

## Annual EEO Public Report File

KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM  
(June 1, 2014 – May 31, 2015)

The purpose of this EEO Public File Report (“Report”) is to comply with Section 63.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KTVW- DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The Television Broadcast stations KTVW-DT, KTVW-CD, KFPH-DT, and KFPH-CD historically have comprised a separate employment unit from the commonly owned radio broadcast stations, KHOT-FM, KQMR-FM, KKMR, KOM-FMR, and KHOV-FM. However, effective September 1, 2014, as part of a corporate reorganization that resulted in the stations sharing one or more employees, the KTVW- DT, KTVW-CD, KFPH-DT, KFPH-CD employment unit was consolidated with the KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM employment unit.

The information contained in this Report covers the time period beginning June 1, 2014 to and including May 31, 2015 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 63.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 63.2080(c) (2) of the FCC rules.

*This report was filed on May 29, 2015 and updated on March 27, 2017 to make clerical changes.*

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purpose of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer. A person was deemed “interviewed whether he or she was interviewed in person and/or over the telephone.

**Appendix 1**

**Public File Report**

**Covering the Period from June 1, 2014 to May 31, 2015**

**KTVW-DT/KTVW-CD/KFPH-DT/KFPH-CD, KHOT-FM/KQMR-FM/KKMR-FM/KOMR-FM/KHOV-FM**

**Section 1:** Vacancy Information for vacancies filled by Television Stations **KTVW-DT, KTVW-CD, KFPH-DT, and KFPH-CD** prior to the September 1, 2014 consolidation of employment units.

| <b>Full-time Positions Filled By Job Title</b> |                          | <b>Recruitment Source of Hiree</b> |
|--|--------------------------|------------------------------------|
| T-1  | News Producer            | Careerbuilder.com                  |
| T-2  | Sales Support Supervisor | Internal Posting                   |
| T-3  | VP/Director of Sales*    | Internal Promotion                 |

\*Position filled by internal promotion from Univision Television Group, Inc. – KMEX.

**Section 2:** Vacancy Information for vacancies filled by Radio Stations **KHOT-FM, KQMR-FM, KKMR-FM, KOMR, and KHOV-FM** prior to the September 1, 2014 consolidation of employment units.

| <b>Full-time Positions Filled By Job Title</b> |                   | <b>Recruitment Source of Hiree</b> |
|--|-------------------|------------------------------------|
| R-1  | Account Executive | Employee Referral                  |

**Section 3:** Vacancy Information for vacancies filled by the combined employment unit comprised of Stations **KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM** on or after September 1, 2014.

| Full-time Positions Filled By Job Title |   | Recruitment Source of Hiree             |
|---|---|---|
| C-1                                     | Video Journalist*                       | Arizona Broadcaster Association Website |
| C-2                                     | National Account Coordinator            | Employee Referral                       |
| C-3                                     | Production Assistant/Associate Producer | Internal Posting                        |
| C-4                                     | Account Coordinator                     | Employee Referral                       |

\*Recruitment initiated prior to September 1, 2014, but vacancy filled after September 1, 2014.

**Section 4:** The total number of interviewees during the reporting period: **55**

## Appendix 2

### Annual EEO Public File Report

Covering the Period from June 1, 2014 to May 31, 2015

**KTVW-DT/KTVW-CD/KFPH-DT/KFPH-CD, KHOT-FM/KQMR-FM/KKMR-/KOMR-FM/KHOV-FM**

**Section 1:** Recruitment source information used by stations **KTVW-DT, KTVW-CD, KFPH-DT, and KFPH-CD** for vacancies filled prior to September 1, 2014.

