



Federal Communications Commission  
Washington, D.C. 20554

KTAR(AM) PHOENIX, AZ 52515  
BONNEVILLE INTERNATIONAL CORPORATION  
55 NORTH 300 WEST  
2<sup>ND</sup> FLOOR  
SALT LAKE CITY, UT 84101

February 24, 2016

Dear Licensee:

1. In accordance with 47 C.F.R. § 73.2080(f)(4) of the Commission's rules, the station employment unit (the "Unit") that includes your above-referenced station (the "Station") has been randomly selected for an audit of its Equal Employment Opportunity ("EEO") program. A copy of Section 73.2080 of the Commission's rules is enclosed for your reference.

2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required to provide only a list of the Unit's full-time employees, identified only by job title (no names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.

3. **Audit Data Requested.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), provide the following information, including an explanation regarding any requested information that you are unable to provide:

(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6).

(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of



(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

#### **4. Time Brokerage.**

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* Section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to your full-time employees at the station(s) you broker. *See* Section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.



47 C.F.R. § 73.2080

CODE OF FEDERAL REGULATIONS  
TITLE 47—TELECOMMUNICATION  
CHAPTER I—FEDERAL  
COMMUNICATIONS COMMISSION  
SUBCHAPTER C—BROADCAST RADIO  
SERVICES  
PART 73—RADIO BROADCAST SERVICES  
SUBPART H—RULES APPLICABLE TO ALL  
BROADCAST STATIONS

§ 73.2080 Equal employment opportunities (EEO).

(a) General EEO policy. Equal opportunity in employment shall be afforded by all licensees or permittees of commercially or noncommercially operated AM, FM, TV, Class A TV or international broadcast stations (as defined in this part) to all qualified persons, and no person shall be discriminated against in employment by such stations because of race, color, religion, national origin, or sex. Religious radio broadcasters may establish religious belief or affiliation as a job qualification for all station employees. However, they cannot discriminate on the basis of race, color, national origin or gender from among those who share their religious affiliation or belief. For purposes of this rule, a religious broadcaster is a licensee which is, or is closely affiliated with, a church, synagogue, or other religious entity, including a subsidiary of such an entity.

(b) General EEO program requirements. Each broadcast station shall establish, maintain, and carry out a positive continuing program of specific practices designed to ensure equal opportunity and nondiscrimination in every aspect of station employment policy and practice. Under the terms of its program, a station shall:

(1) Define the responsibility of each level of management to ensure vigorous enforcement of its policy of equal opportunity, and establish a procedure to review and control managerial and

supervisory performance;

(2) Inform its employees and recognized employee organizations of the equal employment opportunity policy and program and enlist their cooperation;

(3) Communicate its equal employment opportunity policy and program and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin, or sex, and solicit their recruitment assistance on a continuing basis;

(4) Conduct a continuing program to exclude all unlawful forms of prejudice or discrimination based upon race, color, religion, national origin, or sex from its personnel policies and practices and working conditions; and

(5) Conduct a continuing review of job structure and employment practices and adopt positive recruitment, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility.

(c) Specific EEO program requirements. Under the terms of its program, a station employment unit must:

(1) Recruit for every full-time job vacancy in its operation. A job filled by an internal promotion is not considered a vacancy for which recruitment is necessary. Religious radio broadcasters who establish religious affiliation as a qualification for a job position are not required to comply with these recruitment requirements with respect to that job position or positions, but will be expected to make reasonable, good faith efforts to recruit applicants who are qualified based on their religious affiliation. Nothing in this section shall be interpreted to require a broadcaster to grant preferential treatment to any individual or group based on race, color, national origin, religion, or gender.

(i) A station employment unit shall use recruitment sources for each vacancy sufficient in its



## 47 C.F.R. § 73.2080

## (4) Periodically analyze measures taken to:

(i) Disseminate the station's equal employment opportunity program to job applicants and employees;

(ii) Review seniority practices to ensure that such practices are nondiscriminatory;

(iii) Examine rates of pay and fringe benefits for employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination;

(iv) Utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion or sex over another;

(v) Ensure that promotions to positions of greater responsibility are made in a nondiscriminatory manner;

(vi) Where union agreements exist, cooperate with the union or unions in the development of programs to ensure all persons of equal opportunity for employment, irrespective of race, national origin, color, religion, or sex, and include an effective nondiscrimination clause in new or renegotiated union agreements; and

(vii) Avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.

(5) Retain records to document that it has satisfied the requirements of paragraphs (c)(1) and (2) of this section. Such records, which may be maintained in an electronic format, shall be retained until after grant of the renewal application for the term during which the vacancy was filled or the initiative occurred. Such records need not be submitted to the FCC unless specifically requested. The following records shall be maintained:

(i) Listings of all full-time job vacancies filled by the station employment unit, identified by job title;

(ii) For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be

separately identified), identified by name, address, contact person and telephone number;

(iii) Dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing vacancies;

(iv) Documentation necessary to demonstrate performance of the initiatives required by paragraph (c)(2) of this section, including sufficient information to fully disclose the nature of the initiative and the scope of the station's participation, including the station personnel involved;

(v) The total number of interviewees for each vacancy and the referral source for each interviewee; and

(vi) The date each vacancy was filled and the recruitment source that referred the hiree.

(6) Annually, on the anniversary of the date a station is due to file its renewal application, the station shall place in its public file, maintained pursuant to § 73.3526 or § 73.3527, and on its web site, if it has one, an EEO public file report containing the following information (although if any broadcast licensee acquires a station pursuant to FCC Form 314 or FCC Form 315 during the twelve months covered by the EEO public file report, its EEO public file report shall cover the period starting with the date it acquired the station):

(i) A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title;

(ii) For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be separately identified), identified by name, address, contact person and telephone number;

(iii) The recruitment source that referred the hiree for each full-time vacancy during the preceding year;

(iv) Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in



(5) The public may file complaints throughout the license term based on a station's Form 397 or the contents of a station's public file. Provisions concerning filing, withdrawing, or non-filing of informal objections or petitions to deny license renewal, assignment, or transfer applications are delineated in §§ 73.3584 and 73.3587-3589 of the Commission's rules.

(g) Sanctions and Remedies. The Commission may issue appropriate sanctions and remedies for any violation of this rule.

## 47 C.F.R. § 73.3526

**CODE OF FEDERAL REGULATIONS  
TITLE 47--TELECOMMUNICATION  
CHAPTER I--FEDERAL  
COMMUNICATIONS COMMISSION  
SUBCHAPTER C--BROADCAST RADIO  
SERVICES  
PART 73--RADIO BROADCAST  
SERVICES  
SUBPART H--RULES APPLICABLE TO  
ALL BROADCAST STATIONS**

§ 73.3526 Local public inspection file of commercial stations.

(e)(10) Material relating to FCC investigation or complaint. Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.

## 47 C.F.R. § 73.3527

**CODE OF FEDERAL REGULATIONS  
TITLE 47--TELECOMMUNICATION  
CHAPTER I--FEDERAL  
COMMUNICATIONS COMMISSION  
SUBCHAPTER C--BROADCAST RADIO  
SERVICES  
PART 73--RADIO BROADCAST  
SERVICES  
SUBPART H--RULES APPLICABLE TO  
ALL BROADCAST STATIONS**

§ 73.3527 Local public inspection file of noncommercial educational stations

(e)(11) *Material relating to FCC investigation or complaint.* Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.





BONNEVILLE  
INTERNATIONAL

MICHAEL L. DOWDLE

STAMP AND RETURN

April 1, 2016

RECEIVED - FCC

APR - 4 2016

Federal Communications Commission  
Bureau / Office

EEO Staff  
Policy Division, Media Bureau  
Federal Communications Commission  
445 12th Street, S.W.  
Washington, D.C. 20554

Dear EEO Staff:

This letter responds to an EEO Audit Letter, dated February 24, 2016, from the FCC's Media Bureau to Bonneville International Corporation ("Licensee"), the licensee of KTAR(AM), Phoenix, Arizona (FIN 52515). The following response is submitted on behalf of the employment unit consisting of KTAR(AM) as well as KMVP-FM, Phoenix, Arizona (FIN 52514), KTAR-FM, Glendale, Arizona (FIN 65479), and KMVP(AM), Phoenix, Arizona (FIN 1326) (the "Unit" or "Station"). Please note that the responses set forth below are associated with the specific questions raised in the EEO Audit Letter.

**3. Audit Data Requested.**

- (a) *Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6).*

Copies of the Unit's two most recent EEO public file reports for the period covering May 25, 2013 to May 24, 2014 and May 25, 2014 to May 24, 2015



The stations below have websites and the web addresses are as follows:

KMVP-FM - [www.arizonasports.com](http://www.arizonasports.com)

KTAR-FM - [www.ktar.com](http://www.ktar.com)

The current EEO public file report is posted on the above referenced websites.

The date of each full-time hire during the Audit Period is provided in the Unit's EEO public file reports for the Audit Period (see Exhibit 1 and Exhibit 2).

- (b) *For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).*

Attached as Exhibit 3 are copies of the notices used by the Unit to announce the vacancies for the full-time positions filled at the Station during the Audit Period. These notices were sent to the list of recruitment sources listed in the EEO public file reports for the Audit Period. Each of these recruitment sources have requested to be notified of full-time job openings. The Unit retains copies of the notices sent to the recruitment sources for every full-time vacancy. The Unit did not air any vacancy specific notices on air. The Unit did air a general announcement to inform organizations that they can request to be notified of full-time vacancies available at the Stations. Exhibit 4 contains the text of the general announcement and sample log sheets of when these general announcements were aired on the Stations during the Audit Period. The Unit retains copies of the log sheets for each time the general announcement aired.

- (c) *In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time*



***Unit vacancies filled during the period covered by the above-noted EEO public file reports.***

Excerpts from the EEO public file reports for the Audit Period, consisting of the list of full-time vacancies filled during the Audit Period with handwritten vacancy codes that correspond to each full-time vacancy are provided in Exhibit 5 along with documentation (in order of the vacancy codes) with the total number of interviewees for each vacancy for the Audit Period, the referral sources for the interviewees, and the list of referral sources.

- (d) ***Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.***

The Unit engaged in a number of recruitment initiatives during the Audit Period.

The Unit maintains an internship program for college students to acquire skills needed for employment in the broadcast industry. Internships are available in a number of departments (e.g., news, editing, sales and marketing, programming). Interns receive academic credit for semester-long internships. The Unit had a total of 73 interns during the Audit Period. A sample Internship Agreement that is signed by interns is provided in Exhibit 6.

The Unit educated community groups and students about the broadcasting industry as well as employment opportunities in the industry by participation in a number of job fairs, and through various speaking engagements and guided tours. As summarized in the EEO public file reports for the Audit Period, the Unit's participation in job fairs during the Audit Period included the following: the DeVry University's Part-Time Job Fair (on July 17, 2013), the Arizona State University ('ASU') Student Job Fair – Downtown Phoenix Campus (on August 21, 2013), the ASU Sports Business Association Internship and Career Fairs (on September 5, 2013, September 9, 2014, and March 24, 2015), the City of Phoenix Diversity Employment Day Career Fairs (on September 26, 2013, April 17, 2014,



October 15, 2014, and April 16, 2015), the ASU School of Journalism Spring Internship Fair (on Marcy 7, 2014), the ASU Walter Cronkite School of Journalism and Mass Communications Internship Interview Day (on March 28, 2014 and October 17, 2014), the Arizona Broadcasters Association Career Fair (on April 3, 2014 and May 13, 2015), the Sandy Chamber Job Fair (on June 23, 2014), the Deseret Management Corporation's Career Fair (on October 30, 2014), and Grand Canyon University's Career Services Job/Internship Fair (on March 5, 2015). Documentation of the Unit's participation in these job fairs are included in Exhibit 7.

In addition, the Unit's personnel spoke about career opportunities in the broadcast industry to a number of educational institutions and organizations, participated in a mentorship program, and provided numerous guided tours to various groups (see Exhibit 1 and Exhibit 2).

The Unit currently has a total of 98 full-time employees. The population of the market in which the Unit operates is greater than 250,000.<sup>1</sup> As such, the Unit is required to perform four initiatives within a two-year period pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

- (e) ***Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.***

There have been no complaints alleging unlawful discrimination in the employment practices of the Unit during the current license term.

- (f) ***In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe***

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<sup>1</sup> The Stations are located in the Phoenix, Arizona market. According to the 2010 U.S. Census, Phoenix has a population of 1,445,632 people.



***date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.***

As an initial matter, the Unit provides equal employment opportunities to all qualified individuals without regard to race, color, religion, national origin, marital status, sex, age, or disability in all personnel actions, including recruitment, evaluation, selection, compensation, training, promotion, and termination. The Unit complies with applicable federal, state, and local laws concerning employment matters.

The Market Manager for the Stations oversees all employees of the Unit. The Market Manager together with the Human Resources Director of the Unit are responsible for implementation of the Unit's EEO policies. All questions regarding EEO are directed to the Human Resources Director for review, clarification, and/or escalation to management. The Market Manager and Human Resources Director, as well as department managers on an as needed basis, are involved in all aspects of hiring, terminating, and any disciplinary actions needed to ensure EEO compliance.

The Unit informs employees and job applicants of its EEO policies and program in various ways. An email notification of the Unit's EEO policies and program is provided to all employees annually. The Unit also provides diversity training during department head meetings, encourages management to bring minority and/or female organizations to the attention of the HR director for inclusion in the Unit's recruitment efforts, and provides sexual harassment training bi-annually. The Unit also reviews its EEO policies and program with all new hires and conducts sexual harassment training for all new hires. In addition, each job notice informs potential applicants that the Unit is an equal employment opportunity employer and the Unit's EEO policy is included in the Unit's application for employment.

- (g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.***

The Unit reviews its EEO recruitment program annually for effectiveness. As noted above, the Unit encourages management to identify organizations to add to the Unit's list of recruitment sources. The Unit also proactively contacts its recruitment sources annually to keep contact information updated and to confirm



the Unit airs announcements on the Stations inviting interested organizations to contact the Stations if they would like to be notified of future job openings.

- (h) ***In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.***

The Unit undertakes every effort to ensure that the Unit's pay, benefits, seniority practices, promotions, and selection techniques and tests provide equal employment opportunities. The Unit's employees are reviewed annually by the management. With respect to matters related to pay, the Unit endeavors to ensure that the compensation for each position is comparable to other employees with similar job descriptions and to other similar jobs in the local marketplace. With regard to benefits, all full-time employees are entitled to the same benefit package, including a medical package that covers employees and their families, a profit-sharing plan, and 401(k) retirement savings account.

With respect to promotions, the Unit encourages employees to apply for available positions within the company. When there is an opportunity to promote from within, the Unit looks at the employee's qualifications, seniority, experience, attitude, leadership skills and overall approach to their work.

The Unit does not have a union agreement.

- (i) ***If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives***

The Unit is not a religious broadcaster.



**4. Time Brokerage.**

- (a) ***Licensee of brokered station(s).*** *If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.*

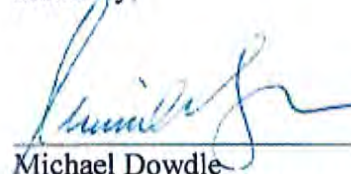
The Licensee has a local marketing agreement with Henri-Delta Company LLC ("Broker") for KMVP(AM), Phoenix, Arizona (FIN 1326). The Licensee provided a copy of the FCC's EEO Audit Letter to the Broker.

- (b) ***Broker receiving audit letter from brokered station licensee.*** *If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. See Section 73.2080(f)(3).*

The Unit does not broker any broadcast stations.

Please contact the undersigned if you have any questions.

Sincerely,



Michael Dowdle  
Vice President and General Counsel  
Bonneville International Corporation

Attachments



## EEO Public File Report

### Employment Unit Covered:

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

### REPORTING PERIOD:

05/25/2013 – 05/24/2014

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

Job Title	Date Filled	Hire Source	Recruitment Source
Bonneville Phoenix Production Assistant #8066	29-Aug-2013	KTAR Web Site	See Recruitment Source List for Entries on or before 26-Jul-2013 for the following media:
Bonneville Phoenix IT Help Desk Technician (8081)	19-Feb-2014	Employee Referral	See Recruitment Source List for Entries on or before 13-Jan-2014 for the following media:
Bonneville Phoenix Account Manager #8061	26-Jun-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	25-Jun-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	22-Jul-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	15-Jul-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	23-Jul-2013	Market Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	15-Aug-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	29-Aug-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Cluster Account Manager (#8072)	23-Sep-2013	Market Referral	See Recruitment Source List for Entries on or before 03-Sep-2013 for the following media:
Bonneville Cluster Account Manager (#8072)	13-Nov-2013	Employee Referral	See Recruitment Source List for Entries on or before 03-Sep-2013 for the following media:



Bonneville Phoenix Associate Account Manager (8082)	27-Jan-2014	Employee Referral	See Recruitment Source List for Entries on or before 23-Jan-2014 for the following media:
Arizona Sports Traffic Manager	26-Mar-2014	KTAR Web Site	See Recruitment Source List for Entries on or before 18-Mar-2014 for the following media:
Bonneville Phoenix Accounting Assistant (8087)	06-Mar-2014	Employee Referral	See Recruitment Source List for Entries on or before 18-Feb-2014 for the following media:
Bonneville Phoenix General Sales Manager	20-Mar-2014	Employee Referral	See Recruitment Source List for Entries on or before 27-Feb-2014 for the following media:
Bonneville Phoenix IT Help Desk Technician (8081)	15-Apr-2014	Employee Referral	See Recruitment Source List for Entries on or before 13-Jan-2014 for the following media:

## Total Number of Interviewees For All Full-Time Vacancies Filled

### During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Careerbuilder	2
Employee Referral	21
Job Service of Arizona	1
KTAR Web Site	9
Market Referral	3
<b>Total:</b>	<b>36</b>

## Performance Initiatives Undertaken

The Unit implemented an Associate Sales Program during the reporting period, three employees participated. This program is an apprentice program designed to train and mentor entry level sales associates in the skills of airtime sales. Following the associate sales period, two employees moved into a regular Account Manager position.

