

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

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
Graphic Designer #R3297	5/25/2021	Indeed	See Recruitment Source List
Technical Support Analyst #R3854	10/18/2021	All Access	See Recruitment Source List
Sales Coordinator #R3473	10/18/2021	Market Referral	See Recruitment Source List
Multimedia Producer #R3748	10/25/2021	Employee Referral	See Recruitment Source List
Digital Ad Ops Specialist #3719	11/22/2021	Glassdoor	See Recruitment Source List
AMN Coordinator #R3895	12/6/2021	KTAR Web Site	See Recruitment Source List
Afternoon New Editor #R4004	1/11/2022	Indeed	See Recruitment Source List
Local Agency Account Executive #R4162	1/19/2022	Employee Referral	See Recruitment Source List
Program Director #R3857	2/21/2022	TV and Radio Jobs	See Recruitment Source List
Account Manager #R4219	2/28/2022	Employee Referral	See Recruitment Source List
Traffic Reporter/News Editor #R4315	4/11/2022	KTAR Web Site	See Recruitment Source List
Account Manager #R4351	4/27/2022	Employee Referral	See Recruitment Source List
Chief Engineer #R4100	5/2/2022	Indeed	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
All Access	3
Arizona Broadcasters Association	2
Glassdoor	4
Indeed	9
Internal Candidate	3
KTAR Web Site	7
Market Referral	4
Referred by Employee	7
TV & Radio Jobs	2
Work In Sports	1
Total:	42

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.

Start Date:	End Date:	Recruitment Source:
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

Start Date:	End Date:	Recruitment Source:
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. 15 th 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

Start Date:	End Date:	Recruitment Source:
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. 7 th 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