|   | <b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>  | <b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b> | <b>Full-time Positions for Which This Source Was Utilized</b> |
|---|--|--|---|
| A | AARP WorkSearch<br>Attn: Dan Sarro<br>5119 N. 19 <sup>th</sup> Ave. , Suite A<br>Phoenix, AZ 85015                           | 0  | T1-2  |
| B | Academy of Raido & TV<br>Attn: Doreen Reyes<br>16052 Beach Blvd.<br>Huntington Beach, CA 92646                               | 0  | T1-2  |
| C | Alliance for Women in Media<br>Attn: Job Placement Services<br>1660 Old Meadow Road, Ste 500<br>McLean, VA 22102             | 0  | T1-2  |
| D | Area Agency on Aging<br>Attn: Mai Gabil<br>1366 E. Thomas Road<br>Phoenix AZ 85014   | 0  | T1-2  |
| E | Arizona Department of Economic Security<br>Attn: Juan M. Gomez<br>1140 F Avenue<br>Douglas, AZ 85606                         | 0  | T1-2  |
| F | Arizona Department Of Economic Security<br>Attn: Job Placement Services<br>396 Malpais Lane, Suite #9<br>Flagstaff, AZ 86001 | 0  | T1-2  |
| G | Arizona State University<br>Attn: Employment Services  | 0  | T1-2  |

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|---|---|---|------|
|   | Box 861312<br>Student Services Bldg, # C359<br>Tempe AZ 85286-1313  |   |      |
| H | Arizona Western College<br>Attn: Programming Director<br>P.O. Box 929<br>Yuma Arizona, 85366-0929                     | 0 | T1-2 |
| I | ASU West<br>Attn: Allison Walance, HR<br>4601 W. Thunderbird Road<br>Phoenix, AZ 85069                                | 0 | T1-2 |
| J | AZ Commission of Indian Affairs<br>Attn: Kristine Fire Thunder<br>1600 W. Washington St., #430<br>Phoenix, AZ 85006   | 0 | T1-2 |
| K | AZ Hispanic Chamber of<br>Commerce<br>Attn: Job Placement Services<br>255 East Osborn Road, #201<br>Phoenix, AZ 85012 | 0 | T1-2 |
| L | AZ Women's Education &<br>Employment (AWEE)<br>Attn: Pam Paulsen<br>914 W. Hatcher Road<br>Phoenix, AZ 85021          | 0 | T1-2 |
| M | Julie<br>Centro de Amistad<br>8202 Avenida del Yaqui<br>Guadalupe, AZ 85283   |   |      |
| N | Chicanos Por La Causa<br>Attn: Employment Svcs<br>1112 E. Buckeye Road<br>Phoenix AZ 85034                            | 0 | T1-2 |
| O | Chicanos Por La Causa<br>Attn: Career Services<br>3150 N. 35 <sup>th</sup> Avenue, Suite #5<br>Phoenix, AZ 85016      | 0 |      |
| P | City of Phoenix<br>Empl. & Training Division<br>200 W. Washington 19 <sup>th</sup> Fl.<br>Phoenix AZ 85003            | 0 | T1-2 |
| Q | Cochise College<br>Career Services Center<br>Attn: Diana Davila<br>4190 W. State Hwy 80<br>Douglas, AZ 85606          | 0 | T1-2 |

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|----|---|---|------|
| R  | Cochise County Workforce Dev.<br>Attn: Ana Luna<br>1606 10 <sup>th</sup> Street<br>Douglas, AZ 85606  | 0 | T1-2 |
| S  | Coconino County Career Center<br>Attn: Cindy Wilson<br>2625 N. King Street<br>Flagstaff, AZ 86004   | 0 | T1-2 |
| T  | Department of Economic Security<br>Attn: Leo Verdugo<br>195 W. Irvington<br>Tucson, AZ 85630  | 0 | T1-2 |
| U  | Dine' College<br>Job Coordinator<br>1 Circle Drive<br>Tsaile AZ 86556   | 0 | T1-2 |
| V  | East Valley Institute of Technology*<br>Attn: Allen Sudder, Job Developer<br>1601 W. Main Street<br>Mesa, AZ 85201  | 0 | T1-2 |
| W  | Everest College Phoenix<br>Attn: Rod Garcia<br>5416 E. Baseline Road, Suite 200<br>Mesa, AZ 8206  | 0 | T1-2 |
| X  | Friendly House JTPA<br>Attn: Edwin Leon/James Montoya<br>802 S. 1 <sup>st</sup> Ave.<br>Phoenix, AZ 85003 &<br><a href="mailto:James.montoya@friendlyhouse.org">James.montoya@friendlyhouse.org</a> | 0 | T1-2 |
| Y  | Glendale Community College<br>Attn: Career Svs./Job Placement<br>6000 W. Olive Avenue<br>Glendale, AZ 86302   | 0 | T1-2 |
| Z  | Governor's Office of<br>Equal Opportunity<br>Attn: Shannon<br>1600 W. Washington., Suite 158<br>Phoenix, AZ 85006   | 0 | T1-2 |
| AA | Grand Canyon University<br>Attn: Job Placement Services<br>3300 W. Camelback Road<br>Phoenix AZ 85016   | 0 | T1-2 |
| AB | Greater Phoenix Urban League<br>Attn: Employment Specialist<br>3851 W. Weir Avenue<br>Phoenix AZ 85041  | 0 | T1-2 |

