two mentorship sessions, one in the spring and one in the fall of 2020. The Unit had a total of 26

members of its staff participate in the program as either mentors or mentees. This program, which runs approximately six months, allows individuals to gain knowledge in areas of the business outside of the departments in which they work.

Members of the Unit's staff often speak to students about career opportunities in the broadcast industry. During the reporting period these speaking engagements were conducted virtually. The Executive Producer for News spoke to ASU students at Arizona State University's Walter Cronkite School of Journalism and Mass Communication about how to get the most out of a virtual internship (September 8, 2020). One of our Reporters spoke to two classes (7th and 8th grades) at the Mesa Academy for Advanced Studies about seeking the truth and reporting on factual information (August 24 and 25, 2020). Our Breaking News Editor participated in a panel for Junior Achievement's Inspire Program where she spoke to 5,000 Arizona middle and high school students about the requirements and skills needed for a career in broadcasting and told of her own personal journey to the role she is in today (March 26, 2021). Our Sports Update Anchor spoke to students at ASU's Walter Cronkite School of Journalism and Mass Communication about her background in sports journalism and working in the industry and her connection to the Association for Women in Sports Media (September 9, 2020 and March 10, 2021). One of our Account Executives participated as a panelist for the RAB & NAB's session on "The Radio Show: Driving Local" (October 6, 2020) where she shared proven tactics and ideas that drive local advertiser engagement and yielding results for radio sellers and local clients and adjusting to the pandemic and how it has affected the process. She also spoke to students at ASU's Walter Cronkite School of Journalism and Mass Communication about her career path and worked with them on a media campaign project they would be pitching to a local sports team (February 18, 2021). She followed that up with one-on-one meetings with several of the students to offer further career advice. One of our Board Operators spoke to students at the Conservatory of Recording Arts and Sciences about his path in broadcasting, his current role, necessary skill sets for the board operator position and how COVID-19 affected his job (March 22, 2021). He connected with one of the students outside of the session to answer some follow up questions the student had. In addition, one of our Web Content Editors taught sports multimedia classes during the fall 2020 semester at ASU's Walter Cronkite School of Journalism. The Unit's HR Business Partner participated in a virtual information panel for 80 members of Girl Scouts in the Northern California area. Members of Bonneville International Corporation's radio and television stations gave an overview of radio and television broadcasting, the positions they hold and their journey in broadcasting (May 19, 2021).

The Unit's HR Business Partner participated in seven webinars on various topics during the reporting period; Managing Your Covid-19 Response (June 3, 2020), Report Card on Race: A Media Industry Reckoning (August 13, 2020), HR's Role in a Pandemic: Solving the Care Crisis for Working Parents (August 18, 2020), Gauging Employee Wellbeing in a Virtual World (August 25, 2020), Rethinking Diversity and Inclusion at Work (August 26, 2020), Suicide Awareness and Prevention in the Workplace (September 29, 2020), Building an Organization that Delivers on Purpose (March 1, 2021) and How Proactively Supporting Employee Mental Health Can Have a Positive Effect on Organizational Efficiency (May 18, 2021). The Market Manager, HR Business Partner, Executive Assistant, Sales Manager and National Sales Coordinator participated in two webinars about FCC political files. The NAB hosted a live web event called The Time Is Now to Get Your Political Broadcasting File Into Shape (September 15) and Political File Rules Webinar with the FCC Panel hosted by the National Alliance of State Broadcasters Associations (August 19, 2020). The Unit's newsroom employees and HR Business Partner participated in a live web event with Dr. Ashley Greenwell on Stress and Trauma in the Workplace (September 1, 2020).

During the reporting period, the Unit participated in five virtual job fairs and four virtual internship fairs. The job fairs included: three City of Phoenix Diversity Employment Day Career Fairs (August 21, 2020, December 1, 2020, May 21, 2021), Tucson Jobs Now – UA Virtual Career Fair (April 14, 2021) and the ASU Hiring Event for Alumni and new Graduates (May 13, 2021). The four internship fairs were held virtually through ASU's Walter Cronkite School of Journalism and Mass Communication. These took place on October 23, 2020, November 13, 2020, March 19, 2021 and

April 9, 2021. Our News Director, News Executive Producer, Sports Program Director and Digital Content Director participated in the internship fair.

Managers in the Unit participated in sexual harassment and discrimination training during the month of December 2020. Our Digital Content Director participated in a webinar on "Race and Sport" through ASU's W.P. Carey School of Business. The Market Managers, Sales Managers and HR Business Partner participated in weekly Franklin Covey training during the summer and fall of 2020 (Six Critical Practices – July 31 to September 4, 2020) and (Multipliers – October 20 to November 13, 2020).

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
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

Start Date:	End Date:	Recruitment Source:
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
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

Start Date:	End Date:	Recruitment Source:
19-May-2006		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
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