The Unit's personnel continue to speak to students about career opportunities in the broadcast industry. Our News Director, Sports Executive Producer and Digital Content Manager spoke to broadcast students



at Northern Arizona University in Flagstaff on April 15, 2014; an On-Air Talk Host spoke to students in the Peoria Schools Broadcast Network at Liberty High School in Peoria on May 7, 2014; an On-Air Talk Host spoke to students in a music business class at Phoenix College in Phoenix on April 23, 2014; the News Director spoke to students in an advanced radio reporting class at ASU's Walter Cronkite School of Journalism and Mass Communications at the downtown Phoenix campus on April 29, 2014; an Account Manager spoke to students at the Kappa Kappa Gamma Career Convention at ASU on January 27, 2014; a Sports On-Air Host spoke to students in a Strategic Sports Communications class at the ASU Cronkite school on September 5, 2013; a Reporter spoke with students in a broadcasting class at Arizona Christian University on September 9, 2013; a Sports Anchor spoke to students of the ASU WP Carey School of Business Program on March 28, 2014; a Reporter spoke with students at the 8<sup>th</sup> Grade Career Day at Scottsdale Christian Academy on April 11, 2014 and a Sports On-Air Host spoke with 4<sup>th</sup> through 6<sup>th</sup> grade students at Whispering Wind Academy in Phoenix on April 16, 2014.

In addition, the Unit also participated in numerous job fairs including: DeVry University's Part-Time Job Fair (on July 17, 2013), Arizona State University's Student Job Fair – Downtown Phoenix Campus (on August 21, 2013), the ASU Sports Business Association Internship Fair (on September 5, 2013), two City of Phoenix Diversity Employment Day Career Fairs (on September 26, 2013 and April 17, 2014), The University of Arizona's School of Journalism Spring Internship Fair (on March 7, 2014), The ASU Walter Cronkite School of Journalism and Mass Communications Internship Interview Day (on March 28, 2014), and the Arizona Broadcaster's Association Career Fair (on April 3, 2014).

The Unit provided guided tours to the Sun City West Broadcast Club, The Terrica Foundation of Senior Living in Phoenix, Cub Scout Pack #194 from Surprise, Cub Scout Pack #242 from Surprise, students from the Andy Harvey Native American High School Broadcast Workshop, Cub Scout Pack #6 from Phoenix, an individual from Phoenix and students from Las Sendas Elementary School's Broadcast Club in Mesa.

During the reporting period, one student participated in the Unit's job shadow program; the student from Arcadia High School in the Media Communications Program (April 17, 2014) observed the process of editing sound as well as show planning from a producer.

The Unit regularly maintains an internship program for college students to gain the necessary skills to acquire employment in the broadcast industry. The Unit offers multiple internships in the following departments (news, sports programming, audio production, video production, web, sales and marketing). Interns receive academic credit for semester-long internships. During the reporting period, the Unit had a total of 35 interns from five different colleges or universities (31 from Arizona State University, 1 from Waynesburg University, 1 from Columbia College Chicago, 1 from West Texas A&M and 1 from Northern Arizona University).



## Recruitment Source List

The following sources have requested notification of job openings.

Start Date	Media Type	Recruitment Source
17-May-2006	Radio	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	Radio	Area Agency on Aging Contact: Laraine Stewart Address: 1366 E. Thomas Rd., #108, Phoenix, AZ 85014 Phone: 602-241-6179
17-May-2006	Radio	Arizona Broadcasters Association Contact: Jennifer Latko Address: 426 N. 44th St., Ste. 310, Phoenix, AZ 85008 Phone: 602-252-4833
17-May-2006	Radio	Arizona OIC Contact: Betty Lou Long Address: 39 East Jackson Street, Phoenix, AZ 85004 Phone: 602-254-5081
17-May-2006	Radio	ASU Career Services Contact: Job Services Address: PO Box 871312, Tempe, AZ 85287 Phone: 480-968-2355
17-May-2006	Radio	AZ Bridge to Independent Lear Contact: Larry Wanger Address: 5025 E. Washington St., Phoenix, AZ 85034 Phone: 602-443-0710
01-Dec-2004	Radio	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	Radio	AZ Women Ed. & Employment Contact: Sufina Ricardes Lazo Address: 914 W. Hatcher Rd., Phoenix, AZ 85021 Phone: 602-371-1216



18-Feb-2014	Radio	<p>Careerbuilder  Contact: Brian Lahey  Address:  Phone: 602-325-6013</p>
01-Dec-2004	Radio	<p>Chicanos Por La Causa  Contact: Maria Dominguez  Address: 1112 E. Buckeye Rd., Phoenix, AZ 85034  Phone: 602-257-0700</p>
01-Dec-2004	Radio	<p>DES Job Services  Contact: Steve Berroth  Address: 4635 S. Central Ave., Phoenix, AZ 85040  Phone: 602-771-0630</p>
01-Dec-2004	Radio	<p>DeVry Institute  Contact: Ryan K. Jefferson  Address: 2149 W. Dunlap Ave., Phoenix, AZ 85012  Phone: 602-870-9222</p>
17-May-2006	Radio	<p>Fresh Start Women's Foundation  Contact: Jamie Starner  Address: 1130 E. McDowell Rd., Phoenix, AZ 85006  Phone: 602-261-7161</p>
28-Apr-2005	Radio	<p>Friendly House  Contact: Triny Nunez  Address: 802 S. 1st Ave., Phoenix, AZ 85030  Phone: 602-615-6413</p>
01-Dec-2004	Radio	<p>Gateway Community College  Contact: Jan Davie  Address: 108 N. 40th Street, Phoenix, AZ 85034  Phone: 602-286-8500</p>
01-May-2005	Radio	<p>Glendale Community College  Contact: Scott Schulz  Address: 6000 W Olive Ave., Glendale, AZ 85302  Phone: 623-845-3138</p>
01-Dec-2004	Radio	<p>Governor's Office of Equal Opp  Contact: Patricia Campbell  Address: 1700 W Washington, Phoenix, AZ 85007  Phone: 602-542-4383</p>



17-May-2006	Radio	<p>Greater Phoenix Black Chamber</p> <p>Contact: Channel</p> <p>Address: 201 E. Washington Ave., Phoenix, AZ 85004-2314</p> <p>Phone: 602-307-5204</p>
01-Dec-2004	Radio	<p>Greater Phoenix Urban League</p> <p>Contact: Mel Hannah</p> <p>Address: 1402 S. 7th Avenue, Phoenix, AZ 85007</p> <p>Phone: 602-254-5611</p>
22-Apr-2005	Radio	<p>ITT Technical Institute</p> <p>Contact: Jena Matthews</p> <p>Address: 5005 S. Wendler Dr., Tempe, AZ 85282</p> <p>Phone: 602-437-7511</p>
11-Mar-2005	Radio	<p>Job Service of Arizona</p> <p>Contact: Maria Velasquez</p> <p>Address: 4635 S. Central Ave., Phoenix, AZ 85040</p> <p>Phone: 602-771-0624</p>
01-Dec-2004	Radio	<p>KPKX (formerly KKLT) Web Site</p> <p>Contact: Connie Drushel</p> <p>Address: 7740 N 16th Street, Suite 200, Phoenix, AZ 85020</p> <p>Phone: 602-274-6200</p>
01-Dec-2004	Radio	<p>KTAR Web Site</p> <p>Contact: Connie Drushel</p> <p>Address: 7740 N. 16th Street, #200, Phoenix, AZ 85020</p> <p>Phone: 602-274-6200</p>
11-May-2012	Radio	<p>LDS Church</p> <p>Contact: Chuck Buckhannon</p> <p>Address:</p> <p>Phone:</p>
22-Apr-2005	Radio	<p>Maricopa County Community College District</p> <p>Contact:</p> <p>Address: 2411 W. 14th St., Tempe, AZ 85251</p> <p>Phone: 480-731-8526</p>
31-Dec-1969	Radio	<p>Maricopa County Workforce Conn</p> <p>Contact: Randee Reider</p> <p>Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004</p> <p>Phone: 602-372-4884</p>



22-Apr-2005	Radio	<p>Maricopa Skill Center  Contact: Daniel Adonis  Address: 1245 E. Buckeye Rd., Phoenix, AZ 85034  Phone: 602-238-4316</p>
01-Dec-2004	Radio	<p>NAACP  Contact: Reverend Oscar Tillman  Address: 1818 S. 16th Street, Phoenix, AZ 85034  Phone: 602-252-4064</p>
01-Dec-2004	Radio	<p>NACI  Contact:  Address: 4520 N Central Ave, Suite 600, Phoenix, AZ 85012  Phone: 602-254-3247</p>
17-May-2006	Radio	<p>NASBA  Contact: Michelle Vetterkind  Address:  Phone:</p>
12-Apr-2013	Radio	<p>Northern Arizona University  Contact: MaryLee Brewer  Address: 1100 E. Sheldon Street., #129, Prescott, AZ 86301-3220  Phone: 928-523-3922</p>
22-Apr-2005	Radio	<p>Paradise Valley Comm. College  Contact: Career Services  Address: 18401 N. 32nd St., Phoenix, AZ 85032  Phone: 602-787-7073</p>
01-Dec-2004	Radio	<p>Phoenix College  Contact: Patricia Morales-Olague  Address: 1202 W. Thomas Rd., Phoenix, AZ 85013  Phone:</p>
01-Dec-2004	Radio	<p>Phoenix Indian Center  Contact: Karen Thorne  Address: 4520 N. Central Ave., Suite 25, Phoenix, AZ 85012  Phone: 602-264-7086</p>
01-Dec-2004	Radio	<p>Phoenix Job Corps  Contact: Che' Collins  Address: 518 S. 3rd St., Phoenix, AZ 85014  Phone: 602-322-2823</p>



25-May-2013	Radio	<p>Phoenix Workforce Connection  Contact: Kathy Miller  Address: 4732 S Central Ave., Phoenix, AZ 85040  Phone: 602-534-5904</p>
22-Apr-2005	Radio	<p>Scottsdale Community College  Contact: Christopher Fonda  Address: 9000 E. Chaparral Rd. – SC 123, Scottsdale, AZ 85256  Phone: 480-423-6523</p>
15-Mar-2012	Radio	<p>The Art Institute of Phoenix  Contact: Danielle Goggnas  Address: 2233 W Dunlap Ave., Phoenix, AZ 85021  Phone: 602-331-7515</p>
19-Apr-2006	Radio	<p>TV and Radio Jobs  Contact: Michael Madden  Address: 227034 Helmond Dr., Calabasas, CA 91301  Phone: 818-879-0858</p>
12-Apr-2013	Radio	<p>University of Arizona (Career Services)  Contact: Career Services  Address: 1303 E. University Blvd., #411, Tucson, AZ 85721  Phone: 520-621-2588</p>
01-Dec-2004	Radio	<p>Women in Communication  Contact: Kim Huenecke  Address: 18845 N. 42nd Place, Phoenix, AZ 85050-3357  Phone: 480-922-0707</p>
22-Nov-2005	Radio	<p>Work In Sports (Sports Jobs Only)  Contact: Robert Oakley  Address: 7335 E. Acoma Dr., Ste. 200, Scottsdale, AZ 85260  Phone: 480-905-7231</p>



## EEO Public File Report

Employment Unit Covered:

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

### REPORTING PERIOD:

05/25/2014 – 05/24/2015

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

Job Title	Date Filled	Hire Source	Recruitment Source	Advertising Area
Digital Integration Specialist	31-Jul-2014	Employee Referral	See Recruitment Source List for Entries on or before 13-Jul-2014 for the following media:	Radio
Bonneville Phoenix Cluster Account Manager Entry Level	13-Jun-2014	KTAR Web Site	See Recruitment Source List for Entries on or before 06-Jun-2014 for the following media:	Radio
Arizona Sports Social Media Producer	08-Jan-2015	Employee Referral	See Recruitment Source List for Entries on or before 25-Nov-2014 for the following media:	Radio
Bonneville Phoenix Graphic Designer	11-Feb-2015	Job Inventory	See Recruitment Source List for Entries on or before 23-Jan-2015 for the following media:	Radio
KTAR News Reporter	08-Mar-2015	KTAR Web Site	See Recruitment Source List for Entries on or before 02-Feb-2015 for the following media:	Radio
Bonneville Phoenix Cluster Account Manager	08-Dec-2014	Employee Referral	See Recruitment Source List for Entries on or before 05-Sep-2014 for the following media:	Radio
Bonneville PHX Account Manager Entry Level	24-Nov-2014	Employee Referral	See Recruitment Source List for Entries on or before 05-Sep-2014 for the following media:	Radio
Bonneville Phoenix Account Service Coordinator	22-Jan-2015	Phoenix Workforce Connection	See Recruitment Source List for Entries on or before 30-Oct-2014 for the following media:	Radio



Bonneville Phoenix Account Service Coordinator	18- Nov- 2014	Market Referral	See Recruitment Source List for Entries on or before 30-Oct- 2014 for the following media:	Radio
Bonneville Phoenix Account Service Coordinator	09- Dec- 2014	LinkedIn	See Recruitment Source List for Entries on or before 30-Oct- 2014 for the following media:	Radio
Arizona Sports Account Manager	08- May- 2015	Employee Referral	See Recruitment Source List for Entries on or before 18-Mar- 2015 for the following media:	Radio
Arizona Sports Account Manager	31- Mar- 2015	Employee Referral	See Recruitment Source List for Entries on or before 18-Dec- 2014 for the following media:	Radio
Arizona Sports Account Manager	27- Mar- 2015	Market Referral	See Recruitment Source List for Entries on or before 18-Mar- 2015 for the following media:	Radio

## Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Arizona Broadcasters Association	1
Careerbuilder	2
Employee Referral	15
Job Inventory	3
KTAR Web Site	8
LDS Church	1
LinkedIn	4
Market Referral	3
Phoenix Workforce Connection	1
Walk In	1
<b>Total:</b>	<b>39</b>

## Performance Initiatives Undertaken

The Unit maintains an internship program throughout all 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 internships in multiple departments. During the reporting period, the Unit had a total of 38 interns from three different universities (34 from Arizona State University, 3 from the University of Arizona and 1 from Grand Canyon University).

During the reporting period, the Unit also participated in numerous job fairs including: the Sandy Chamber Job Fair (June 23, 2014), 2 ASU Sports Business Association's Career Fairs (September 9, 2014 and March 24, 2015), 2 City of Phoenix Diversity Employment Day Career Fairs (October 15, 2014 and April 16, 2015), the ASU Walter Cronkite School of Journalism and Mass Communications Internship Day (October 17, 2014), Deseret Management Corporation's Career Fair (October 30, 2014), Grand Canyon University's Career Services Job/Internship Fair (March 5, 2015), and the Arizona Broadcaster's Association Career Fair (May 13, 2015).

During the reporting period, two part-time employees from our Promotions Department took part in a Job Shadow Program where they were invited to follow members of the Sales Department for a day to learn what that position entailed. They were able to gain insightful knowledge of an Account Manager's position.

In addition, our Digital Content Manager participated in a mentorship program in conjunction with the ASU Walter Cronkite School of Journalism and Mass Communications. He mentored a journalism student in sports writing throughout the school year.

The Unit provides guided tours to student and public groups. During this reporting period, the Unit gave tours to the following groups; the Peoria Student Broadcasting Network Summer Camp students from Liberty High School in Peoria (June 3, 2014), high school students participating in the Andy Harvey Native American High School Broadcast Workshop at NAU (June 19, 2014), Tiger Cub Scout Pack 918 from Phoenix (December 17, 2014), Girl Scout Troop 2692 from Phoenix (April 6, 2015), Tiger Cub Scout Pack 531 from Phoenix (April 13, 2015), Girl Scout Troop 2056 from Phoenix (April 21, 2015), and students from the San Marcos Elementary School News Club in Chandler (May 6, 2015).

Personnel from the Unit often speak to students about career opportunities in the broadcast industry. The Sales Manager spoke at the NAB Education Foundation Media Sales Institute Conference at ASU



(May 30 and June 6, 2014); two of our Sports Talk Hosts spoke with a group of high school students from across the nation who participated in the ASU Cronkite Sports Broadcast Camp (July 24, 2014); one of our Sports talk hosts spoke to middle school students who participated in the MVP Foundation's Lost Canyon Camp (March 2015); the Digital Integration Specialist spoke to student members of the ASU Sports Business Association during a digital analytics symposium (April 10, 2015); a Sports Talk Host spoke to students at Desert Mirage Elementary School (April 10, 2015); and our Production Director participated in the Abraham Lincoln Traditional School's 8<sup>th</sup> Grade mock interview day (April 30, 2015).

## Recruitment Source List

The following sources have requested notification of job openings.