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|----|---|---|------|
| AC | High Tech Institute<br>Attn: Job Placement Services<br>1515 E. Indian School Road<br>Phoenix AZ 85014   | 0 | T1-2 |
| AD | ITT Technical Institute<br>Attn: Job Placement Services<br>1455 West River Road<br>Tucson AZ 85604  | 0 | T1-2 |
| AE | KTNN Radio<br>Attn: Job Placement Services<br>P.O. Box 2569<br>Window Rock, AZ 86515  | 0 | T1-2 |
| AF | KUAT Communications<br>Job Placement Services<br>University of Arizona<br>Tucson, AZ 85621  | 0 | T1-2 |
| AG | LULAC<br>Attn: Frank Carillo<br>1604 E. Campus Drive<br>Tempe AZ 85282  | 0 | T1-2 |
| AH | Maricopa Skill Center<br>Job Placement Services<br>1245 E. Buckeye Road<br>Phoenix, AZ 85034  | 0 | T1-2 |
| AI | MCCD – Employment<br>Rio Salado Community College<br>2411 W. 14 <sup>th</sup> Street<br>Tempe AZ 85281  | 0 | T1-2 |
| AJ | NAACP<br>Attn: Job Placement Services<br>1818 S.16 <sup>th</sup> Street<br>Phoenix AZ 85034   | 0 | T1-2 |
| AK | NATAS Rocky Mountain Southwest<br>Attn: Patricia Emmert<br>621 N. La Loma Ave.<br>Litchfield Park, AZ 85340   | 0 | T1-2 |
| AL | National Assn. of Hispanic Journalist<br>Attn: Kevin Olivas, Recruitment Mgr<br>1050 Connecticut Ave., NW<br>18 <sup>th</sup> Floor<br>Washington, DC 20036 | 0 | T1-2 |
| AM | National Education Center of AZ<br>Attn: Job Placement Services<br>6829 N. 46 <sup>th</sup> Avenue<br>Glendale AZ 85301                                     | 0 | T1-2 |
| AN | Native American Connections<br>Attn: Job Placement Services   | 0 | T1-2 |

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|----|---|---|------|
|    | 4520 N. Central Ave., Suite 600<br>Phoenix, AZ 85012  |   |      |
| AO | Northern Arizona University<br>School of Communications<br>Attn: MaryLee Brewer<br>1014 South San Francisco St.<br>Flagstaff, AZ 86011-5619 | 0 | T1-2 |
| AP | Phoenix College<br>Attn: Job Placement Services<br>1202 W. Thomas Road<br>Phoenix AZ 85013  | 0 | T1-2 |
| AQ | Phoenix First WorkForce<br>Attn: Job Placement Services<br>13613 N. Cave Creek Road<br>Phoenix, AZ 85022                                    | 0 | T1-2 |
| AR | Phoenix Job Corp<br>Attn: Job Placement Services<br>518 S. 3 <sup>rd</sup> Street<br>Phoenix, AZ 85004                                      | 0 | T1-2 |
| AS | Phoenix OIC<br>Attn: Joe Allen, Job Developer<br>39 E. Jackson Street<br>Phoenix AZ 85004   | 0 | T1-2 |
| AT | Pima Community College<br>Attn: Job Placement Services<br>4905 East Broadway Blvd.<br>Tucson AZ 85609                                       | 0 | T1-2 |
| AU | South Mountain College *<br>Attn: Job Placement Services<br>7050 South 24 <sup>th</sup> Street<br>Phoenix AZ 85042                          | 0 | T1-2 |
| AV | South Mountain Job Service<br>Attn: DES Job Service<br>4635 S. Central Ave.<br>Phoenix, AZ 85040  | 0 | T1-2 |
| AW | Town of Guadalupe<br>Attn: Tom Morales<br>9241 S. Avenida Del Yaqui<br>Guadalupe AZ 85281   | 0 | T1-2 |
| AX | Tucson Black Chamber of Commerce<br>Attn: Job Placement Services<br>1443 E. Broadway<br>Tucson AZ 85619                                     | 0 | T1-2 |
| AY | Tucson Hispanic Chamber<br>of Commerce  | 0 | T1-2 |



