EEO Public File Report

Employment Unit Covered:
KTAR(AM), KTAR-FM, KMVP-FM

Reporting Period
May 25, 2021 – May 24, 2022

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

<table>
<thead>
<tr>
<th>Job Title of FT Vacancy</th>
<th>Date Filled</th>
<th>Hire Source</th>
<th>Recruitment Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graphic Designer #R3297</td>
<td>5/25/2021</td>
<td>Indeed</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Technical Support Analyst #R3854</td>
<td>10/18/2021</td>
<td>All Access</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Sales Coordinator #R3473</td>
<td>10/18/2021</td>
<td>Market Referral</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Multimedia Producer #R3748</td>
<td>10/25/2021</td>
<td>Employee Referral</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Digital Ad Ops Specialist #3719</td>
<td>11/22/2021</td>
<td>Glassdoor</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>AMN Coordinator #R3895</td>
<td>12/6/2021</td>
<td>KTAR Web Site</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Afternoon New Editor #R4004</td>
<td>1/11/2022</td>
<td>Indeed</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Local Agency Account Executive #R4162</td>
<td>1/19/2022</td>
<td>Employee Referral</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Program Director #R3857</td>
<td>2/21/2022</td>
<td>TV and Radio Jobs</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Account Manager #R4219</td>
<td>2/28/2022</td>
<td>Employee Referral</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Traffic Reporter/News Editor #R4315</td>
<td>4/11/2022</td>
<td>KTAR Web Site</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Account Manager #R4351</td>
<td>4/27/2022</td>
<td>Employee Referral</td>
<td>See Recruitment Source List</td>
</tr>
<tr>
<td>Chief Engineer #R4100</td>
<td>5/2/2022</td>
<td>Indeed</td>
<td>See Recruitment Source List</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Number of Interviewees Referred</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Access</td>
<td>3</td>
</tr>
<tr>
<td>Arizona Broadcasters Association</td>
<td>2</td>
</tr>
<tr>
<td>Glassdoor</td>
<td>4</td>
</tr>
<tr>
<td>Indeed</td>
<td>9</td>
</tr>
<tr>
<td>Internal Candidate</td>
<td>3</td>
</tr>
<tr>
<td>KTAR Web Site</td>
<td>7</td>
</tr>
<tr>
<td>Market Referral</td>
<td>4</td>
</tr>
<tr>
<td>Referred by Employee</td>
<td>7</td>
</tr>
<tr>
<td>TV &amp; Radio Jobs</td>
<td>2</td>
</tr>
<tr>
<td>Work In Sports</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>42</strong></td>
</tr>
</tbody>
</table>

Performance Initiatives Undertaken

During the reporting period, the Unit participated in two company-wide mentorship sessions, one in the spring and one in the winter of 2021 and 2022. The Unit had a total of 16 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.
The Unit’s APD/News Director spoke to ASU student journalists through the National Association of Hispanic Journalists (11/18/2021) and shared information about KTAR, the experiences of radio journalists and her own journey in broadcasting. In addition, she spoke to high school students interested in journalism through Arizona State University and the Arizona Latino Media Association (3/4/2022). She presented on the importance of social media during news reporting.

During the reporting period, the Unit participated in two job fairs and four internship fairs. The job fairs included a career fair at the East Valley Institute of Technology which gave The Unit a forum to share career opportunities in the broadcasting industry with high school students (4/27/2022), and a City of Phoenix Diversity Employment Day Career Fair (5/18/2022). The four internship fairs were held virtually through ASU’s Walter Cronkite School of Journalism and Mass Communication. These took place on October 22, 2021, October 29, 2021, March 25, 2022, and April 8, 2022. Our APD/Talk, Breaking News Editor, Afternoon Assignment Desk Editor, and Lead Sports Web Content Editor participated in the internship fair.

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. Internships are offered to college students in news/talk programming and in sports programming/digital content. 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.

During the reporting period, The Unit provided training opportunities for its management team and its employees. The Unit’s HR Business Partner participated in a webinar on preparing for future crises: “Ask the Expert: Leveraging Lessons Learned: Preparing For the Next Crisis” (6/15/2021). The Unit’s SVP/Market Manager and HR Business Partner participated in an in-person training on Unconscious Bias conducted by Franklin Covey (2/25/2022). In addition, employees of the Unit were given Franklin Covey All Access Passes and initiated individual and group training on Unconscious Bias. New managers also attended new manager training on Employment Law (3/10/2022).

The Unit began an initiative to meet with community leaders to ascertain their needs and to develop relationships to enhance station content and attract diverse candidates. The SVP/Market Manager and the Director of Community and Promotions met with Robin Reed, President and CEO of the Arizona Black Chamber of Commerce (3/14/22), and Angela Hughey, Co-Founder and President of One Community (4/14/2022).
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.

