

EEO Public File Report
KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM
For the period beginning 6/1/2023 ending 5/31/2024
Prong 3 Longer-Term Recruitment Initiatives
Implemented During the Previous Year

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved	Number of Participants
1	8/21/2023 – 05/17/2023	Internship Program (Option 5)	Internship Program designed to introduce interested students to communications and marketing essentials and strategies employed in the marketing of public broadcasting.	Students interested in acquiring and developing communication and marketing skills and experience.	<ul style="list-style-type: none"> • Chris Conover, News Director(2) 	2
2	6/1/2023 - 5/31/2024	Student Employee Training Programs (Option 8)	Student Employee Training Programs designed to provide interested student employees with skills and professional-grade broadcast production, broadcast graphics, web graphics, motion graphics, and art direction experience that could qualify them for higher-level positions.	Student employees are taught studio production techniques which include running the control board, camera, lighting, audio, technical directing, and editing. Field production training includes sound, lighting, and camera operation. Student employees who are interested in developing technical and creative skills to produce graphic content for television, print, online and other forms of digital media.	<ul style="list-style-type: none"> • Brian Deevers, Creative Services Manager • Shawn Teague, Production Manager • Tom Denne, On-Air Promotions Manager 	13
3	4/18/2024 4/9/2024 8/31/2023	Participation in Career Opportunity Events/Programs (Option 10) (Ongoing)	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Attended events relating to opportunities in broadcasting presented by <ol style="list-style-type: none"> 1. Handshake - Tucson Jobs Now In (33) 2. Tucson Expo Career Fair(150) 3. University of Arizona – School of Journalism, Employment Fair (15) 	<ul style="list-style-type: none"> •Tanya Gonzales, HR Generalist • Chris Conover, News Director •Andrew Brown, Series Content Manager •Alexia Aguilar - HR Assistant III 	198
4	1/1/2024 – 5/31/2024	Management Training (Option 14)	Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.	<ol style="list-style-type: none"> 1. UA Online Training -Preventing Discrimination and Harassment for Supervisors and Faculty 2. Foundations of Diversity, Equity, Inclusion, and Belonging – LinkedIn 3. Bridging the Gap: Your Guide to Equity-Based Leadership-LinkedIn 4. Developing a Diversity, Inclusion, and Belonging Program-LinkedIn 5. Inclusion and Equity for Workers with Disabilities 	<ol style="list-style-type: none"> 1. Bell, Gary S 2. Brown, Andrew E 3. Conover, Christopher M 4. Cox, Nicole 5. Dale, Deborah 6. Deevers, Brian Allen 7. Denne, Tom 8. Gibson, John H 9. Gonzales, Tanya 10. Heath, Kimberly 11. Katterhenry, Jason L 12. Leader, Betsy Lyn 13. Macspadden, Ian 14. Paul, Mary M 15. Reardon, Marsha E 16. Robinson, Eugene 17. Teague, Shawn 	17

5	6/1/2022 - 5/31/2023	Management Training (Option 14)	Provide Training to management-level personnel as to the methods of ensuring diversity in Public Broadcasting and general management topics.	<ul style="list-style-type: none"> • PMBA Annual Meeting • PBS Annual Meeting 	Jack Gibson, Chief Executive Officer; Kimberly Heath, Chief Financial Officer	2
6	10/20/2023 3/13/2024 3/27/2024	Career Development Tours/Public Outreach (Option 16)	Community events designed to inform and educate public about broadcasting career opportunities.	Host tours of the radio and television stations to school groups interested in learning about broadcasting/career outreach/networking.	Timna Guerchon, Community Events Coordinator Andrew Brown, Series Content Manager	73