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|----|--|---|------|
|    | Attn: Ruben Romero, Office Admin.<br>823 E. Speedway Blvd.<br>Tucson, AZ 85619                                   |   |      |
| AZ | University of Advancing Technology<br>Attn: Jaime Robertson<br>2625 West Baseline Road<br>Tempe, AZ 85283        | 0 | T1-2 |
| BA | Valle del Sol<br>Attn: Personnel/Job Placement<br>3806 N. 6 <sup>th</sup> Street<br>Phoenix AZ 85014             | 0 | T1-2 |
| BB | YWCA of Maricopa County<br>Attn: Job Placement Services<br>655 E. Willetta<br>Phoenix AZ 85006                   | 0 | T1-7 |
| BC | ABA Career Fair – EVIT, Mesa<br>4/4/2014   | 1 | T1   |
| BD | DeVry Institute of Technology<br><a href="mailto:gdames@devry.edu">gdames@devry.edu</a>                          | 0 | T1-2 |
| BE | Collins College Career Services*<br><a href="mailto:aroberts@collinscollege.edu">aroberts@collinscollege.edu</a> | 0 | T1-2 |
| BF | Arizona Broadcasters Association –<br>Art Brooks<br><a href="http://www.careerpage.org">www.careerpage.org</a>   | 0 | T1-2 |
| BG | Careerbuilder.com<br><a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a>                            | 4 | T1-2 |
| BH | City of Phoenix–Job Placement Svs.<br><a href="mailto:Mary.alejandro@phoeix.gov">Mary.alejandro@phoeix.gov</a>   | 0 | T1-2 |
| BI | Univisión-KTVW Bolsa de Trabajo  | 0 | T1-2 |
| BJ | Indeed.com   | 1 | T2   |
| BK | NAHJ Career Expo – 8/8/2014<br>San Antonio, TX   |   |      |
| BL | Internal Posting   | 3 | T1-2 |
| BM | Employee Referrals   | 4 | T1-2 |
| BN | Media Partners   | 1 |      |
| BO | Univision – Tucson, AZ<br>Danitza Pierson<br><a href="mailto:dpearson@univision.net">dpearson@univision.net</a>  | 0 | T1-2 |

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| BP | Univision Radio –Phoenix<br>Jackie Trevizo<br><a href="mailto:jtrevizo@univisionradio.com">jtrevizo@univisionradio.com</a> | 0 | T1-2 |
| BQ | Univision Radio-Casa Grande<br>Sandy Reyes<br><a href="mailto:sreyes@univisionradio.com">sreyes@univisionradio.com</a>     | 0 | T1,2 |
| BR | Univision Radio-Apache Junction<br>Randy Jones<br><a href="mailto:rjones@univisionradio.com">rjones@univisionradio.com</a> | 0 | T1-2 |
| BS | Unimas-Douglas<br><a href="mailto:socano@univision.net">socano@univision.net</a>   | 0 | T1-2 |
| BT | Unimas-Flagstaff<br><a href="mailto:avague@univision.net">avague@univision.net</a>   | 0 | T1-2 |
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\*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.

**Section 2:** Recruitment source information used by stations **KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, and KHOV-FM** for vacancies filled prior to September 1, 2014.