Start Date	End Date	Media Type	Recruitment Source
17-May-2006		Radio	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		Radio	Area Agency on Aging Contact: Laraine Stewart Address: 1366 E. Thomas Rd., #108, Phoenix, AZ 85014 Phone: 602-241-6179
17-May-2006		Radio	Arizona Broadcasters Association Contact: Jennifer Latko Address: 426 N. 44th St., Ste. 310, Phoenix, AZ 85008 Phone: 602-252-4833
17-May-2006		Radio	Arizona OIC Contact: Betty Lou Long Address: 39 East Jackson Street, Phoenix, AZ 85004 Phone: 602-254-5081
17-May-2006		Radio	ASU Career Services Contact: Job Services Address: PO Box 871312, Tempe, AZ 85287 Phone: 480-968-2355
17-May-2006		Radio	AZ Bridge to Independent Lear Contact: Larry Wanger Address: 5025 E. Washington St., Phoenix, AZ 85034 Phone: 602-443-0710

01-Dec-2004	Radio	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	Radio	AZ Women Ed. & Employment Contact: Sufina Ricardes Lazo Address: 914 W. Hatcher Rd., Phoenix, AZ 85021 Phone: 602-371-1216
	Radio	Careerbuilder Contact: Brian Lahey Address: Phone: 602-325-6013
01-Dec-2004	Radio	Chicanos Por La Causa Contact: Maria Dominguez Address: 1112 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-257-0700
01-Dec-2004	Radio	DES Job Services Contact: Steve Berroth Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0630
01-Dec-2004	Radio	DeVry Institute Contact: Ryan K. Jefferson Address: 2149 W. Dunlap Ave., Phoenix, AZ 85012 Phone: 602-870-9222
		Eluta Contact: Address: Phone:
12-May-2014		Employee Referral Contact: Address: Phone:
17-May-2006	Radio	Fresh Start Women's Foundation Contact: Jamie Starner Address: 1130 E. McDowell Rd., Phoenix, AZ 85006 Phone: 602-261-7161
28-Apr-2005	Radio	Friendly House Contact: Triny Nunez



		Address: 802 S. 1st Ave., Phoenix, AZ 85030 Phone: 602-615-6413
01-Dec-2004	Radio	Gateway Community College Contact: Jan Davie Address: 108 N. 40th Street, Phoenix, AZ 85034 Phone: 602-286-8500
		Glassdoor Contact: Address: Phone:
01-May-2005	Radio	Glendale Community College Contact: Scott Schulz Address: 6000 W Olive Ave., Glendale, AZ 85302 Phone: 623-845-3138
01-Dec-2004	Radio	Governor's Office of Equal Opp Contact: Patricia Campbell Address: 1700 W Washington, Phoenix, AZ 85007 Phone: 602-542-4383
17-May-2006	Radio	Greater Phoenix Black Chamber Contact: Channel Address: 201 E. Washington Ave., Phoenix, AZ 85004-23 Phone: 602-307-5204
01-Dec-2004	Radio	Greater Phoenix Urban League Contact: Mel Hannah Address: 1402 S. 7th Avenue, Phoenix, AZ 85007 Phone: 602-254-5611
22-Apr-2005	Radio	ITT Technical Institute Contact: Jena Matthews Address: 5005 S. Wendler Dr., Tempe, AZ 85282 Phone: 602-437-7511
		Job Inventory Contact: Address: Phone:
11-Mar-2005	Radio	Job Service of Arizona Contact: Maria Velasquez Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0624

		Jooble Contact: Address: Phone:
01-Dec-2004	Radio	KPKX (formerly KKLTV) Web Site Contact: Connie Drushel Address: 7740 N 16th Street, Suite 200, Phoenix, AZ 85016 Phone: 602-274-6200
01-Dec-2004	Radio	KTAR Web Site Contact: Connie Drushel Address: 7740 N. 16th Street, #200, Phoenix, AZ 85020 Phone: 602-274-6200
11-May-2012	Radio	LDS Church Contact: Chuck Buckhannon Address: Phone:
		LinkedIn Contact: Address: Phone:
22-Apr-2005	Radio	Maricopa County Community College District Contact: Address: 2411 W. 14th St., Tempe, AZ 85281 Phone: 480-731-8526
31-Dec-1969	Radio	Maricopa County Workforce Center Contact: Randee Reider Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004 Phone: 602-372-4884
22-Apr-2005	Radio	Maricopa Skill Center Contact: Daniel Adonis Address: 1245 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-238-4316
		Market Referral Contact: Address: Phone:
01-Dec-2004	Radio	NAACP Contact: Reverend Oscar Tillman



		Address: 1818 S. 16th Street, Phoenix, AZ 85034 Phone: 602-252-4064
01-Dec-2004	Radio	NACI Contact: Address: 4520 N Central Ave, Suite 600, Phoenix, AZ 85018 Phone: 602-254-3247
17-May-2006	Radio	NASBA Contact: Michelle Vetterkind Address: Phone:
12-Apr-2013	Radio	Northern Arizona University Contact: MaryLee Brewer Address: 1100 E. Sheldon Street., #129, Prescott, AZ 86301 Phone: 928-523-3922
		Oodle.com Contact: Address: Phone:
22-Apr-2005	Radio	Paradise Valley Comm. College Contact: Career Services Address: 18401 N. 32nd St., Phoenix, AZ 85032 Phone: 602-787-7073
01-Dec-2004	Radio	Phoenix College Contact: Patricia Morales-Olague Address: 1202 W. Thomas Rd., Phoenix, AZ 85013 Phone:
01-Dec-2004	Radio	Phoenix Indian Center Contact: Karen Thorne Address: 4520 N. Central Ave., Suite 25, Phoenix, AZ 85018 Phone: 602-264-7086
01-Dec-2004	Radio	Phoenix Job Corps Contact: Che' Collins Address: 518 S. 3rd St., Phoenix, AZ 85014 Phone: 602-322-2823
25-May-2013	Radio	Phoenix Workforce Connection Contact: Kathy Miller Address: 4732 S Central Ave., Phoenix, AZ 85040 Phone: 602-534-5904

		Recruit.net Contact: Address: Phone:
22-Apr-2005	Radio	Scottsdale Community College Contact: Christopher Fonda Address: 9000 E. Chaparral Rd. - SC 123, Scottsdale, AZ Phone: 480-423-6523
15-Mar-2012	Radio	The Art Institute of Phoenix Contact: Danielle Gognas Address: 2233 W Dunlap Ave., Phoenix, AZ 85021 Phone: 602-331-7515
		Trovit Contact: Address: Phone:
19-Apr-2006	Radio	TV and Radio Jobs Contact: Michael Madden Address: 227034 Helmond Dr., Clabaras, CA 91301 Phone: 818-879-0858
12-Apr-2013	Radio	University of Arizona (Career Services) Contact: Career Services Address: 1303 E. University Blvd., #411, Tucson, AZ 857 Phone: 520-621-2588
		Walk In Contact: Address: Phone:
01-Dec-2004	Radio	Women in Communication Contact: Kim Huenecke Address: 18845 N. 42nd Place, Phoenix, AZ 85050-3357 Phone: 480-922-0707
22-Nov-2005	Radio	Work In Sports (Sports Jobs Only) Contact: Robert Oakley Address: 7335 E. Acoma Dr., Ste. 200, Scottsdale, AZ 852 Phone: 480-905-7231
		Wowjobs Contact:





## **JOB POSTING**

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**TITLE OF POSITION:**  
**REQUISITION NUMBER:**  
**DEPARTMENT:**  
**STATION & LOCATION:**  
**HOURS:**  
**FLSA STATUS:**  
**POSTED DATE:**  
**CLOSING DATE:**

**Production Assistant**  
**8066**  
**Production Dept./Sales**  
**KTAR-AM & FM/KPKX**  
**40 hrs/wk**  
**Exempt**  
**7/15/13**  
**10/14/13 or until filled**

### **POSITION OBJECTIVE:**

This is a temporary position. The successful candidate must effectively write and produce the stations production performing key responsibilities in a professional manner consistent with station format, policies and procedures and FCC rules and regulations.

### **POSITION REQUIREMENTS:**

- Minimum one (1) to three (3) years production experience and on-air commercial broadcast experience with clear speaking voice that projects specific format style in a medium or larger market.
- Proven ability to communicate effectively both verbally and in writing.
- Proven ability to write, produce and voice commercial copy.
- Produce client recording sessions.
- Proven ability to operate multi-track and digital recording equipment. **(Pro Tools)**
- Proven ability to operate Mac and PC.
- Effectively operate a broadcast mixing board.
- Ability to work various time schedules which may include weekends and holidays.
- Must be a goal oriented, self-motivated individual capable of independent work and follow through.
- High degree of organizational skills and attention to detail.
- Project appropriate company image with respect to dress and demeanor.
- Work in compliance with company policies and procedures.
- Maintain a positive and cooperative rapport with staff, management, listeners and clients.
- **Submit a 2 minute CD or mp3 with examples of commercial production. Plus writing examples (scripts).**

### **PHYSICAL DEMANDS:**

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination.
- Lift, move, and carry up to 20 pounds on occasion.

Bonneville Phoenix Radio Group  
Attn. Human Resources  
7740 N. 16<sup>th</sup> Street, Suite 200  
Phoenix, AZ 85020

Fax: (602) 464-5592  
Web Sites: [www.ktar.com](http://www.ktar.com)

Qualified candidates are invited to complete the online application available on our web site at [www.ktar.com](http://www.ktar.com).

Questions can be directed to Human Resources [hr@bicphx.com](mailto:hr@bicphx.com). We do not allow walk-in candidates.

To be considered an application must be submitted only for current posted position(s).

Resume is accepted only when accompanying our application. Unsolicited resumes will not be accepted. If you are offered employment by Bonneville International Corporation, you will be asked to sign an agreement to arbitrate any disputes that may arise between you and Bonneville regarding your employment with the company prior to commencing employment with the company.

*An Equal Opportunity Employer*

*Bonneville International Corporation participates in E-Verify and complies with all right to work laws.*





BONNEVILLE  
PHOENIX

## JOB POSTING

<b>TITLE OF POSITION:</b>	IT Help Desk Technician
<b>REQUISITION:</b>	8081
<b>DEPARTMENT:</b>	Engineering
<b>STATION &amp; LOCATION:</b>	Phoenix Radio Group – KTAR AM/KTAR FM/KPKX
<b>HOURS:</b>	40 Hours Weekly
<b>FLSA STATUS:</b>	Exempt
<b>POSTED DATE:</b>	01-13-14
<b>CLOSING DATE:</b>	04-12-14 or until filled

**POSITION OBJECTIVE:** Bonneville Phoenix is looking for an IT Help Desk Technician to make a full contribution to the IT and Engineering departments and that provides system support, installation, and maintains the computer networks and station audio systems.

### POSITION REQUIREMENTS:

- A+ certified.
- Experience with PC related hardware and software.
- Operating systems for personal computers and networks.
- Communication equipment and software.
- Become knowledgeable of and be able to support the following:
  - Windows 7
  - Mac OS X
  - Microsoft Office 2003 & 2008
  - Have a basic understanding of network printers, copiers and fax machines
  - Smart phones such as Blackberry's, iPhones, and windows based cell phones
- Be able to provide technical assistance to users of personal computers and networks and be able to satisfy their requests promptly and politely. Personally perform or cause to be performed the following functions:
  - Network system troubleshooting and facilitates equipment as required.
  - Training of personnel as it relates to your areas of responsibility.
- Promote a smooth functioning engineering department by rendering service on additional projects or special assignments as requested by the supervisor and working with other engineers to provide effective engineering services to the needs of the stations.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment and have a customer oriented attitude.
- Maintain a positive and cooperative rapport with staff, management, and clients.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 60 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination.

Bonneville Phoenix Radio Group

Fax: (602) 200-2841

Attn. Human Resources  
7740 N. 16<sup>th</sup> St., Suite 200  
Phoenix, AZ 85020

Web Site: [www.ktar.com](http://www.ktar.com)

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Account Manager
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	News 92.3 KTAR, Arizona Sports 620, 98.7 The Peak
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	June 3, 2013
<b>CLOSING DATE:</b>	September 2, 2013 or until filled

**POSITION OBJECTIVE:** Meet or exceed assigned revenue budget in a manner that will reflect the highest level of professional standards and skills while selling and servicing Bonneville Phoenix accounts in conformity with company policies and procedures.

### POSITION REQUIREMENTS:

- College degree in communications, sales, media sales, marketing, related field, or equivalent.
- One (1) or more years in broadcast sales or equivalent. Experience requires a successful demonstration of the following:
  - A. Producing immediate, realistic sales results.
  - B. Excellent phone skills and a working knowledge of business procedures.
  - C. Enthusiastic, positive and creative perspective to business approaches and with a commitment to personal growth through continual training;
  - D. Creating and maintaining excellent business/client relations with a large variety of clients;
  - E. Ability to function well under pressure and willing to work irregular hours;
  - F. A strong performance to achieve sales objectives;
  - G. Familiarity with industry, negotiating practices, marketing principles;
  - H. High energy level and aggressive attitude toward sales;
  - I. Ability to work with detailed work and research and proven ability to effectively analyze matters and exercise good judgment;
  - J. Valid driver's license and proven ability to safely drive company vehicle or personal vehicle (as case may be) without exposing the company to serious liability risks.)
- Ability to conceptualize and implement product marketing strategies and a desire to share expertise to enhance the sales department's efforts.
- Able to work compatibly with Bonneville management and other departments.
- Willing to sign an Account Manager Agreement.
- Goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- Proven ability to handle stress.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Works more when required to meet deadlines including weekends, holidays, evenings, etc.
- Project an appropriate professional appearance and demeanor.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Prefer someone who has worked in a radio broadcasting environment, related function or exposure to sales and dealing with clients.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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Attn. Human Resources  
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## JOB POSTING

<b>TITLE OF POSITION:</b>	Account Manager
<b>REQUISITION NUMBER:</b>	8072
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	News 92.3 KTAR, Arizona Sports 620, 98.7 The Peak
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	September 3, 2013
<b>CLOSING DATE:</b>	December 2, 2013 or until filled

**POSITION OBJECTIVE:** Meet or exceed assigned revenue budget in a manner that will reflect the highest level of professional standards and skills while selling and servicing Bonneville Phoenix accounts in conformity with company policies and procedures.

### POSITION REQUIREMENTS:

- College degree in communications, sales, media sales, marketing, related field, or equivalent.
- One (1) or more years in broadcast sales or equivalent. Experience requires a successful demonstration of the following:
  - A. Producing immediate, realistic sales results.
  - B. Excellent phone skills and a working knowledge of business procedures.
  - C. Enthusiastic, positive and creative perspective to business approaches and with a commitment to personal growth through continual training;
  - D. Creating and maintaining excellent business/client relations with a large variety of clients;
  - E. Ability to function well under pressure and willing to work irregular hours;
  - F. A strong performance to achieve sales objectives;
  - G. Familiarity with industry, negotiating practices, marketing principles;
  - H. High energy level and aggressive attitude toward sales;
  - I. Ability to work with detailed work and research and proven ability to effectively analyze matters and exercise good judgment;
  - J. Valid driver's license and proven ability to safely drive company vehicle or personal vehicle (as case may be) without exposing the company to serious liability risks.)
- Ability to conceptualize and implement product marketing strategies and a desire to share expertise to enhance the sales department's efforts.
- Able to work compatibly with Bonneville management and other departments.
- Willing to sign an Account Manager Agreement.
- Goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- Proven ability to handle stress.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Works more when required to meet deadlines including weekends, holidays, evenings, etc.
- Project an appropriate professional appearance and demeanor.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Prefer someone who has worked in a radio broadcasting environment, related function or exposure to sales and dealing with clients.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Associate Account Manager
<b>REQUISITION:</b>	8082
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	News 92.3 KTAR, Arizona Sports 620AM and 98.7FM
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	January 23, 2014
<b>CLOSING DATE:</b>	April 22, 2014 or until filled

**POSITION OBJECTIVE:** The Associate Account Manager will be responsible for assisting a Sr. Account Manager with all internal and external processes for new account development and existing client relationship services. This individual will be involved in all aspects of sales in accordance with the Sr. Account Manager's goals and objectives. The goal of the position is to prepare for and transition into an Account Manager position via the supervising Sr. Account Manager's mentoring.

### POSITION REQUIREMENTS:

- College degree in communications, sales, media sales, marketing, related field, or equivalent.
- Possess the willingness and commitment to obtaining major market media sales experience.
- Possess excellent oral, written, presentation and interpersonal skills.
- Sign Account Executive Employment Agreement and perform work in compliance with company policies, procedures and standards of performance and fully support company mission, commitments and core values.
- Plan for professional growth and development.
- Be willing to work in a smoke-free environment.
- Work in compliance with Company policies and procedures.
- Ability to communicate effectively.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Project an appropriate professional appearance and demeanor.
- Participate and support the Company's policy of Equal Employment Opportunity.
- Take an active role in supporting the Company's policy to prevent harassment of any kind within the workplace, off campus worksite, or company-sponsored social venue.
- Perform any and all other assigned duties in professional and acceptable manner.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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## **JOB POSTING**

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**TITLE OF POSITION:**

KTAR Sports Traffic Manager

**REQUISITION:**

8090

**DEPARTMENT:**

Traffic

**STATION & LOCATION:**

Arizona Sports 98.7 &amp; 620 - Phoenix

**HOURS:**

40 Hours per Week

**FLSA STATUS:**

Exempt

**POSTED DATE:**

3-18-14

**CLOSING DATE:**

6-17-14 or until filled

**POSITION OBJECTIVE:** To perform traffic functions accurately, confidentially, efficiently and to ensure that all commercials and programming are accurately and timely logged in conformance with company procedure and FCC guidelines. Maximize revenue yield from commercial inventory.

**POSITION REQUIREMENTS:**

- Two years broadcast traffic experience.
- Sports traffic experience preferred.
- Work in compliance with Company policies and procedures.
- Proven ability to handle stress and multi-task a must
- Participate in activities that will contribute to personal growth and professional development through membership in job related organizations, attendance at company provided training programs, and attendance of courses provided by professional and educational institutions.
- Participate in and actively support Bonneville's EEO policy as it relates to recruitment, selection, evaluation, compensation, training, promotion and termination. Includes being knowledgeable and conversant with the FCC EEO Rules effective March 10, 2003, and understanding the compliance issues that safeguard the station's FCC license.
- Take a proactive role in supporting Bonneville's policy to prevent harassment of any kind within the workplace, at off-site places of company business and at company-sponsored social venues.
- Ability to establish, nurture and maintain effective communications at all levels of the organization.
- Consistently works hours required (8a-5p or 8:30a-5:30p), which may include irregular hours, weekends, holidays, evenings, etc. when necessary to meet deadlines.
- Goal-oriented, self-motivated individual with analytical and quantitative skills capable of independent work and follow-through and working effectively in a team environment.
- Maintain a positive rapport with staff, management and clients.
- Project an appropriate professional appearance and demeanor. Acceptable attire is business casual.

