

EEO Public File Report

Employment Unit Covered:

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

Reporting Period

May 25, 2022 – May 24, 2023

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
Executive Assistant/Office Manager #R4805	8/22/2022	Internal Candidate	See Recruitment Source List
Talk Show Producer/Board Operator #R4735	8/25/2022	Internal Candidate	See Recruitment Source List
Graphic Designer #R4739	10/11/2022	Indeed	See Recruitment Source List
Receptionist #R4881	10/24/2022	Indeed	See Recruitment Source List
News Editor/Anchor #R4986	11/7/2022	Internal Candidate	See Recruitment Source List
Web Content Editor #R4742	11/13/2022	Internal Candidate	See Recruitment Source List
Technology Solutions Engineer #R4985	12/21/2022	Employee Referral	See Recruitment Source List
Account Executive #R5222	2/13/2023	Employee Referral	See Recruitment Source List
Account Executive #R5311	2/22/2023	Employee Referral	See Recruitment Source List
Digital Media Strategist #R5273	3/1/2023	KTAR Web Site	See Recruitment Source List
General Sales Manager #R5283	3/26/2023	Internal Candidate	See Recruitment Source List
Account Manager #R5491	5/8/2023	Employee Referral	See Recruitment Source List
Reporter #R5394	5/10/2023	Internal Candidate	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
Arizona Broadcasters Association	1
Glassdoor	1
Indeed	13
Internal Candidate	16
KTAR Web Site	1
Market Referral	3
Referred by Employee	11
TV & Radio Jobs	2
Total:	48

Performance Initiatives Undertaken

During the reporting period, members of the Unit participated in a Leadership Development Track which included a 360-degree assessment, Franklin Covey micro courses, guest speakers on leadership and a mentorship program. The Leadership Development track runs approximately 12 months and allows individuals the opportunity to develop leadership skills.

Many of the Unit's employees participated in speaking engagements throughout the period. The Unit's APD/News Director spoke to ASU students in the Cesar Chavez Leadership Institute on "The Media and Society" (7/13/22). She also spoke to members of the Arizona Foundation for Women on public speaking and how it relates to radio journalism (5/18/23). One of our sports talk hosts spoke to a journalism class at Verrado High School (9/8/22) as well as speaking to a journalism class at Northwestern University (1/23/23). Topics included the Super Bowl and evolution of Phoenix as a sports market as well as speaking on journalism ethics and how the industry has changed and where it is going. Our Managing Editor spoke at the State of Arizona Leaders Connect (7/14/22). The event was put on by the Governor's Office for state agencies to get greater insight on working with the media. One of KTAR's reporters spoke to incoming freshmen at Arizona State University's Cronkite School about her experience at the school and getting a journalism job after college (1/10/23). Bonneville International Corporation's President and SVP of HR participated in a DEI forum hosted by the National Association of Broadcasters Leadership Foundation (11/15/22).

The Unit provides an internship program for Spring, Summer and Fall semesters. The internship program gives college students the opportunity 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. The Unit had a total of seven interns from Arizona State University's Walter Cronkite School of Journalism and Mass Communication during the reporting period.

The Unit welcomed a group of 10 Edward R. Murrow journalists from Africa to tour the facility and participate in a question-and-answer session with the Assistant Program Director/News Director and the Director of Digital Content (5/3/23). The journalists were participants in the organization Global Ties Arizona.

During the reporting period, the Unit participated in one job fair and four internship fairs. The HR Business Partner attended the Lee Hecht Harrison Virtual Career Fair on 5/26/22. The four internship fairs were held virtually through ASU's Walter Cronkite School of Journalism and Mass Communication. These took place on September 28, 2022, October 14, 2022, March 2, 2023, and March 16, 2023. Our Managing Editor, Assistant Program Director of Talk and the Lead Sports Web Content Editor participated in the internship fairs.

The Unit meets with community leaders to ascertain their needs and to develop relationships to enhance station content and attract diverse candidates. The SVP/Market Manager, the Director of Community and Promotions, and the Assistant Program Director/News Director met with Glendale, Arizona Mayor, Jerry Weirs (6/30/22), Monica Villalobos from the Hispanic Chamber of Commerce (8/17/22), Kimber Lanning from Local First (11/10/22), Lisa Glow from CASS (2/14/23) and Mesa, Arizona Mayor, Jonathan Giles (5/22/23).

During the reporting period, The Unit provided training opportunities for its management team and its employees. The Unit's managers participated in monthly Manager Meet-Ups covering such topics as pay transparency, merit, wage & hour, employee leave under the employment law umbrella (2/8/23, 2/9/23, 4/26/23, 4/27/23, 5/18/23 and 5/19/23). Employees were invited to participate in on-going sessions titled "Own Your Own Development". Topics covered have included goal setting, making the most of your performance reviews, Crucial Conversations, and emergency preparedness. These sessions were hosted on (1/12/23, 2/16/23, 3/9/23, 4/13/23 and 5/11/23). The Unit's HR Business Partner participated in two webinars hosted by the Society for Human Resource Managers. The first was called "How the Current State of HR Leadership Affects Your Career Path" (5/8/2023) and the second was "Simply Stated: Successful Strategies for Benefits Education" (5/16/23). In addition, employees of the Unit are given Franklin Covey All Access Passes to aid in personal development. New Hires also participated in sexual harassment and discrimination training as well as Franklin Covey's Unconscious Bias program.

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