<table>
<thead>
<tr>
<th>Start Date:</th>
<th>End Date:</th>
<th>Recruitment Source:</th>
</tr>
</thead>
</table>
| 17-May-2006 | 5/25/2021 | Anthem College (formerly High Tech Institute) * - NO LONGER IN BUSINESS  
Contact: Melissa Estrada  
Address: 1515 E. Indian School Rd., Phoenix, AZ 85014  
Phone: 602-627-1450 |
| 17-May-2006 |          | Area Agency on Aging*  
Contact: Michael Harper  
Address: 1366 E. Thomas Rd., #108, Phoenix, AZ 85014  
Phone: 602-212-3792 |
| 17-May-2006 |          | Arizona Broadcasters Association*  
Contact: Barbara Shea-Pinkney  
Address: 555 N Central Avenue, Suite 302, Phoenix, AZ 85004  
Phone: 602-252-4833 |
| 17-May-2006 |          | Arizona OIC*  
Contact: Janet Shine  
Address: 39 East Jackson Street, Phoenix, AZ 85004  
Phone: 602-513-8311 |
| 17-May-2006 |          | ASU Career Services*  
Contact: Job Services  
Address: Student Svcs Bldg, 1151 S Forest Ave., #39, Tempe, AZ 85287  
Phone: 480-965-2350 |
| 17-May-2006 |          | AZ Bridge to Independent Learning*  
Contact: Lisa Purdy  
Address: 5025 E. Washington St., Phoenix, AZ 85034  
Phone: 602-443-0712 |
| 01-Dec-2004 |          | AZ Hispanic Chamber of Commerce*  
Contact: Rosa Fligg  
Address: 1020 E. Missouri Avenue, Phoenix, AZ 85014  
Phone: 602-279-1800 |
| 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: Frank Boyd  
Address:  
Phone: 678-254-4756 |
| 01-Dec-2004 |          | Chicanos Por La Causa*  
Contact: Kristal Mathews  
Address: 7611 W. Thomas Rd., Phoenix, AZ 85033  
Phone: 602-527-8451 |
| 01-Dec-2004 |          | DES Job Services*  
Contact: Wallen Gustin  
Address: 4635 S. Central Ave., Phoenix, AZ 85040  
Phone: 602-309-6603 |
| 01-Dec-2004 |          | DeVry Institute*  
Contact: Linda Carpenter  
Address: 2149 W. Dunlap Ave., Phoenix, AZ 85012  
Phone: 877-496-9050 |
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<thead>
<tr>
<th>Start Date:</th>
<th>End Date:</th>
<th>Recruitment Source:</th>
</tr>
</thead>
</table>
| 17-May-2006 |                 | Fresh Start Women's Foundation*  
Contact: Julie Schaffer  
Address: 1130 E. McDowell Rd., Phoenix, AZ 85006  
Phone: 602-261-7162 |
| 28-Apr-2005 |                 | Friendly House*  
Contact: Job Services  
Address: 113 W. Sherman Street, Phoenix, AZ 85003  
Phone: 602-257-1870 |
| 01-Dec-2004 |                 | Governor’s Office of Equal Opp*  
Contact: Kerry Schleappe  
Address: 100 N. 15th Avenue, Phoenix, AZ 85006  
Phone: 602-542-3711 |
| 17-May-2006 |                 | Greater Phoenix Black Chamber*  
Contact: Robin Reed  
Address: 2390 E. Camelback Road, Ste 130, Phoenix, AZ 85016  
Phone: 602-307-9926 |
| 01-Dec-2004 |                 | Greater Phoenix Urban League*  
Contact: Mel Hannah  
Address: 1402 S. 7th Avenue, Phoenix, AZ 85007  
Phone: 602-253-7359 |
| 01-May-2013 |                 | Indeed  
Contact: Indeed, Inc.  
Address: 6433 Champion Grandview Way, Building 1, Austin, TX 78750  
Phone: 800-462-5842 |
| 22-Apr-2005 | 5/25/2021       | ITT Technical Institute* - NO LONGER IN BUSINESS  
Contact: Jena Matthews  
Address: 5005 S. Wendler Dr., Tempe, AZ 85282  
Phone: 602-437-7511 |
| 11-Mar-2005 |                 | Job Service of Arizona*  
Contact: Wallen Gustin  
Address: 4635 S. Central Ave., Phoenix, AZ 85040  
Phone: 602-309-6603 |
| 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: Julie Plombon  
Address: 1202 W. Thomas Rd., Phoenix, AZ 85013  
Phone: 602-285-7840 |
| 19-May-2006 |                 | Maricopa County Workforce Conn*  
Contact: Randee Reider  
Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004  
Phone: 602-372-4884 |
<table>
<thead>
<tr>
<th>Start Date:</th>
<th>End Date:</th>
<th>Recruitment Source:</th>
</tr>
</thead>
</table>
| 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 | 5/25/2021 | NACI* - NO LONGER HAS A CAREER PROGRAM  
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: 2333 Wisconsin Street, NE, Albuquerque, NM 87110  
Phone: 505-881-4444 |
| 12-Apr-2013 |   | Northern Arizona University*  
Contact: John Gartin  
Address: 1100 E. Sheldon Street., #129, Prescott, AZ 86301-3220  
Phone: 928-523-3922 |
| 01-Dec-2004 |   | Phoenix Indian Center*  
Contact: Olivia Hendricks  
Address: 4520 N. Central Ave., Suite 25, Phoenix, AZ 85012  
Phone: 602-264-6768 |
| 01-Dec-2004 |   | Phoenix Job Corps*  
Contact: Ken Hollis  
Address: 518 S. 3rd St., Phoenix, AZ 85014  
Phone: 602-322-2823 |
| 25-May-2013 |   | Phoenix Workforce Connection*  
Contact: Andrew Ryan  
Address: 9801 N. 7th Street, Phoenix, AZ 85020  
Phone: 480-737-6219 |
| 19-Apr-2006 |   | TV and Radio Jobs  
Contact: Michael Madden  
Address: 5956 Ruthwood Drive, Calabasas, CA 91302  
Phone: 818-879-0858 |
| 12-Apr-2013 |   | University of Arizona (Career Services) *  
Contact: Kris McClellan  
Address: Robert L. Nugent Bldg, 1212 E. University Blvd., Tucson, AZ 85721  
Phone: 520-621-6734 |
| 01-Dec-2004 |   | Worldwide Women’s Film Festival (Formerly 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: Michelle Emmons  
Address: 41 E All Saints Street, Frederick, MD 21701  
Phone: 877-316-4176 |