|   | <b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>  | <b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b> | <b>Full-time Positions for Which This Source Was Utilized</b> |
|---|--|--|---|
| A | AARP WorkSearch<br>Attn: Dan Sarro<br>5119 N. 19 <sup>th</sup> Ave. , Suite A<br>Phoenix, AZ 85015                           | 0  | R1  |
| B | Academy of Raido & TV<br>Attn: Doreen Reyes<br>16052 Beach Blvd.<br>Huntington Beach, CA 92646                               | 0  | R1  |
| C | Alliance for Women in Media<br>Attn: Job Placement Services<br>1660 Old Meadow Road<br>Suite 500<br>McLean, VA 22102         | 0  | R1  |
| D | Area Agency on Aging<br>Attn: Mai Gabil<br>1366 E. Thomas Road<br>Phoenix AZ 85014   | 0  | R1  |
| E | Arizona Department of Economic Security<br>Attn: Juan M. Gomez<br>1140 F Avenue<br>Douglas, AZ 85606                         | 0  | R1  |
| F | Arizona Department Of Economic Security<br>Attn: Job Placement Services<br>396 Malpais Lane, Suite #9<br>Flagstaff, AZ 86001 |  |   |
| G | Arizona State University<br>Attn: Employment Services<br>Box 861312<br>Student Services Bldg, # C359<br>Tempe AZ 85286-1313  | 0  | R1  |
| H | Arizona Western College<br>Attn: Frank Preciado<br>P.O. Box 929<br>Yuma Arizona, 85366-0929                                  | 0  | R1  |

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|---|---|---|----|
| I | ASU West<br>Attn: Allison Walance, HR<br>4601 W. Thunderbird Road<br>Phoenix, AZ 85069                                | 0 | R1 |
| J | ABA Career Fair – Pima<br>Community College, Tucson, AZ<br>9/19/2014  |   |    |
| K | AZ Hispanic Chamber of<br>Commerce<br>Attn: Job Placement Services<br>255 East Osborn Road, #201<br>Phoenix, AZ 85012 | 0 | R1 |
| L | AZ Women’s Education &<br>Employment (AWEE)<br>Attn: Pam Paulsen<br>914 W. Hatcher Road<br>Phoenix, AZ 85021          | 0 | R1 |
| M | Univision – KTVW<br><a href="mailto:vluna@univision.net">vluna@univision.net</a>                                      | 0 | R1 |
| N | Chicanos Por La Causa<br>Attn: Employment Svcs<br>1112 E. Buckeye Road<br>Phoenix AZ 85034                            | 0 | R1 |
| O | Chicanos Por La Causa<br>Attn: Career Services<br>3150 N. 35 <sup>th</sup> Avenue, Suite #5<br>Phoenix, AZ 85016      |   |    |
| P | City of Phoenix<br>Empl. & Training Division<br>200 W. Washington 19 <sup>th</sup> Fl.<br>Phoenix AZ 85003            | 0 | R1 |
| Q | Cochise College<br>Career Services Center<br>Attn: Diana Davila<br>4190 W. State Hwy 80<br>Douglas, AZ 85606          | 0 | R1 |
| R | Cochise County Workforce Dev.<br>Attn: Ana Luna<br>1606 10 <sup>th</sup> Street<br>Douglas, AZ 85606                  | 0 | R1 |
| S | Coconino County Career Center<br>Attn: Cindy Wilson<br>2625 N. King Street<br>Flagstaff, AZ 86004                     | 0 | R1 |
| T | Department of Economic Security<br>Attn: Leo Verdugo  | 0 | R1 |

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|----|--|---|----|
|    | 195 W. Irvington<br>Tucson, AZ 85630   |   |    |
| U  | Dine' College<br>Job Coordinator<br>1 Circle Drive<br>Tsaile AZ 86556  | 0 | R1 |
| V  | East Valley Institute of Technology<br>Attn: Allen Sudder, Job Developer<br>1601 W. Main Street<br>Mesa, AZ 85201  | 0 | R1 |
| W  | Everest College Phoenix<br>Attn: Rod Garcia<br>5416 E. Baseline Road, Suite 200<br>Mesa, AZ 8206   | 0 | R1 |
| X  | Friendly House JTPA<br>Attn: Edwin Leon/James<br>Montoya<br>802 S. 1 <sup>st</sup> Ave.<br>Phoenix, AZ 85003 &<br><a href="mailto:James.montoya@friendlyhouse.org">James.montoya@friendlyhouse.org</a> | 0 | R1 |
| Y  | Glendale Community College<br>Attn: Career Svcs./Job Placement<br>6000 W. Olive Avenue<br>Glendale, AZ 86302   |   |    |
| Z  | Governor's Office of<br>Equal Opportunity<br>Attn: Shannon<br>1600 W. Washington., Suite 158<br>Phoenix, AZ 85006  | 0 | R1 |
| AA | Grand Canyon University<br>Attn: Job Placement Services<br>3300 W. Camelback Road<br>Phoenix AZ 85016  | 0 | R1 |
| AB | Greater Phoenix Urban League<br>Attn: Employment Specialist<br>3851 W. Weir Avenue<br>Phoenix AZ 85041   | 0 | R1 |
| AC | High Tech Institute<br>Attn: Job Placement Services<br>1515 E. Indian School Road<br>Phoenix AZ 85014  | 0 | R1 |
| AD | ITT Technical Institute<br>Attn: Job Placement Services<br>1455 West River Road<br>Tucson AZ 85604   | 0 | R1 |