**KEY RESPONSIBILITIES:**

- Communicate regularly and proactively with the Traffic Director, keeping her aware of issues and developments relating to traffic.
- Assure sales contracts have been properly authorized by sales and accounting management, per Company procedures, prior to entering data into the system.

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- Assure that every contract written on behalf of advertisers, networks, syndicators, rep firms, or other business partners, is scheduled as ordered. Clarify any confusing, missing and/or inaccurate data. Work closely with Sales and Programming to assure continuity is timely received and executed.

- Work closely with the Traffic Director and Sales Management to maximize revenue yield and meet our commitment to advertisers.
- Coordinate with accounting personnel as necessary so that all advertising is billed as ordered.
- Provide skims, avails and other reports for Sales, Programming, Accounting and Management as required. Be able to forecast a few weeks ahead for inventory sell out.
- Revise programming format in the system as requested by Program Director.
- Accurately build the Sports clocks as specified by the teams. Be able to manage consistently changing game times and formats.
- Report missed tape/spots/programming. Keep accurate records of all make-goods, and be certain make-goods are aired per Company procedures, subject to instructions of Account Executives and/or Sales Management. Keep Sales personnel timely informed of missed spots, make-goods, and/or any changes affecting scheduled commercials.
- Consult with Traffic Director on any issues that arise with sales, programming or production.
- Consult with VP of Sales and General Sales Manager on all pre-emption problems, client conflicts or other problems not clearly covered within pre-established guidelines.
- Be able to enter orders and continuity into our streaming software, ANDO
- Appropriately clarify any confusing, missing and/or inaccurate data.
- Schedule public service announcements and promotional announcements as requested by management.
- Able to manage stress effectively.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Works more when required to meet deadlines including weekends, holidays, evenings, etc.
- Project an appropriate professional appearance and demeanor.
- Personal growth and development.
- Other duties as assigned.

#### **PHYSICAL DEMANDS:**

- Receive, deliver, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Extending hand(s) and arm(s) in any direction with good eye and hand coordination.
- Lift, move, and carry up to 20 pounds on occasion.

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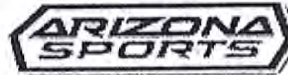
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## JOB POSTING

<b>TITLE OF POSITION:</b>	Accounting Assistant / Associate Accountant
<b>REQUISITION:</b>	8087
<b>DEPARTMENT:</b>	Finance
<b>TITLE OF IMMEDIATE SUPERVISOR:</b>	Market Controller
<b>STATION &amp; LOCATION:</b>	Phoenix Radio Group – KTAR AM/KTAR FM/KMVP
<b>HOURS:</b>	40 Hours Weekly
<b>FLSA STATUS:</b>	Exempt
<b>POSTED DATE:</b>	February 18, 2014
<b>CLOSING DATE:</b>	May 17, 2014

**POSITION OBJECTIVE:** Perform various accounting and analytical duties in Bonneville Phoenix Business Office including Accounts Payable and Receivable functions; various journal, general ledger and reconciliation duties as requested, consistent with company policies and procedures; analysis of financial and business indicators. Contribute to the overall success and efficiency of the business office in a team atmosphere.

### POSITION REQUIREMENTS:

- Minimum 2-yr Accounting degree or extensive Accounting experience including payables, payroll and general ledger applications.
- Knowledge of basic accounting principles essential.
- Must be computer literate. High level proficiency with Excel a definite advantage.
- Desire to improve business systems and efficiency.
- Must be able to follow written and verbal instructions in a time-sensitive manner with minimum supervision.
- Good organizational skills and neatness a must.
- Must work well under pressure to insure that all processing is performed within the required time frames. Excellent time management skills, attention to detail and proven record of dependability are essential.
- Capable of solving routine problems and checking own work for reasonableness.
- Willingness to accept other additional responsibilities as requested.
- Ability to communicate effectively both verbally and in writing; establish, nurture and maintain effective communications at all levels of the organization and with outside contacts.
- Project an appropriate professional appearance and demeanor.
- Willing and able to work in compliance with company policies, procedures and standards of performance.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Bachelor's Degree in Finance or Accounting
- Previous experience with MAS500 and Great Plains software
- Previous broadcast experience

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 50 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination.

Bonneville Phoenix Radio Group

Fax: (602) 464-5592

Attn. Human Resources  
7740 N. 16<sup>th</sup> Street, Suite 200  
Phoenix, AZ 85020

Websites listed below

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## **JOB POSTING**

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**TITLE OF POSITION:**  
**REQUISITION NUMBER:**  
**DEPARTMENT:**  
**STATION & LOCATION:**  
**HOURS:**  
**FLSA STATUS:**  
**POSTED DATE:**  
**CLOSING DATE:**

Bonneville General Sales Manager  
8077  
Sales  
Bonneville Phoenix, Arizona  
40 hours/week  
Exempt  
November 15, 2013  
February 14, 2014 or until filled

**POSITION OBJECTIVE:** To be an effective team member and make a full contribution to the success of the station by providing effective leadership to the sales department evidenced by short- and long-term planning which results in the consistent achievement of pre-established acceptable revenue goals and by performing all job functions in line with the company's policies and procedures.

### **POSITION REQUIREMENTS:**

- Two years radio sales management experience. Experience should include:
  - Proven successful sales management track record of meeting and exceeding budgets that include new business development, event sales, agency sales, internet sales, co-op and vendor sales.
  - Inventory management, use of quantitative and qualitative research, and marketing promotions
  - Proven ability to establish appropriate short- or long-term business objectives and then plan, implement and follow-through to successful completion.
  - Ability to contribute aggressive, enthusiastic, positive and creative perspectives to business challenges and opportunities and understand importance of being marketing and product driven.
  - Ability to work effectively with major agencies and clients.
  - Ability to work effectively with management to design and implement sales budgets and strategies.
  - Proven ability to develop and maintain systems and procedures to regularly monitor, track and evaluate all significant component parts of sales revenue and sales performance.
- Ability to develop and maintain effective communications with everyone with whom they must interact during the performance of assigned job responsibilities.
- Computer literate.
- Possess valid driver's license and proven ability to safely drive company vehicle without exposing the company to serious liability risks.
- Project appropriate company image with respect to dress and demeanor.
- Work in compliance with Company policies and procedures.
- Maintain a positive and cooperative rapport with staff, management, listener, and clients.
- Work in compliance with Company policies and procedures.

### **PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:**

- College degree preferred.

### **PHYSICAL DEMANDS:**

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination.
- Lift, move, and carry up to 20 pounds on occasion.

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Digital Integration Specialist
<b>REQUISITION NUMBER:</b>	8103
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	News 92.3 KTAR, Arizona Sports 98.7, ESPN 620
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	July 13, 2014
<b>CLOSING DATE:</b>	October 12, 2014 or until filled

**POSITION OBJECTIVE:** Working closely with our sales team, digital services team, clients and client digital teams, our Digital Integration Specialist (DIS) will develop and align client website, search engine and social media strategies with our radio and digital media campaigns to deliver superior marketing return-on-investment.

### KEY FUNCTIONS:

- The Digital Integration Specialist will meet the position objectives by using digital analytics tools and platforms to analyze client website, search engine, review site, directory and social media platforms and make strong and specific recommendations to improve client online presence and performance.
- The DIS will also help develop recommendations to more effectively coordinate client radio and digital marketing, and establish practices to measure radio's impact on website, search and social activity.
- The DIS will also be responsible for managing our Native Advertising program and maximizing the performance of numerous client landing pages that we manage and promote, with a focus on improving lead generation, segmentation and nurturing.

### POSITION REQUIREMENTS:

- The ideal DIS will have a minimum of five (5) years of experience successfully developing and executing SEO, PPC, Social Media Management, Audience Extension, Content Marketing and Email marketing for businesses, marketing agencies and/or brand teams, and can use advanced platforms to analyze data and develop key insights that will drive the highest marketing ROI possible.
- The DIS will also be capable of fulfilling client digital services directly and/or through the development and management of a network of independent contractors.
- The DIS must be able to thrive in our fast-paced, deadline-driven work environment and be a self-directed student of traditional and digital media and marketing trends who will emerge as a thought leader both inside and outside of our organization.
- The DIS must be able to work compatibly with Bonneville management and other departments.
- The DIS must be goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- The DIS must have a proven ability to handle stress.
- The DIS will work in compliance with Company policies and procedures.
- The DIS will work effectively in a team environment.
- The DIS will maintain a positive and cooperative rapport with staff, management, and clients.
- The DIS will consistently work hours required. The DIS may work more when required to meet deadlines including weekends, holidays, evenings, etc.
- The DIS will project an appropriate professional appearance and demeanor.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Account Manager – Entry Level
<b>REQUISITION NUMBER:</b>	8098
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	News 92.3 KTAR, Arizona Sports 620, 98.7 The Peak
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	June 6, 2014
<b>CLOSING DATE:</b>	September 5, 2014 or until filled

**POSITION OBJECTIVE:** Meet or exceed assigned revenue budget in a manner that will reflect the highest level of professional standards and skills while selling and servicing Bonneville Phoenix accounts in conformity with company policies and procedures.

### POSITION REQUIREMENTS:

- College degree in communications, sales, media sales, marketing, related field, or equivalent.
- One (1) or more years in sales or equivalent. Experience requires a successful demonstration of the following:
  - A. Producing immediate, realistic sales results.
  - B. Excellent phone skills and a working knowledge of business procedures.
  - C. Enthusiastic, positive and creative perspective to business approaches and with a commitment to personal growth through continual training;
  - D. Creating and maintaining excellent business/client relations with a large variety of clients;
  - E. Ability to function well under pressure and willing to work irregular hours;
  - F. A strong performance to achieve sales objectives;
  - G. High energy level and aggressive attitude toward sales;
  - H. Ability to work with detailed work and research and proven ability to effectively analyze matters and exercise good judgment;
  - I. Valid driver's license and proven ability to safely drive company vehicle or personal vehicle (as case may be) without exposing the company to serious liability risks.)
- Ability to conceptualize and implement product marketing strategies and a desire to share expertise to enhance the sales department's efforts.
- Able to work compatibly with Bonneville management and other departments.
- Willing to sign an Account Manager Agreement.
- Goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- Proven ability to handle stress.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Works more when required to meet deadlines including weekends, holidays, evenings, etc.
- Project an appropriate professional appearance and demeanor.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Prefer someone who has worked in a radio broadcasting environment, related function or exposure to sales and dealing with clients.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

Bonneville Phoenix Radio Group  
Attn. Human Resources  
7740 N. 16<sup>th</sup> St., Suite 200  
Phoenix, AZ 85020

Fax: (602) 464-5592  
Web Site: [www.ktar.com](http://www.ktar.com)

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## **JOB POSTING**

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**TITLE OF POSITION:**  
**REQUISITION:**  
**DEPARTMENT:**  
**STATION & LOCATION:**  
**HOURS:**  
**FLSA STATUS:**  
**POSTED DATE:**  
**CLOSING DATE:**

Arizona Sports Social Media Producer  
8118  
Digital Media  
98.7 KMVP – Phoenix, AZ  
40 hours weekly  
Exempt  
11-25-14  
2-24-15 or until Filled

The Social Media Producer will be expected to give a voice to our branded accounts on major social networks. They will engage Facebook fans, Twitter followers, other social media platforms and text message subscribers in discussion around the major topics of the day. Execute the station's Customer Relationship Management (CRM) efforts in social platforms creating a dynamic relationship between on-air and digital media products and their followers. The ideal candidate is someone who spends a lot of time on Facebook, Twitter and texting. They stay up to speed with all social media and the latest trends. This position involves a weekday work schedule but may be needed on nights and weekends. The position requires the flexibility and dependability to work additional hours during breaking news and other big sporting events.

The individual will build conversations with a credible, conversational voice. We want to continue growing our audience across social networks by engaging readers with our content and connecting them in a two-way conversation. They will work closely with reporters, editors, producers and hosts.

We will use analytics to track audience growth and engagement across social platforms. You should be knowledgeable about trends in online news and Arizona Sports content, along with the biggest stories around the country and world.

### **POSITION REQUIREMENTS:**

- Must be a Facebook expert.
- Must be a Twitter expert.
- Must have experience with Instagram, Google+, Vine, SnapChat and any other new social media platforms.
- Must have a passion for sports.
- Possess knowledge and general interest in all Arizona sports.
- Must be a Texter: someone who uses his/her phone to send hundreds of text messages a month.
- Must be a digital and technology geek.
- Must have a tremendous personality – this is not a position for someone who likes to stand on the sidelines or listen to other people talk. This job is for the person who likes to get everyone talking.
- Desire to be a part of the future of news and sports in the world of digital media.
- Experience working in a newsroom environment is preferred.
- Solid news writing and editing skills.
- Must possess typing skills and computer input ability. Basic computer skills and the ability to learn new programs and HTML are required. Must enjoy working with computers and technology.

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- As a key player of the Arizona Sports team, must be willing to offer ideas, suggestions and other concepts for the station's Internet activities that are innovative and creative. Willingness to support web team and participate in a variety of Internet activities.
- Proven ability to manage stress effectively.
- Willingness to telecommute or work remotely as necessary.
- Work in compliance with company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Flexibility to work during breaking news and other big news events required. Willing to update content remotely from home, etc. as needed.
- Project an appropriate professional appearance and demeanor.

**PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:**

- Good working knowledge of Photoshop, Illustrator, PHP, and Flash is preferred.
- Some college or a degree in communication, journalism, marketing, business, or related field is preferred but not required.

**PHYSICAL DEMANDS:**

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Extending hand(s) and arm(s) in any direction with good eye and hand coordination.
- Lift, move, and carry up to 20 pounds on occasion.

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Graphic Designer
<b>REQUISITION NUMBER:</b>	8124
<b>DEPARTMENT:</b>	Digital Services
<b>STATION &amp; LOCATION:</b>	KTAR News, Arizona Sports, ESPN Phoenix 620
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	January 23, 2015
<b>CLOSING DATE:</b>	April 12, 2015 or until filled

**POSITION OBJECTIVE:** Our Graphic Designer is a key position in our Digital Services department, helping us produce professional looking and highly engaging visual advertising and marketing materials as well as ensuring that our digital projects are effectively managed.

### KEY FUNCTIONS:

- Designing banner and rich media advertising
- Designing search optimized client landing pages
- Designing web-based contest landing pages
- Designing print advertisements and billboard advertisements
- Entering and tracking tasks in our cloud-based project management system
- Creating and tracking analytics dashboards for custom client campaigns
- Tracking audience data trends for media products including KTAR.com and ArizonaSports.com

### POSITION REQUIREMENTS:

- Minimum 1 year of account service support or customer service in a professional setting
- Strong written and verbal communication skills
- Strong organization and time management skills
- Effective problem solving skills
- The ability to work compatibly with Bonneville sales management, executive management and other departments.
- Ability to handle multiple tasks and projects effectively under deadline pressure.
- Proficient in Adobe Creative Suite
- Proficient in Microsoft Outlook and Office software
- The ability to quickly learn new software and software updates for our inventory management and customer relationship management platforms
- Must be goal-oriented and self-motivated with proven capability of independently organizing, performing work and assuring follow-through.
- Must have a proven ability to handle stress.
- Must work in compliance with Company policies and procedures.
- Must work effectively in a team environment.
- Must consistently works hours required and may work more when required to meet deadlines including weekends, holidays, evenings, etc.
- Must project an appropriate professional appearance and demeanor.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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## JOB POSTING

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<b>TITLE OF POSITION:</b>	KTAR News Reporter
<b>REQUISITION NUMBER:</b>	8126
<b>DEPARTMENT:</b>	Programming
<b>STATION &amp; LOCATION:</b>	KTAR News 92.3FM – Phoenix, AZ
<b>HOURS:</b>	40 hours
<b>FLSA STATUS:</b>	Exempt
<b>POSTED DATE:</b>	2-2-15
<b>CLOSING DATE:</b>	5-1-15 or until filled

KTAR News 92.3 FM is looking for its next great reporter! Covering breaking news is great, but what are you going to do the other 95% of the time? KTAR and KTAR.com thrives on unique content and approaching stories in a way unlike anybody else. We need original ideas, a contemporary way of telling stories, and a knack for finding that story that makes our talk show hosts want to talk with YOU! Bring your A-game digital experience to the table. The KTAR reporter must be in tune with twitter/social media, is expected to take pictures, even shoot video when necessary, because dot com is just as important as on-the-air!

**POSITION OBJECTIVE:** Be an effective team member and make a full contribution to the success of the station. Write and report news on air in clear, concise and accurate manner on deadline. Perform live field reports, with proficient ad lib skills, and the ability to use natural and ambient sound in field reports. Enterprise news sources for original news content for air and for the website. Contribute daily to make KTAR the leading provider of timely, relevant news and information.

### POSITION REQUIREMENTS:

- Two years post high school education in journalism with skills in the following areas: broadcast writing, broadcast journalism, news judgment, computer skills.
- Three years of experience as an active reporter in a professional radio/TV journalism environment.
- Knowledge of newswire services and a working knowledge of computer skills.
- Social media savvy.
- Ability to develop and maintain news sources.
- Aggressive attitude with a strong desire to advance in the broadcasting media. A news junkie.
- Quick learner who is fully committed to meeting the challenge.
- Ability to dig up stories, enterprise news a must.
- Excellent digital audio editing/technical remote broadcast skills.
- Multi-tasking pro. Ability to be organized with the capability to concentrate on more than one event at a time, able to follow written and verbal instructions under supervision.
- Proven ability to work under pressure to meet daily/weekly deadlines. Ability to be precise and accurate both in writing and production.
- Monitor outside news sources on a daily basis.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.

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- Consistently works hours required. Flexible hours required to meet deadlines including weekends, holidays, evenings, early mornings, etc.
- Work in compliance with Company policies and procedures.
- Project an appropriate professional appearance and demeanor.
- Licensed driver

**PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:**

- A person with established relations in the Hispanic community and able to develop good rapport with community leaders.
- Bilingual in English and Spanish.
- Prefer someone who has worked in the broadcasting environment relating to the Hispanic community.

**PHYSICAL DEMANDS:**

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Extending hand(s) and arm(s) in any direction with good eye and hand coordination.
- Lift, move, and carry up to 20 pounds on occasion.

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Account Manager
<b>REQUISITION NUMBER:</b>	8109
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	News 92.3 KTAR, Arizona Sports 98.7 FM
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	September 5, 2014
<b>CLOSING DATE:</b>	December 4, 2014 or until filled

**POSITION OBJECTIVE:** Meet or exceed assigned revenue budget in a manner that will reflect the highest level of professional standards and skills while selling and servicing Bonneville Phoenix accounts in conformity with company policies and procedures.

### POSITION REQUIREMENTS:

- College degree in communications, sales, media sales, marketing, related field, or equivalent.
- One (1) or more years in broadcast/media sales or equivalent. Experience requires a successful demonstration of the following:
  - A. Producing immediate, realistic sales results.
  - B. Excellent phone skills and a working knowledge of business procedures.
  - C. Enthusiastic, positive and creative perspective to business approaches and with a commitment to personal growth through continual training;
  - D. Creating and maintaining excellent business/client relations with a large variety of clients;
  - E. Ability to function well under pressure and willing to work irregular hours;
  - F. A strong performance to achieve sales objectives;
  - G. Familiarity with industry, negotiating practices, marketing principles;
  - H. High energy level and aggressive attitude toward sales;
  - I. Ability to work with detailed work and research and proven ability to effectively analyze matters and exercise good judgment;
  - J. Valid driver's license and proven ability to safely drive company vehicle or personal vehicle (as case may be) without exposing the company to serious liability risks.)
- Ability to conceptualize and implement product marketing strategies and a desire to share expertise to enhance the sales department's efforts.
- Able to work compatibly with Bonneville management and other departments.
- Willing to sign an Account Manager Agreement.
- Goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- Proven ability to handle stress.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Works more when required to meet deadlines including weekends, holidays, evenings, etc.
- Project an appropriate professional appearance and demeanor.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Prefer someone who has worked in a radio broadcasting environment, related function or exposure to sales and dealing with clients.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Account Manager – Entry Level
<b>REQUISITION NUMBER:</b>	8110
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	News 92.3 KTAR, Arizona Sports 620, 98.7 The Peak
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	September 5, 2014
<b>CLOSING DATE:</b>	December 4, 2014 or until filled

**POSITION OBJECTIVE:** Meet or exceed assigned revenue budget in a manner that will reflect the highest level of professional standards and skills while selling and servicing Bonneville Phoenix accounts in conformity with company policies and procedures.

### POSITION REQUIREMENTS:

- College degree in communications, sales, media sales, marketing, related field, or equivalent.
- One (1) or more years in sales or equivalent. Experience requires a successful demonstration of the following:
  - A. Producing immediate, realistic sales results.
  - B. Excellent phone skills and a working knowledge of business procedures.
  - C. Enthusiastic, positive and creative perspective to business approaches and with a commitment to personal growth through continual training;
  - D. Creating and maintaining excellent business/client relations with a large variety of clients;
  - E. Ability to function well under pressure and willing to work irregular hours;
  - F. A strong performance to achieve sales objectives;
  - G. High energy level and aggressive attitude toward sales;
  - H. Ability to work with detailed work and research and proven ability to effectively analyze matters and exercise good judgment;
  - I. Valid driver's license and proven ability to safely drive company vehicle or personal vehicle (as case may be) without exposing the company to serious liability risks.)
- Ability to conceptualize and implement product marketing strategies and a desire to share expertise to enhance the sales department's efforts.
- Able to work compatibly with Bonneville management and other departments.
- Willing to sign an Account Manager Agreement.
- Goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- Proven ability to handle stress.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Works more when required to meet deadlines including weekends, holidays, evenings, etc.
- Project an appropriate professional appearance and demeanor.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Prefer someone who has worked in a radio broadcasting environment, related function or exposure to sales and dealing with clients.

### PHYSICAL DEMANDS:

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- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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## JOB POSTING

<b>TITLE OF POSITION:</b>	Account Service Coordinator
<b>REQUISITION NUMBER:</b>	8116
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	KTAR News, Arizona Sports, ESPN Phoenix 620
<b>HOURS:</b>	8:30 – 5:30 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Salaried)
<b>POSTED DATE:</b>	October 30, 2014
<b>CLOSING DATE:</b>	January 29, 2015 or until filled

**POSITION OBJECTIVE:** Our Account Service Coordinator is a new and important position in our organization with the objective of consistently delivering superior customer service to our clients and partners. The Account Service Coordinator will assist up to four Account Managers and help them meet and exceed their individual and group sales objectives. Ideal candidates will thrive in our fast-paced, deadline-driven environment and maintain positive relationships with sales department colleagues as well as with clients and partners. Ideal candidates can view the Account Service Coordinator position as a potential path to Account Manager or a higher-level account services position within our organization.

### KEY FUNCTIONS:

- Processing sales orders
- Reconciling invoices
- Managing project management systems
- Assisting in the development of sales presentations and campaign recaps
- Maintain working client relationships

### POSITION REQUIREMENTS:

- Prefer 1 year of account service support or customer service in a professional setting.
- Strong written and verbal communication skills.
- Strong organization and time management skills.
- Effective problem solving skills.
- The ability to work compatibly with Bonneville sales management, executive management and other departments.
- Ability to handle multiple tasks and projects effectively under deadline pressure.
- Proficient in Microsoft Outlook and Microsoft Office software.
- The ability to quickly learn new software and software updates for our inventory management and customer relationship management platforms.
- Must be goal-oriented and self-motivated with proven capability of independently organizing, performing work and assuring follow-through.
- Must have a proven ability to handle stress.
- Must work in compliance with Company policies and procedures.
- Must work effectively in a team environment.
- Must consistently works hours required and may work more when required to meet deadlines including weekends, holidays, evenings, etc.
- Must project an appropriate professional appearance and demeanor.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Broadcast ratings and research skills a plus.
- Marketron sales software experience a plus.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

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Questions can be directed to Human Resources [hr@bicphx.com](mailto:hr@bicphx.com). We do not allow walk-in candidates.

To be considered an application must be submitted only for current posted position(s).

Resume is accepted only when accompanying our application. Unsolicited resumes will not be accepted. If you are offered employment by Bonneville International Corporation, you will be asked to sign an agreement to arbitrate any disputes that may arise between you and Bonneville regarding your employment with the company prior to commencing employment with the company.

*An Equal Opportunity Employer*

*Bonneville International Corporation participates in E-Verify and complies with all right to work laws.*





## JOB POSTING

**TITLE OF POSITION:** Account Manager  
**REQUISITION:** 8122  
**DEPARTMENT:** Sales  
**STATION & LOCATION:** News 92.3 KTAR  
**HOURS:** 8:00 – 5:00 p.m. / Monday-Friday  
**FLSA STATUS:** Exempt (Commissioned)  
**POSTED DATE:** December 18, 2014  
**CLOSING DATE:** March 17, 2015 or until filled

**POSITION OBJECTIVE:** Meet or exceed assigned revenue budget in a manner that will reflect the highest level of professional standards and skills while selling and servicing KTAR accounts in conformity with company policies and procedures.

### POSITION REQUIREMENTS:

- College degree in communications, sales, media sales, marketing, related field, or equivalent.
- One (1) or more years in broadcast sales or equivalent. Experience requires a successful demonstration of the following:
  - A. Producing immediate, realistic sales results.
  - B. Excellent phone skills and a working knowledge of business procedures.
  - C. Enthusiastic, positive and creative perspective to business approaches and with a commitment to personal growth through continual training;
  - D. Creating and maintaining excellent business/client relations with a large variety of clients;
  - E. Ability to function well under pressure and willing to work irregular hours;
  - F. A strong performance to achieve sales objectives;
  - G. Familiarity with industry, negotiating practices, marketing principles;
  - H. High energy level and aggressive attitude toward sales;
  - I. Ability to work with detailed work and research and proven ability to effectively analyze matters and exercise good judgment;
  - J. Valid driver's license and proven ability to safely drive company vehicle or personal vehicle (as case may be) without exposing the company to serious liability risks.)
- Ability to conceptualize and implement product marketing strategies and a desire to share expertise to enhance the sales department's efforts.
- Able to work compatibly with KTAR management and other departments.
- Willing to sign a KTAR Account Manager Agreement.
- Goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- Proven ability to handle stress.
- Work in compliance with Company policies and procedures.
- Work effectively in a team environment.
- Maintain a positive and cooperative rapport with staff, management, and clients.
- Consistently works hours required. Works more when required to meet deadlines including weekends, holidays, evenings, etc.
- Project an appropriate professional appearance and demeanor.

### PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:

- Prefer someone who has worked in a radio broadcasting environment, related function or exposure to sales and dealing with clients.

### PHYSICAL DEMANDS:

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination

Bonneville Phoenix Radio Group  
Attn. Human Resources  
7740 N. 16<sup>th</sup> St., Suite 200  
Phoenix, AZ 85020

Fax: (602) 464-5592  
Web Site: [www.ktar.com](http://www.ktar.com)

Qualified candidates are invited to download the application available on our web site at [www.ktar.com](http://www.ktar.com).  
Questions can be directed to Human Resources [hr@bicphx.com](mailto:hr@bicphx.com). We do not allow walk-in candidates.  
To be considered an application must be submitted by fax, email, or mail for current posted position(s).

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*An Equal Opportunity Employer*





## JOB POSTING

<b>TITLE OF POSITION:</b>	Account Manager
<b>REQUISITION:</b>	8133
<b>DEPARTMENT:</b>	Sales
<b>STATION &amp; LOCATION:</b>	Arizona Sports (KMVP-FM and Arizonasports.com)
<b>HOURS:</b>	8:00 – 5:00 p.m. / Monday-Friday
<b>FLSA STATUS:</b>	Exempt (Commissioned)
<b>POSTED DATE:</b>	3-18-15
<b>CLOSING DATE:</b>	6-17-15 Until filled

**POSITION DESCRIPTION:** Responsible for selling the full range of Arizona Sports inventory including:

- Traditional radio commercial air time on KMVP-FM
- *Arizona Diamondbacks* (MLB)
- *Phoenix Suns* (NBA)
- *Arizona Cardinals* (NFL)
- *Arizona Coyotes* (NHL)
- *Major League Baseball* Regular Season, Playoff, and World Series
- *National Basketball Association* Regular Season, Playoff, and Finals
- *Bowl Championship Series* (NCAA Football)
- Assorted sports & news programming
- Online/interactive advertising
- Advanced marketing opportunities (e.g. events, sponsor activations, cause marketing, etc)

**POSITION OBJECTIVE:** Meet or exceed assigned revenue budget in a manner that will reflect the highest level of professional standards and skills while selling and servicing Arizona Sports accounts in conformity with company policies and procedures.

### **POSITION REQUIREMENTS:**

- Educated and/or experienced in communications, sales, media sales, sports marketing, advertising, or equivalent
- Experience requires a successful demonstration of the following:
  - A. Producing immediate, realistic sales results and achieving objectives.
  - B. Creating & maintaining excellent business/client relations with a multitude of clients.
  - C. Ability to function well under pressure and willing to work irregular hours.
  - D. Familiarity with industry, negotiating practices, marketing principles.
  - E. High energy level and aggressive attitude toward sales.
- Ability to conceptualize and implement product marketing strategies and a desire to share expertise to enhance the sales department's efforts.
- Goal-oriented and self-motivated with proven capability of independently organizing (utilize a time management system), performing work and assuring follow-through.
- Project an appropriate professional appearance and demeanor.

### **PREFERRED QUALIFICATIONS, BUT NOT REQUIRED:**

- Prefer someone who has worked in a radio broadcasting environment, related function or exposure to sales and dealing with clients.

### **PHYSICAL DEMANDS:**

- Receive, process, and maintain information through oral and/or written communication effectively.
- Substantial physical movements (motions) of the wrists, hands, and/or fingers.
- Lift, move, and carry up to 20 pounds on occasion.
- Ability to extend hand(s) and arm(s) in any direction with good eye and hand coordination.

Bonneville Phoenix Radio Group  
Attn. Human Resources  
7740 N. 16<sup>th</sup> St., Suite 200  
Phoenix, AZ 85020

Fax: (602) 464-5592  
Web Site: [www.ktar.com](http://www.ktar.com)

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To be considered an application must be submitted by fax, email, or mail for current posted position(s).

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*An Equal Opportunity Employer*

Text of General EEO Announcement for the 2013 - 2014 reporting year

News-talk 923 KTAR and Arizona Sports 987 FM and 620 AM are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies in our stations, please notify human resources by mail. Our mailing address is 7740 North 16th Street, Suite 200 Phoenix, Arizona 85020. Or you can call us at 602-274-6200, that's 602-274-6200. Our email address is HR@BICPHX.com. News-talk 923 KTAR and Arizona Sports 987 FM and 620 AM are equal opportunity employers and we encourage minorities and females to apply.



# INVOICE



Invoice #: IN-11405117802  
Invoice Date: 05/25/2014  
Contract #: 71661  
Page: 1  
Net Amount Due: \$0.00

Advertiser: KTAR  
7740 N 16TH ST STE 200  
PHOENIX, AZ 85020

Station(s): KTAR-FM

Advertiser: KTAR  
Product: KTAR 923 EEO SPOTS 2014  
Estimate #:  
Agency Client Code:  
Buyer Name:

Salesperson(s): HOUSE HOUSE  
Terms: Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
THU	05/15/14	09:41a	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
SAT	05/17/14	07:54a	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
SUN	05/18/14	02:16p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
MON	05/19/14	01:47p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
WED	05/21/14	02:41p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
SAT	05/24/14	07:47a	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00

DO NOT MAIL

Remit To:  
KTAR-FM  
7740 N 16TH ST STE 200  
PHOENIX, AZ 85020

## Invoice Totals

Total Spots:	6
Gross Amount:	\$0.00
Agency Commission:	\$0.00
Taxes:	
ADVERTISING TAX	\$0.00
Net 30 Net Amount Due:	\$0.00

We warrant that the actual broadcast information shown on this invoice was taken from the program log and will be available, on request, for inspection by advertiser or agency for at least 12 months.

Bonneville International Inc. and Radio Stations KTAR-FM, KTAR-AM, & KMVP-FM do not and will not discriminate, in any way on the basis of race or ethnicity, with respect to their advertising practices. No advertiser may use the Stations to discriminate on the basis of race or ethnicity and any contract entered into by an advertiser intending to discriminate on the basis of race or ethnicity shall be null and void.

For questions call 602-200-2639.



**NOW ON 98.7 FM**

## INVOICE

Invoice #: IN-11405117521  
Invoice Date: 05/18/2014  
Contract #: 71663  
Page: 1  
Net Amount Due: \$0.00

Advertiser: KTAR  
7740 N 16TH ST STE 200  
PHOENIX, AZ 85020

Station(s): KMVP-FM

Advertiser: KTAR  
Product: KTAR 987 EEO SPOTS 2014  
Estimate #:  
Agency Client Code:  
Buyer Name:

Salesperson(s): HOUSE HOUSE  
Terms: Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
TUE	05/13/14	09:30p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
THU	05/15/14	02:29p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
FRI	05/16/14	06:44a	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
FRI	05/16/14	05:31p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
FRI	05/16/14	09:50p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00
SUN	05/18/14	09:27p	1	60		Bonneville PHX EEOC 60 jv 0508	\$0.00

DO NOT MAIL

Remit To:  
KMVP-FM  
7740 N 16TH ST STE 200  
PHOENIX, AZ 85020

### Invoice Totals

Total Spots:	6
Gross Amount:	\$0.00
Agency Commission:	\$0.00
Taxes:	
ADVERTISING TAX	\$0.00
Net 30 Net Amount Due:	\$0.00

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Text of General EEO Announcement for the 2014 - 2015 reporting year

KTAR News 923 FM and Arizona Sports 987 FM are looking for organizations that regularly distribute information about employment opportunities to job applicants or who have job applicants to refer. If your organization would like to receive notification of job vacancies in our stations, please notify human resources by mail. Our address is 7740 North 16th Street, Suite 200 Phoenix, Arizona 85020. Or you can call us at 602-274-6200, that's 602-274-6200. Our email address is HR@BICPHX.com, that's HR@BICPHX.com. KTAR News 923 FM and Arizona Sports 987 FM are equal opportunity employers and we encourage minorities and females to apply.

# INVOICE



**BONNEVILLE  
PHOENIX**

The Local Media and Marketing Company

Invoice #: MC-11504126666  
Invoice Date: 04/19/2015  
Contract #: 990020213  
Page: 1  
Net Amount Due: \$0.00

Advertiser: KTAR  
7740 N 16TH ST STE 200  
PHOENIX, AZ 85020

Station(s): KMVP-FM  
KTAR-AM  
KTAR-FM

Advertiser: KTAR  
Product: EEO SPOTS 2015  
Estimate #:  
Agency Client Code:  
Buyer Name:

Salesperson(s): HOUSE HOUSE  
Terms: Net 30

Day	Date	Time	Ln	Length	Product	ISCI	Rate
<b>KMVP-FM</b>							
FRI	04/10/15	06:59a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
SAT	04/11/15	03:58p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
SUN	04/12/15	01:43p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
THU	04/16/15	04:59p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
FRI	04/17/15	09:30a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
SAT	04/18/15	07:43a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
<b>KTAR-AM</b>							
WED	04/08/15	08:27a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
WED	04/08/15	09:58a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
THU	04/09/15	02:27p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
TUE	04/14/15	03:58p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
WED	04/15/15	09:56a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
THU	04/16/15	11:56a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
<b>KTAR-FM</b>							
FRI	04/10/15	05:15a	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
SAT	04/11/15	09:33p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
SUN	04/12/15	07:11p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
MON	04/13/15	05:48p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00
TUE	04/14/15	09:30p	1	60		BONNEVILLE PHX EEOC 60 JV	\$0.00

DO NOT MAIL



# INVOICE



**BONNEVILLE  
PHOENIX**  
The Local Media and Marketing Company

Invoice #: MC-11504126666  
Invoice Date: 04/19/2015  
Contract #: 990020213  
Page: 2  
Net Amount Due: \$0.00

## KMVP-FM

Total Spots: 6  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
Taxes:  
    ADVERTISING TAX \$0.00  
Net Amount: \$0.00

## KTAR-AM

Total Spots: 6  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
Taxes:  
    ADVERTISING TAX \$0.00  
Net Amount: \$0.00

## KTAR-FM

Total Spots: 5  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
Taxes:  
    ADVERTISING TAX \$0.00  
Net Amount: \$0.00

## Remit To:

Bonneville International Corporation  
7740 N. 16TH ST.  
SUITE 200  
PHOENIX, AZ 85020

## Invoice Totals

Total Spots: 17  
Gross Amount: \$0.00  
Agency Commission: \$0.00  
Taxes:  
    ADVERTISING TAX \$0.00  
Net Amount Due: \$0.00

Net 30

We warrant that the actual broadcast information shown on this invoice was taken from the program log and will be available, on request, for inspection by advertiser or agency for at least 12 months.

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## EEO Public File Report

### Employment Unit Covered:

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

### REPORTING PERIOD:

05/25/2013 – 05/24/2014

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

Job Title	Date Filled	Hire Source	Recruitment Source
Bonneville Phoenix Production Assistant #8066	29-Aug-2013	KTAR Web Site	See Recruitment Source List for Entries on or before 26-Jul-2013 for the following media:
Bonneville Phoenix IT Help Desk Technician (8081)	19-Feb-2014	Employee Referral	See Recruitment Source List for Entries on or before 13-Jan-2014 for the following media:
Bonneville Phoenix Account Manager #8061	26-Jun-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	25-Jun-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	22-Jul-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	15-Jul-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	23-Jul-2013	Market Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	15-Aug-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Phoenix Account Manager #8061	29-Aug-2013	Employee Referral	See Recruitment Source List for Entries on or before 06-Jun-2013 for the following media:
Bonneville Cluster Account Manager (#8072)	23-Sep-2013	Market Referral	See Recruitment Source List for Entries on or before 03-Sep-2013 for the following media:
Bonneville Cluster Account Manager (#8072)	13-Nov-2013	Employee Referral	See Recruitment Source List for Entries on or before 03-Sep-2013 for the following media:



Bonneville Phoenix Associate Account Manager (8082)	27-Jan-2014	Employee Referral	See Recruitment Source List for Entries on or before 23-Jan-2014 for the following media:
Arizona Sports Traffic Manager (8090)	26-Mar-2014	KTAR Web Site	See Recruitment Source List for Entries on or before 18-Mar-2014 for the following media:
Bonneville Phoenix Accounting Assistant (8087)	06-Mar-2014	Employee Referral	See Recruitment Source List for Entries on or before 18-Feb-2014 for the following media:
Bonneville Phoenix General Sales Manager (8089)	20-Mar-2014	Employee Referral	See Recruitment Source List for Entries on or before 27-Feb-2014 for the following media:
Bonneville Phoenix IT Help Desk Technician (8081)	15-Apr-2014	Employee Referral	See Recruitment Source List for Entries on or before 13-Jan-2014 for the following media:

## Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Careerbuilder	2
Employee Referral	21
Job Service of Arizona	1
KTAR Web Site	9
Market Referral	3
<b>Total:</b>	<b>36</b>

## Performance Initiatives Undertaken

The Unit implemented an Associate Sales Program during the reporting period, three employees participated. This program is an apprentice program designed to train and mentor entry level sales associates in the skills of airtime sales. Following the associate sales period, two employees moved into a regular Account Manager position.

The Unit's personnel continue to speak to students about career opportunities in the broadcast industry. Our News Director, Sports Executive Producer and Digital Content Manager spoke to broadcast students

Bonneville Production Assistant - Requisition 8066

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8066	1241036	7/16/13	Interview Date 1	8/8/13	8/8/13	Job Service of Arizona
8066	1281535	7/23/13	Interview Date 1	8/6/13	8/6/13	KTAR Web Site
8066	1285847	7/24/13	Interview Date 1	8/5/13	8/5/13	KTAR Web Site
8066	1285654	7/25/13	Interview Date 1	8/7/13	8/7/13	Employee Referral
8066	1335435	8/4/13	Interview Date 1	8/5/13	8/5/13	KTAR Web Site
8066	1472613	8/29/13	Accept Date	8/29/13	8/29/13	KTAR Web Site



# Bonneville Phoenix IT Help Desk Technician - Requisition 8081

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8081	2237914	1/13/14	Interview Date 1	1/24/14	1/24/14	KTAR Web Site
8081	2245861	1/14/14	Interview Date 1	1/24/14	1/24/14	KTAR Web Site
8081	2254495	1/15/14	Interview Date 1	1/24/14	1/24/14	Employee Referral
8081	2240953	1/14/14	Accept Date	1/24/14	2/19/14	Employee Referral
8081	2814472	3/18/14	Accept Date	3/25/14	4/15/14	Employee Referral

Bonneville Cluster Account Manager - Requisition 8072

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8072	1598907	9/18/13	Interview Date 1	9/19/13	9/19/13	Employee Referral
8072	1671033	10/3/13	Interview Date 1	10/3/13	10/3/13	Employee Referral
8072	1608628	9/20/13	Accept Date	9/20/13	9/23/13	Market Referral
8072	1820229	11/4/13	Accept Date	11/5/13	11/13/13	Employee Referral



Bonneville Phoenix Associate Account Manager - Requisition 8082

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8082	2317392	1/26/14	Accept Date	1/27/14	1/27/14	Employee Referral

Arizona Sports Traffic Manager - Requisition 8090

Job Listing Internal ID	Applicant ID	Candidate / Application Completed Date	Status	Last Interview Date	Last Status Date	Source
84486	8090	2819300	2819300	3/18/14	Accept Date	
				3/26/14		3/26/14 KTAR Web Site



Bonneville Phoenix General Sales Manager - Requisition 8089

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8089	2798184	3/16/14	Interview Date 1	3/21/14	3/21/14	KTAR Web Site
8089	2810744	3/17/14	Interview Date 1	3/20/14	3/1/14	Employee Referral
8089	2762796	3/13/14	Accept Date	3/17/14	3/20/14	Employee Referral

# EEO Public File Report

Employment Unit Covered:

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

## REPORTING PERIOD:

05/25/2014 - 05/24/2015

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

Job Title	Date Filled	Hire Source	Recruitment Source	Advertising Area
Digital Integration Specialist 8103	31-Jul-2014	Employee Referral	See Recruitment Source List for Entries on or before 13-Jul-2014 for the following media:	Radio
Bonneville Phoenix Cluster Account Manager Entry Level 8098	13-Jun-2014	KTAR Web Site	See Recruitment Source List for Entries on or before 06-Jun-2014 for the following media:	Radio
Arizona Sports Social Media Producer 8118	08-Jan-2015	Employee Referral	See Recruitment Source List for Entries on or before 25-Nov-2014 for the following media:	Radio
Bonneville Phoenix Graphic Designer 8124	11-Feb-2015	Job Inventory	See Recruitment Source List for Entries on or before 23-Jan-2015 for the following media:	Radio
KTAR News Reporter 8126	08-Mar-2015	KTAR Web Site	See Recruitment Source List for Entries on or before 02-Feb-2015 for the following media:	Radio
Bonneville Phoenix Cluster Account Manager 8109	08-Dec-2014	Employee Referral	See Recruitment Source List for Entries on or before 05-Sep-2014 for the following media:	Radio
Bonneville PHX Account Manager Entry Level 8110	24-Nov-2014	Employee Referral	See Recruitment Source List for Entries on or before 05-Sep-2014 for the following media:	Radio
Bonneville Phoenix Account Service Coordinator 8116	22-Jan-2015	Phoenix Workforce Connection	See Recruitment Source List for Entries on or before 30-Oct-2014 for the following media:	Radio



Bonneville Phoenix Account Service Coordinator 8116	18- Nov- 2014	Market Referral	See Recruitment Source List for Entries on or before 30-Oct- 2014 for the following media:	Radio
Bonneville Phoenix Account Service Coordinator 8116	09- Dec- 2014	LinkedIn	See Recruitment Source List for Entries on or before 30-Oct- 2014 for the following media:	Radio
Arizona Sports Account Manager 8133	08- May- 2015	Employee Referral	See Recruitment Source List for Entries on or before 18-Mar- 2015 for the following media:	Radio
Arizona Sports Account Manager 8122	31- Mar- 2015	Employee Referral	See Recruitment Source List for Entries on or before 18-Dec- 2014 for the following media:	Radio
Arizona Sports Account Manager 8133	27- Mar- 2015	Market Referral	See Recruitment Source List for Entries on or before 18-Mar- 2015 for the following media:	Radio

### Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Arizona Broadcasters Association	1
Careerbuilder	2
Employee Referral	15
Job Inventory	3
KTAR Web Site	8
LDS Church	1
LinkedIn	4
Market Referral	3
Phoenix Workforce Connection	1
Walk In	1
<b>Total:</b>	<b>39</b>

Digital Intergration Specialist - Requisition 8103

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8103	1717783	7/15/14	Interview Date 1	7/18/14	7/18/14	Employee Referral
8103	4040225	7/18/14	Interview Date 1	7/21/14	7/21/14	Employee Referral
8103	4055468	7/20/14	Interview Date 1	7/22/14	7/22/14	Employee Referral
8103	3989683	7/14/14	Accept Date	7/25/14	7/31/14	Employee Referral



Bonneville Phoenix Cluster Account Manager Entry Level - Requisition 8098

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8098	3681166	6/12/14	Interview Date 1	6/26/14	6/26/14	Employee Referral
8098	3724825	6/17/14	Interview Date 1	6/17/14	6/17/14	Employee Referral
8098	3235825	6/6/14	Accept Date	6/11/14	6/13/14	KTAR Web Site

Arizona Sports Social Media Producer - Requisition 8118

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8118	5576459	11/26/14	Interview Date 1	1/2/15	1/2/15	LinkedIn
8118	1258329	12/2/14	Interview Date 1	12/17/14	12/17/14	Employee Referral
8118	4117056	12/4/14	Accept Date	1/6/15	1/8/15	Employee Referral



# Bonneville Phoenix Graphic Designer - Requisition 8124

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8124	6124961	1/24/15	Interview Date 1	2/9/15	2/9/15	Job Inventory
8124	6125682	1/24/15	Interview Date 1	1/29/15	1/29/15	Job Inventory
8124	6129751	1/26/15	Interview Date 1	2/2/15	2/2/15	Careerbuilder
8124	2254379	1/26/15	Accept Date	1/29/15	2/11/15	Job Inventory

KTAR News Reporter - Requisition 8126

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8126	5708591	2/3/15	Interview Date 1	3/5/15	3/5/15	Arizona Broadcasters Association
8126	2737966	2/11/15	Interview Date 1	2/20/15	2/20/15	Linkedin
8126	6235945	2/3/15	Accept Date	2/23/15	3/8/15	KTAR Web Site



Bonneville Phoenix Cluster Account Manager - Requisition 8109

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8109	5241630	10/24/14	Interview Date 1	10/24/14	10/24/14	KTAR Web Site
8109	5494851	11/15/14	Accept Date	11/17/14	12/8/14	Employee Referral
8109	5513027	11/17/14	Decline Date	12/9/14	2/17/15	Employee Referral

Bonneville PHX Account Manager Entry Level - Requisition 8110

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8110	4852989	10/26/14	Interview Date 1	12/3/14	12/3/14	KTAR Web Site
8110	4805496	10/12/14	Interview Date 1	11/18/14	11/18/14	KTAR Web Site
8110	4443646	9/19/14	Interview Date 1	11/18/14	11/18/14	Market Referral
8110	5371402	11/4/14	Accept Date	10/15/14	10/15/14	Employee Referral



Bonneville Phoenix Account Service Coordinator - Requisition 8116

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8116	5417124	11/6/14	Interview Date 1	1/29/15	1/29/15	Careerbuilder
8116	5547241	11/21/14	Interview Date 1	12/9/14	12/9/14	KTAR Web Site
8116	4852989	11/26/14	Interview Date 1	12/3/14	12/3/14	KTAR Web Site
8116	5559610	12/10/14	Interview Date 1	12/18/14	12/18/14	KTAR Web Site
8116	5697111	12/11/14	Interview Date 1	12/22/14	12/22/14	LDS Church
8116	5859756	1/5/15	Interview Date 1	1/7/15	1/7/15	Employee Referral
8116	6067937	1/20/15	Accept Date	1/20/15	1/22/15	Phoenix Workforce Connection
8116	2381230	11/6/14	Accept Date	11/13/14	12/9/14	LinkedIn
8116	5469106	11/12/14	Accept Date	11/12/14	11/18/14	Market Referral

Arizona Sports Account Manager - Requisition 8133

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8133	6787147	3/26/15	Accept Date	3/26/15	3/27/15	Market Referral
8133	7173284	5/7/15	Accept Date	5/7/15	5/8/15	Employee Referral



Arizona Sports Account Manager - Requisition 8122

Internal ID	Applicant ID	Application Completed Date	Status	Last Interview Date	Last Status Date	Source
8122	1078297	12/19/14	Interview Date 1	3/13/15	3/13/15	LinkedIn
8122	5855287	1/2/15	Interview Date 1	1/2/15	1/2/15	Walk In
8122	4984076	3/17/15	Interview Date 1	3/17/15	3/17/15	Employee Referral
8122	6356614	2/16/15	Accept Date	2/17/15	3/31/15	Employee Referral

## INTERNSHIP AGREEMENT

This Internship Agreement (the "Agreement") is entered into this \_\_\_\_ day of \_\_\_\_\_ 2011 by and among the following parties:

Bonneville International Corporation, a Utah corporation that does business as KTAR, with a place of business at 7740 N. 16<sup>th</sup> Street, Suite 200, Phoenix, AZ 85020 (the "Station");

Arizona State University, an educational institution with its principal campus located in Tempe, AZ (the "College"); and

\_\_\_\_\_, an individual who is at least eighteen (18) years old and currently enrolled as a student at the College (the "Student").

### Recitals

A. As a community service, the Station accepts the placement of college and university students as interns.

B. The College offers its students the opportunity to serve as interns at selected businesses and organizations. Students earn academic credit from the College for serving as interns. The College and the Student desire to have the Student serve as an intern at the Station and receive academic credit from the College pursuant to the terms and conditions set forth herein.

### Agreement

In consideration of the foregoing recitals, and in exchange for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

1. Subject to the terms and conditions set forth herein, the Station hereby agrees to permit the Student to serve as an intern for the period beginning approximately \_\_\_\_\_, and ending approximately \_\_\_\_\_. All training and experience extended hereunder shall be at the sole discretion and control of the Station. The Station does not represent or promise that the Student will receive training or experience in any specific area as a result of serving as an intern.

2. The College shall coordinate with the Station the placement of the Student as an intern and designate an individual for the resolution of any problems that arise in connection with the Student's status as an intern. In consideration of the community service provided by the Station in permitting the Student to serve as an intern, and except as limited by the law of the state where the College is located, the College shall indemnify, reimburse, defend and hold harmless the Station, and the employees, officers, directors, shareholders, affiliates, servants,



agents, successors and assigns of the Station, for, from and against any and all liabilities, obligations, damages, claims, suits, losses, causes of action, liens, judgments and expenses (including court costs, attorneys' fees and costs of investigation) resulting from, or arising out of, the acts or omissions of the College or the Student and related to the Student's status as an intern. If a claim is made or an action filed to which the foregoing indemnification applies, the College shall at its sole cost and expense defend such claim or action by and through attorneys reasonably satisfactory to the Station. In no event shall the College resolve or settle a claim or action to which the foregoing indemnification applies without the prior written consent of the Station, which consent shall not be unreasonably conditioned, delayed or withheld.

3. While serving as an intern, the Student shall (a) comply with all rules, policies and procedures of the Station as may be in effect from time to time, (b) display a professional manner in all interactions with employees, clients and guests of the Station, (c) follow instructions from such individuals as the Station may designate from time to time to provide training, feedback and oversight of the Student, (d) be responsible for all personal expenses, and (e) not disclose at any time any confidential information concerning the business or affairs of the Station that the Student acquires as a result of serving as an intern. The Station shall not provide, and the Student shall not be eligible to receive from the Station, any salary, wage, pay or any other type of compensation, whether monetary or in-kind, and shall not be eligible for any employment benefits of any type or nature, including, without limitation, workers' compensation, health and/or life insurance benefits and unemployment benefits.

4. In consideration of the opportunity to serve as an intern, the Student hereby expressly waives and releases the Station, and the employees, officers, directors, shareholders, affiliates, servants, agents, successors and assigns of the Station, from any and all actions, causes of action, administrative or agency proceedings, obligations, costs, damages, losses, liabilities, demands or claims, of whatever character, whether known or unknown, suspected or unsuspected, matured or unmatured, that the Student may have, or which the Student may acquire, as a result of serving as an intern.

5. **THE PARTIES ACKNOWLEDGE AND AGREE THAT UNDER NO CIRCUMSTANCES SHALL THIS AGREEMENT, OR THE STUDENT'S SERVICE AS AN INTERN HEREUNDER, BE CONSTRUED AS CREATING ANY TYPE OF EMPLOYER/EMPLOYEE OR MASTER/SERVANT RELATIONSHIP BETWEEN THE STUDENT AND THE STATION. WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, UNDER NO CIRCUMSTANCES SHALL THE STUDENT BE DEEMED TO BE AN EMPLOYEE, SERVANT OR AGENT OF THE STATION. THE STUDENT HAS NOT RECEIVED ANY PROMISE OF FUTURE EMPLOYMENT WITH THE STATION, AND NO EXPECTATION OF EMPLOYMENT SHALL ARISE AS A RESULT OF THE STUDENT'S STATUS AS AN INTERN.**

6. The services provided by the parties hereto are rendered on a voluntary basis. Any party may terminate this Agreement at any time and for any reason upon written notice.

7. The parties hereto expressly disclaim any partnership, joint venture or fiduciary status or relationship between them.

8. A waiver by any party hereto of any provision of this Agreement shall be valid only in the instance for which it is given and not be a continuing waiver or a waiver of any other provision.

9. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and may be amended only if such amendment is in writing and signed by all parties hereto.

Bonneville International Corporation

By: \_\_\_\_\_

Title: \_\_\_\_\_

Arizona State University

By: \_\_\_\_\_

Title: \_\_\_\_\_

Student \_\_\_\_\_

\_\_\_\_\_



## Connie Drushel

---

**From:** Dudoit, Chanel <cdudoit@devry.edu>  
**Sent:** Wednesday, July 17, 2013 1:24 PM  
**To:** Connie Drushel  
**Subject:** DeVry University - Part-Time Career Fair

Hi Connie,

It was great meeting your team at our career fair today, and thank you for sharing your job postings. I'll be happy to forward it along to our community contacts and students on campus.

I asked our career services team for your contact information only because I had some questions about the Events/Promotions Assistant PT position you had mentioned today. What are the typical work hours for that position? I was wondering if most of the events happen on evenings and weekends, or if the schedule can be flexible with our college students' schedules?

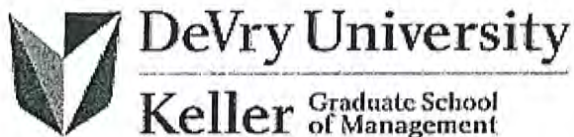
Thank you,

**Chanel Dudoit**  
Director of Community Outreach

2012 P R & D E Honoree

DeVry University  
2149 W. Dunlap Avenue  
Phoenix, AZ 85021

p: 602.749.4571  
f: 602.749.7330  
e: [cdudoit@devry.edu](mailto:cdudoit@devry.edu)



## Ben Hartman

---

**From:** Connie Drushel  
**Sent:** Monday, August 19, 2013 9:26 AM  
**To:** Ben Hartman  
**Subject:** FW: Student Job Fair Confirmation - Downtown Phoenix campus 8/21/13

Map is in the next e-mail.

### *Connie Drushel*

HR Director/Office Manager  
Bonneville Phoenix  
KTAR-AM/KTAR-FM/KPKX-FM



Direct: 602-200-2641  
Fax: 602-464-5592  
E-mail: [cdrushel@bonneville.com](mailto:cdrushel@bonneville.com)

FCC Nondiscrimination Notice: Bonneville International Corporation and its station(s) do not discriminate in advertising arrangements on the basis of race or ethnicity. Any arrangement entered into with an advertiser whose intent is to discriminate in such manner shall be null and void. In compliance with FCC rules, broadcaster includes this nondiscrimination provision in all advertiser agreements.

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**From:** Felicia Tsosie-Begay [mailto:[feliciat@asu.edu](mailto:feliciat@asu.edu)]  
**Sent:** Thursday, August 15, 2013 5:05 PM  
**To:** Connie Drushel  
**Subject:** Student Job Fair Confirmation - Downtown Phoenix campus 8/21/13

Dear Connie,

Thank you for registering to attend the Student Job Fair at Arizona State University, Downtown Phoenix campus. We have confirmed your registration and look forward to seeing you at this event. The event info is listed below, along with some helpful details about logistics during the event.

#### Student Job Fair

**Date:** Wednesday, August 21  
**Event Time:** 1-3pm (please arrive 30 minutes prior to this start time to find your table and set-up)  
**Location:** Downtown Phoenix campus, AE England Bldg

We will provide a table, two chairs and a name sign for each participating employer. We encourage you to bring banners, posters, brochures, goodies or candy to attract student attention to your table. It is a good idea to have a pad of paper and pen to write down student names and contact information. You may also hand out applications or flyers with information about where to apply for your part-time job openings. *When handing out applications, please make sure that your organization name or fax number is listed on the form, so that students know where to return the application. Please come prepared for a large number of interested students.* If several people from your organization attend, you might be able to interview and hire students on the spot! Also we ask that you please stay until the end of the fair so that



# SBA Sports Business Association

Arizona State University

Marketing Department

P.O. Box 874106

Tempe, AZ 85287

SBAatASU@gmail.com

September 5, 2013

Dear KTAR/Arizona Sports,

On behalf of Arizona State University and the Sports Business Association, we thank you for your support and efforts in making our 4<sup>th</sup> semi – annual SBA Internship Fair a successful one. We truly hope that we met your every need, exceeded your expectations, and that you enjoyed the event.

As we continue to grow and develop this student organization, we put every effort into being aware of any inconsistencies and kinks in the system that needs to be fixed, so we ask that please provide us with any positive or negative feedback. We would love to have you back for our next event, and we will be in contact with you in the near future. Likewise, we hope to eventually develop formal partnerships with numerous organizations, so please keep this in mind moving forward.

Please do not hesitate to be in contact with us regarding any future internship, job, or volunteer opportunities, as we will do our best to help you in any way possible. Once again, thank you for being in attendance and giving each student an equal opportunity for a chance to succeed in the sports business industry.

Sincerely,



Jason Heckendorn  
President  
(609) 705 – 5572  
jheckend@asu.edu

John Eaton  
Faculty Advisor  
(480) 965-2938  
John.Eaton@asu.edu

Marketing Department  
P.O. Box 874106  
Tempe, AZ 85287



# *Phoenix & Arizona's 13<sup>th</sup> Annual Diversity Employment Day*

Recognized by  
**the State of Arizona**

And the  
**Diversity Recruiters Network.org**

On this  
**26<sup>th</sup> Day of September, 2013**

This is to certify

**Bonneville Phoenix**

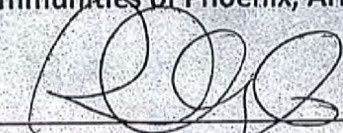
Has actively participated in the 13<sup>th</sup> Annual Diversity Employment Day Career Fair  
"Getting America Back to Work in 2013"

This event brings together Phoenix & Arizona's major employers with thousands of qualified diversity professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. Also represented at this event are professional organizations comprised of diverse and multi-ethnic Arizona residents.

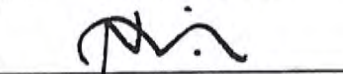
With this certificate, we commend

**Bonneville Phoenix**

For its support of Diversity Employment Day and the diverse  
communities of Phoenix, Arizona.



Patricia Ashley  
City Career Fair



Neal Morrison  
Diversity Recruiters Network.org





# *Phoenix's 14<sup>th</sup> Annual Diversity Employment Day*

Proclaimed by  
the City of Phoenix

And the  
Diversity Recruiters Network.org

On this  
17<sup>th</sup> Day of April, 2014

This is to certify

**Bonneville Phoenix**

Has actively participated in the 14<sup>th</sup> Annual Diversity Employment Day Career Fair  
"Getting America Back to Work in 2014"

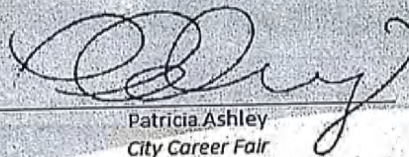
This event brings together Phoenix's major employers with thousands of qualified diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. Also represented at this event are professional organizations comprised of diverse and multi-ethnic Phoenix residents.

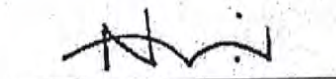
With this certificate, we commend

**Bonneville Phoenix**

For its support of Diversity Employment Day and the diverse  
communities of the Phoenix, Arizona.



  
Patricia Ashley  
City Career Fair

  
Neal Morrison  
Diversity Recruiters Network.org



# *Phoenix's 15<sup>th</sup> Annual Diversity Employment Day*

Recognized by  
**the City of Phoenix**

And the  
**Diversity Recruiters Network.org**

On this  
**16<sup>th</sup> Day of April, 2015**

This is to certify

**Bonneville Phoenix**

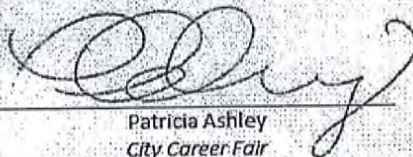
Has actively participated in the 15<sup>th</sup> Annual Diversity Employment Day Career Fair  
"Getting America Back to Work in 2015"

This event brings together Phoenix's major employers with thousands of qualified diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. Also represented at this event are professional organizations comprised of diverse and multi-ethnic Phoenix residents.

With this certificate, we commend

**Bonneville Phoenix**

For its support of Diversity Employment Day and the diverse  
communities of Phoenix, Arizona.

  
Patricia Ashley  
City Career Fair

  
Neal Morrison  
Diversity Recruiters Network.org





# *Phoenix & Arizona's 14<sup>th</sup> Annual Diversity Employment Day*

Proclaimed by  
**the State of Arizona**

And the  
**Diversity Recruiters Network.org**

On this  
**15th Day of October, 2014**

This is to certify

**Bonneville Phoenix**

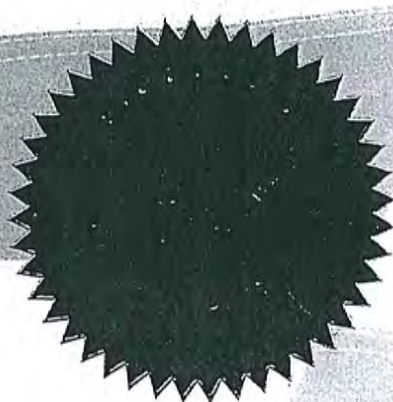
Has actively participated in the 14<sup>th</sup> Annual Diversity Employment Day Career Fair  
"Getting America Back to Work in 2014"

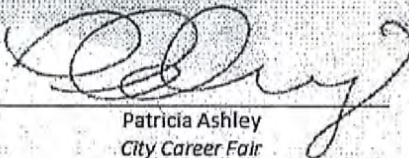
This event brings together Phoenix & Arizona's major employers with thousands of qualified diversity professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. Also represented at this event are professional organizations comprised of diverse and multi-ethnic Phoenix & Arizona residents.

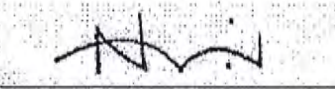
With this certificate, we commend

**Bonneville Phoenix**

For its support of Diversity Employment Day and the diverse  
communities of Phoenix, Arizona.



  
Patricia Ashley  
City Career Fair

  
Neal Morrison  
Diversity Recruiters Network.org



## Connie Drushel

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**From:** Ryan Lindsay  
**Sent:** Friday, February 07, 2014 11:24 AM  
**To:** Connie Drushel  
**Subject:** FW: Spring 2014 Internship Fair!  
**Attachments:** evitespring2014.jpg

Going to this.

**From:** Button, Lisa M - (lbutton) [<mailto:lbutton@email.arizona.edu>]  
**Sent:** Thursday, February 06, 2014 5:52 PM  
**To:** [jvilla@univision.net](mailto:jvilla@univision.net); [jfenwick@kvoa.com](mailto:jfenwick@kvoa.com); [aschaeffer@maddenmedia.com](mailto:aschaeffer@maddenmedia.com); Mark Evans; [Matt@experience-az.com](mailto:Matt@experience-az.com); Chihak, Michael A - (mchihak); Isela Bhakta; Lety Bazurto; Andy Van De Voorde; [editorial@nogalesinternational.com](mailto:editorial@nogalesinternational.com); [tom.riebock@wickcommunications.com](mailto:tom.riebock@wickcommunications.com); Sharkey, Nancy A - (nsharkey); [asavage@mediathatdelivers.com](mailto:asavage@mediathatdelivers.com); [dqibson@tucsonweekly.com](mailto:dqibson@tucsonweekly.com); [dylansmith@tucsonsentinel.com](mailto:dylansmith@tucsonsentinel.com); [editor@explorernews.com](mailto:editor@explorernews.com); [editor@zocalotucson.com](mailto:editor@zocalotucson.com); [ejunker@kold.com](mailto:ejunker@kold.com); [fernanda@nytimes.com](mailto:fernanda@nytimes.com); [gene.einfrank@tucsonaz.gov](mailto:gene.einfrank@tucsonaz.gov); [ironquillo@kgun9.com](mailto:ironquillo@kgun9.com); [mgiarrusso@ap.org](mailto:mgiarrusso@ap.org); [sgassen@azstarnet.com](mailto:sgassen@azstarnet.com); Westdahl, Sandra I - (westdahl); [Stuart.Warner@arizonarepublic.com](mailto:Stuart.Warner@arizonarepublic.com); [Tom.Elsner@foxsports.net](mailto:Tom.Elsner@foxsports.net); [kimble.megan@gmail.com](mailto:kimble.megan@gmail.com); [gcdrummond@aol.com](mailto:gcdrummond@aol.com); [justin@startuptucson.com](mailto:justin@startuptucson.com); [tom.riebock@wickcommunications.com](mailto:tom.riebock@wickcommunications.com); [dshearer@gvnews.com](mailto:dshearer@gvnews.com); [Lucia.Botello@nbcuni.com](mailto:Lucia.Botello@nbcuni.com); Echavarri, Fernanda - (fernanda); Kelly, Andrea C - (andreakelly); Sean Hughes; Ryan Lindsay  
**Subject:** Spring 2014 Internship Fair!

Dear Intern Recruiters,


Please join us March 7 for the University of Arizona School of Journalism spring internship fair!

Set your own hours to conduct individual interviews with students. Details are on the attached invitation. I look forward to receiving your reply as soon as possible, preferably by Feb. 21.

All best,

Lisa M. Button  
Instructor & Internship Coordinator  
University of Arizona  
School of Journalism  
845 N. Park Ave.  
Marshall 323A  
Tucson, Arizona 85721  
(520) 626-9219  
@Jour2051  
<http://journalism.arizona.edu>





## Connie Drushel

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**From:** Tyler Bassett  
**Sent:** Friday, April 04, 2014 8:54 AM  
**To:** Connie Drushel  
**Subject:** FW: CRONKITE INTERNSHIP INTERVIEW DAY SCHEDULE- MARCH 28 (NEW SCHEDULE- PLEASE READ)

ASU internship fair on Friday, March 28 for Summer/Fall of '14.

**From:** Michael Wong [<mailto:mike.wong@asu.edu>]  
**Sent:** Friday, March 28, 2014 9:55 AM  
**To:** Tyler Bassett  
**Subject:** CRONKITE INTERNSHIP INTERVIEW DAY SCHEDULE- MARCH 28 (NEW SCHEDULE- PLEASE READ)

**Tyler,**  
***We adjusted your interview schedule slightly as one student dropped out. See the new schedule and new start time below.***  
***Thanks!***

I apologize for the delay in getting this info to you. Here is information about the **PUBLICATIONS & WRITING INTERNSHIP INTERVIEW DAY** on Friday March 28:

### LOCATION

- AE England Building
- 424 N. Central Ave. (directly across the street from the front door of the Cronkite School)

### EVENT TIME

- The event runs 12:45 p.m. - 7:00 p.m. (**See your specific schedule below to see what time to arrive**)
- Please arrive 10 minutes before your first scheduled interview

### PARKING- THIS IS NEW

- 1st Street & Polk Parking Structure (Polk is one block north of Van Buren)
- There will be an attendant at this structure. Just let the attendant know you are there for Cronkite internship interviews. You may be **required** to provide our attendant with the confirmation number: **39084**
- You will need to park on the 3rd level.

### FORMAT

- As we have many many students, we respectfully ask that you stay on schedule. You will have **12-15 minutes** to interview each student. If we get off schedule, it snowballs and everyone gets grouchy.
- There will be materials on your table when you arrive.

**From:** Paul Ihander  
**Sent:** Friday, September 19, 2014 11:28 AM  
**To:** Connie Drushel  
**Subject:** FW: Cronkite School: Broadcast Internship Interview Day will be held on Friday October 17  
**Attachments:** INTV DAYBR.doc

---

**From:** Michael Wong [<mailto:mike.wong@asu.edu>]  
**Sent:** Thursday, September 18, 2014 3:42 PM  
**To:** [cronkitecareerservices@asu.edu](mailto:cronkitecareerservices@asu.edu)  
**Subject:** Cronkite School: Broadcast Internship Interview Day will be held on Friday October 17

*A friendly reminder about the upcoming September 20 deadline to RSVP. We are meeting with students next week so we want to make sure your job description is in the packet. Please click the link to complete the RSVP. Thanks!*

Hello!

We are getting ready for another round of broadcast internship interviews for the **spring 2015** semester. Attached is info about how the interview day works.

The Broadcast internship interview day will be held **Friday, October 17 from 8:30 a.m. - 3:00 p.m.** in the KAET-TV studio on the sixth floor of the Cronkite School at 555 N. Central Ave. in downtown Phoenix.

Most companies will **not** have to be here for 5.5 hours. We try to schedule your interviews in clusters to get you out as soon as possible. However, some companies might have a full schedule of interviews. We'll let you know ahead of time if you have a packed schedule-- you have the option of bringing a colleague(s) to split the interview schedule in order to move through the day more quickly.

At this time, please let us know if you will be able to join us on October 17. ***Please complete the RSVP form by September 20. Remember to hit DONE on the survey to register your responses.*** Click the link to access the electronic form/RSVP:

**<https://www.surveymonkey.com/s/GXRD938>**

Please share this information with your colleagues who might participate with you.

We will send participants a follow up EMAIL with the format and parking instructions. That EMAIL will be sent in a few weeks.

Thanks!



**From:** Jennifer Latko <jlatko@azbroadcasters.org>  
**Sent:** Thursday, March 06, 2014 3:35 PM  
**To:** Connie Drushel  
**Subject:** CONFIRMATION - Broadcasters Career Fair - April 3rd  
**Attachments:** 2014 Career Fair Confirmation Letter & Map.pdf; 2014 EVIT Career Fair Flyer .pdf

Hi Connie,

Thank you for registering your station(s) for a booth at the 2014 Broadcasters Career Fair, Thursday, April 3<sup>rd</sup> from 10:00 AM – 2:00 PM. Attached is your confirmation letter detailing the event, set-up times, bullet points for your on-air promotional spots and a map of the East Valley Institute of Technology (EVIT) campus – located at 1601 W. Main Street, Mesa, 85201.

**PLEASE REMEMBER – your on-air promotions need to begin Thursday, March 27th!**

**A few highlights to note:**

- Parking is free, and the attached map lays out the available options around the Culinary Arts Center - Building #2.
- You are provided an 8ft x 3ft table and 2 chairs to exhibit your station's career opportunities
- Booth location is first come first serve and set-up begins at 9:00 AM
- There is power outlet access for the tables located on the outer perimeter of the room (which will be approx. 16 tables)
- NO WIFI is available in this building. You will need 4G or your own device to connect to the internet
- Lunch will be provided for booth exhibitors. If you will have more than 2 staffing the booth, please let us know so we can ensure a proper count.

***As a courtesy to the attending job seekers, we ask that you please plan accordingly to have your booth represented by a station employee for the full advertised hours of 10:00 AM – 2:00 PM.***

Last, I have attached the event flyer for you. This is posted on the ABA website and will be on campus to advertise the event as well.

If you have any questions, please do not hesitate to call 602-252-4833.

*Jennifer Latko*



**Arizona Broadcasters Association**  
*Serve, Educate & Advocate*

426 N. 44th Street, Suite 310 | Phoenix, AZ 85008 | 602-252-4833 | 602-252-5265 Fax

## Connie Drushel

---

**From:** Jennifer Latko <jlatko@azbroadcasters.org>  
**Sent:** Wednesday, May 13, 2015 5:07 PM  
**To:** Joksimovic, Andrea R; Luna, Virginia (NBCUniversal); Renee York; Rich Howe; Eric Cohen; Diane Johnson; lpena@meredith.com; nick.capaz@gannett.com; Marcia Peshlakai; Mike Greenberg; Shelly Brown; Bill Shedd; Daurham, Jennifer; Connie Drushel; Ben Hartman; Stonerock, Anice; Stanton, Suzanna; Steve Grosz; Chanel Carrasco; Rudy Bustillos; Fairley, Kim; jtrevizo@univision.net; lwright2@univision.net; Michael Mallace (michael.mallace@sierrah.com); Colleen Reid; Lee Moffitt; Jackie Bessler; David Vences; Gretchen Williams; gwillia4@asu.edu; Arizona Broadcasters Association  
**Cc:** Art Brooks; Tricia Guerrero  
**Subject:** Broadcasters Career Fair - Traffic Tabulation (Highest total yet!)  
**Attachments:** 2015 Career Fair Traffic Totals.pdf; 2015 Career Fair\_List of Exhibitors\_May 13\_2.pdf

### **Good Afternoon Career Fair Participants - great to see you all today!**

Attached is the report of tabulated responses collected from the sign-in sheets at the Broadcasters Career Fair today.

According to the sign-in sheets, our traffic count totaled **224** attendees over the 4 hours (205 attendees in 2014) – over the years, this is our highest total to date! So great job on getting the word out, especially since this was rescheduled from March.

I have received very positive feedback from many of you as well as the job seekers, and your comments and suggestions are welcome!

A special THANK YOU again to EVIT, Steve Grosz & Tricia Guerrero for hosting our group this year. We greatly appreciate all your time, assistance & enthusiasm to help make this event a success. This is Tricia's last year, and I / we will miss you!! We wish you all the best in your future endeavors.

Thank you all!

PS

You each received a copy today – but attached is the .pdf List of Exhibitors flyer for your records showing your participation in the event.



*Jennifer Latko*

426 N. 44<sup>th</sup> Street, Suite 310, Phoenix, AZ 85008

602.252.4833 | 602.252.5265 Fax | [www.azbroadcasters.org](http://www.azbroadcasters.org)

[facebook.com/arizonabroadcasters](https://facebook.com/arizonabroadcasters) | [twitter.com/AZbroadcasters](https://twitter.com/AZbroadcasters)



## Connie Drushel

---

**From:** Alexa Wennet <Alexa.Wennet@gcu.edu>  
**Sent:** Thursday, February 19, 2015 1:11 PM  
**To:** tmagneson@cbiz.com; whitney.sadler@cdicorp.com;  
katrina.calnan@childcarecareers.net; kjohnstonbaugh@choiceacademies.org;  
carmen@cleanfreakcarwash.com; mmoore2@cbridges.com; jfultz@cimonline.org;  
tanya@dentalnetworkprogram.net; JEinwalter@azdes.gov;  
nicole.lavoie@diamondresorts.com; linda.rizzo@mail.house.gov;  
JessicaSchwartz@discover.com; Andrew.Tzikas@Disys.com;  
hrgeneralist@mysisterscloset.com; tricia.blanchette@LaFrontera-EMPACT.org;  
Skyler.arnold@empereon.com; kathleen.m.berry@ehi.com; bsuedeku@fastenal.com;  
DMeythaler@fh.org; jevans@accel.org; dalyn.oakes@gmail.com;  
hrainer@ariocaresolutions.com; Idemarr@azauditor.gov; aayala@azbcinc.com;  
lmills@azdor.gov; gbrown@azext.com; YASMI.M.BARBA.MIL@MAIL.MIL;  
tiffany.mousel@aps.com; jnash@azcorrections.gov; cory.r.allen@ml.com;  
lhill@beallsinc.com; smiller@bbbsaz.org; jallen@blueskypest.com;  
jeffh@blueprintededucation.org; Pilgrim-92@mail.ru; Connie Drushel;  
BillW@boosterthon.com; Brett.Bybee@scouting.org; brighttutoring@gmail.com  
**Subject:** RSVP Confirmation to GCU Job/Internship Fair 2015

Thank you for your RSVP to the Career Services Job/Internship Fair at Grand Canyon University.

Details about The Career Services Job/Internship Fair is:

**Date:** Thursday, March 5, 2015  
**Time:** 11:00 a.m. to 1:00 p.m.,  
**Location:** Promenade next to Prescott Hall  
Grand Canyon University is located at 3300 West Camelback Road, Phoenix,  
AZ 85017. [Click here for directions.](#)

Once again, you will be given a free exhibition space with one (1) six foot long table and up to two (2) chairs provided. Tables will NOT be assigned. The event is outdoors in full sun, dress accordingly.  
**Please feel free to bring a canopy for shade.**

Please arrive no later than 10:15 a.m. When you arrive, you will need to display the parking pass (attached) visibly on your windshield. Parking is highlighted on the attached map. You will enter at 33<sup>rd</sup> Avenue, our main entrance, and park in parking garage. (Please keep the parking pass on your dashboard).

If you have any questions, please contact Career Services at 602-639-6066 or [careerservices@gcu.edu](mailto:careerservices@gcu.edu) or call my cell phone at 602-376-8700.

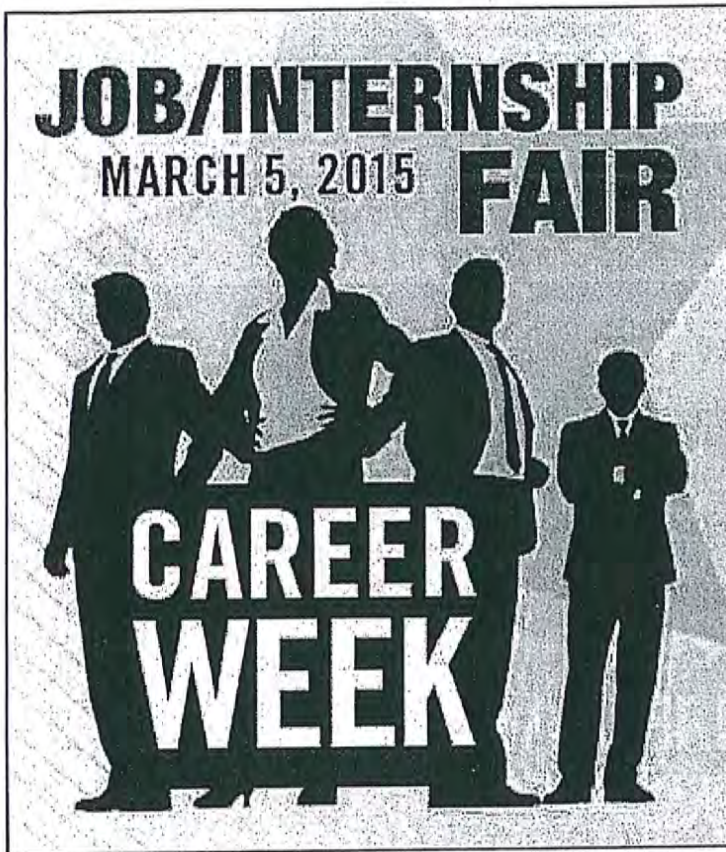
Look forward to seeing you March 5th!

Sincerely,

**Alexa Wennet**



## Career Services Hosts Job/Internship Fair



**Date:** March 5, 2015

**Location:** Promenade Next to Prescott Hall

**Time:** 11 a.m. - 1 p.m.

Big things are happening at Grand Canyon University, including a multi-million-dollar campus expansion and a move up to Division I athletics. With over 150 academic programs available on campus and online, GCU offers a dynamic learning environment that gives students hands-on experience with real world applications.

Come network with new talent and recruit soon-to-be-graduates from all of our colleges and programs.

Get a chance to meet face-to-face with hundreds of qualified candidates and introduce your company. Be sure to bring a canopy/umbrella for your booth.

RSVP below!

■ [Add to Calendar](#)

■ [SHARE](#)

[Print this Page](#)



## Connie Drushel

---

**From:** Christian Portaro <cportaro@hotmail.com>  
**Sent:** Monday, March 23, 2015 9:38 AM  
**Cc:** Tim Rockwell  
**Subject:** TOMORROW: SBA Career Fair  
**Attachments:** tempe-current 2.pdf

Hi everyone,

Firstly, we are *thrilled* to host everyone tomorrow for our 7th semi-annual SBA Career Fair. This year, we are hosting 12 outstanding organizations, and we anticipate a significant amount of student attendance.

Before we kickoff tomorrow, we wanted to send several updates and reminders so you had the morning to prepare:

1. The event is at 2PM in the Memorial Union, Room 202 (Alumni Lounge). We will have Officers escorting/directing people to the building, but be aware of where the building is in relation to parking (see below). Plan to arrive **at 1:30**, just in case the parking situation causes delays.
  2. Marketing materials: please bring any advertising signage or print with you. We will not be providing any printing this year, unfortunately. We do provide generic tablecloths. Make sure to brand yourself well!
  3. Parking: **We have reserved over 15 parking spots for participating employers in the Apache Parking Structure visitors section.**
  4. Directions: Attached is a map of the ASU Tempe campus. The Fair will be held in the north end of the 2nd floor of the Memorial Union.
- From the 202, exit on Scottsdale/Rural Rd. Go south on to Rural Rd.
  - After about 1.5 miles, you will approach Apache Blvd. Make a right on Apache.
  - You will come across Normal Ave. in about .5 miles - make a right here.
  - Turn left into the Visitor section of the parking garage and take a ticket. If the Visitor lot is FULL for any reason, I already have your name on the Reservation List; tell the gate attendant, and they will let you in.
  - Please park and walk north to the statue of the horses. An SBA representative will meet you there at 1:30pm and will direct/escort you to the room.

As this will be the last formal reminder, please email or call if you have any further questions. You can reach me at this email address or the number above, and you can reach our Vice President Tim Rockwell at 609-705-5572 or email him at [timrockwell25@gmail.com](mailto:timrockwell25@gmail.com). We look forward to seeing everyone tomorrow!

Thank you,  
Christian

**Christian Portaro**  
Business Economics: W.P. Carey School of Business at ASU

## Ben Hartman

---

**From:** Connie Drushel  
**Sent:** Friday, September 05, 2014 11:21 AM  
**To:** Becky Kaiser; Ben Hartman  
**Subject:** FW: Career Fair - Sports Business Association at ASU  
**Attachments:** Tempe Campus Map (1).pdf

I responded with the names already.

Thanks,

Connie

*Connie Drushel*

HR Director/Office Manager  
Bonneville Phoenix  
News-Talk 92.3 KTAR/Arizona Sports 620 & 98.7



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**From:** Tyler Richards [mailto:[tylerrichars@yahoo.com](mailto:tylerrichars@yahoo.com)]  
**Sent:** Friday, September 05, 2014 8:50 AM  
**Subject:** Career Fair - Sports Business Association at ASU

Firstly, thank you all for your continued relationship with the Sports Business Association at ASU! We are proud to be involved in such an incredible network of companies and individuals. We thank you for deciding to attend our semi-annual Career Fair and we anticipate this to be an excellent event.

Once again, the Internship Fair will take place on **Tuesday, September 9th from 2:00-4:00pm in Memorial Union, Room 220 (Turquoise Room)**. Please plan on arriving about 30 minutes prior to the start of the event! Below are more details and directions:



Please confirm your attendance by confirming who will be present from your organization. We need to allot sufficient parking reservations as the lot tends to fill up quickly without reserved spots.

If you haven't paid the \$50 fee yet, you may pay the day of the fair or by clicking the Paypal link below:

[https://www.paypal.com/cgi-bin/webscr?cmd=s-xclick&hosted\\_button\\_id=TFZYEAWQJQ2P8](https://www.paypal.com/cgi-bin/webscr?cmd=s-xclick&hosted_button_id=TFZYEAWQJQ2P8)

Attached is a map of the ASU Tempe campus. The Apache Parking Structure, labeled Apache Blvd (located right off of Apache and Normal Avenue), is where you will park. The Fair will be held in the north end of the 2nd floor of the Memorial Union.

- From the 202, exit on Scottsdale/Rural Rd. Go south on to Rural Rd.
- After about 1.5 miles, you will approach Apache Blvd. Make a right on Apache.
- You will come across Normal Ave. in about .5 miles - make a right here.
- Turn left into the Visitor section of the parking garage and take a ticket. If the Visitor lot is FULL for any reason, I already have your name on the Reservation List; tell the gate attendant, and they will let you in.
- Please park and walk north to the statue of the horses. An SBA representative will meet you there at 1:30pm and will direct/escort you to the room.

If you have any further questions, please let me know. We look forward to seeing you Tuesday!

Thank you,

Tyler Richars

**Tyler Richars**

Business Marketing: W.P. School of Business at ASU  
Vice President | ASU Sports Business Association  
Cell : 918-720-5983  
E-mail : [tylerrichars@yahoo.com](mailto:tylerrichars@yahoo.com)





**DMC** DESERET  
MANAGEMENT  
CORPORATION

# CAREER FAIR

Thursday, October 30<sup>th</sup>

12-2:00 p.m.

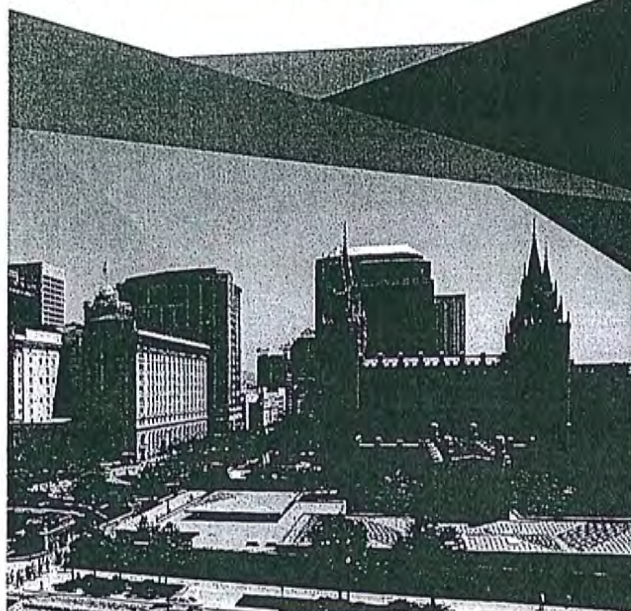
Joseph Smith Memorial  
Building, 9<sup>th</sup> floor  
15 E South Temple  
SLC, UT

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and company presidents and CEO's

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Deseret Book



Deseret News



FM100.3





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# JOB FAIR }

## Monday, June 23<sup>rd</sup>

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Federal Communications Commission  
Washington, D.C. 20554

July 6, 2016

Michael Dowdle  
Vice President and General Counsel  
Bonneville International Corporation  
Broadcast House  
55 North 300 West  
Salt Lake City, UT 84189

Received & Inspected

JUL 18 2016

FCC Mail Room

Re: KTAR(AM), Phoenix, AZ  
Facility ID# 52515  
KMVP-FM, Phoenix, AZ  
Facility ID# 52514  
KMVP(AM), Phoenix, AZ  
Facility ID# 1326  
KTAR-FM, Glendale, AZ  
Facility ID# 65479

Dear Mr. Dowdle:

We have completed our review of the response of Bonneville International Corporation, licensee of the above-noted stations, to the February 24, 2016 random audit letter sent to it in accordance with the provisions of Section 73.2080(f)(4) of the Commission's Equal Employment Opportunity (EEO) rules. As a result of our review, we find that no further action is required.

In accordance with Section 73.3527(e)(10), if commercial, or Section 73.3527(e)(11), if non-commercial, of the Commission's rules, the licensee must place copies of this letter, our audit letter, and the licensee's audit response in its stations' public inspection files. It must maintain these materials in the file until grant, by final order, of the next renewal application of its license for the station to which the file pertains.

Should you have any questions regarding this matter, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Lewis C. Pulley  
Assistant Chief, Policy Division  
Media Bureau