|      |   |   |    |
|------|---|---|----|
| AE   | KTNN Radio<br>Attn: Job Placement Services<br>P.O. Box 2569<br>Window Rock, AZ 86515  | 0 | R1 |
| AF   | KUAT Communications<br>Job Placement Services<br>University of Arizona<br>Tucson, AZ 85621  | 0 | R1 |
| R-AG | LULAC<br>Attn: Frank Carillo<br>1604 E. Campus Drive<br>Tempe AZ 85282  | 0 | R1 |
| AH   | Maricopa Skill Center<br>Job Placement Services<br>1245 E. Buckeye Road<br>Phoenix, AZ 85034  | 0 | R1 |
| AI   | MCCD – Employment<br>Rio Salado Community College<br>2411 W. 14 <sup>th</sup> Street<br>Tempe AZ 85281  | 0 | R1 |
| AJ   | NAACP<br>Attn: Job Placement Services<br>1818 S.16 <sup>th</sup> Street<br>Phoenix AZ 85034   | 0 | R1 |
| AK   | NATAS Rocky Mountain Southwest<br>Attn: Patricia Emmert<br>621 N. La Loma Ave.<br>Litchfield Park, AZ 85340   | 0 | R1 |
| AL   | National Assn. of Hispanic<br>Journalists<br>Attn: Kevin Olivas, Recruitment<br>Mgr.<br>1050 Connecticut Ave., NW<br>18 <sup>th</sup> Floor<br>Washington, DC 20036 | 0 | R1 |
| AM   | National Education Center of AZ<br>Attn: Job Placement Services<br>6829 N. 46 <sup>th</sup> Avenue<br>Glendale AZ 85301   | 0 | R1 |
| AN   | Native American Connections<br>Attn: Job Placement Services<br>4520 N. Central Ave., Suite 600<br>Phoenix, AZ 85012   | 0 | R1 |
| AO   | Northern Arizona University<br>School of Communications<br>Attn: MaryLee Brewer<br>1014 South San Francisco St.   | 0 | R1 |

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|----|--|---|----|
|    | Flagstaff, AZ 86011-5619   |   |    |
| AP | Phoenix College<br>Attn: Job Placement Services<br>1202 W. Thomas Road<br>Phoenix AZ 85013                                 | 0 | R1 |
| AQ | Phoenix First WorkForce<br>Attn: Job Placement Services<br>13613 N. Cave Creek Road<br>Phoenix, AZ 85022                   |   |    |
| AR | Phoenix Job Corp<br>Attn: Job Placement Services<br>518 S. 3 <sup>rd</sup> Street<br>Phoenix, AZ 85004                     | 0 | R1 |
| AS | Phoenix OIC<br>Attn: Joe Allen, Job Developer<br>39 E. Jackson Street<br>Phoenix AZ 85004                                  | 0 | R1 |
| AT | Pima Community College<br>Attn: Job Placement Services<br>4905 East Broadway Blvd.<br>Tucson AZ 85609                      | 0 | R1 |
| AU | South Mountain College<br>Attn: Job Placement Services<br>7050 South 24 <sup>th</sup> Street<br>Phoenix AZ 85042           | 0 | R1 |
| AV | South Mountain Job Service<br>Attn: DES Job Service<br>4635 S. Central Ave.<br>Phoenix, AZ 85040                           | 0 | R1 |
| AW | Town of Guadalupe<br>Attn: Tom Morales<br>9241 S. Avenida Del Yaqui<br>Guadalupe AZ 85281                                  | 0 | R1 |
| AX | Northern Arizona University<br>Attn: Kenneth Hicks<br>P.O. Box 5618<br>Flagstaff, AZ 86011                                 | 0 | R1 |
| AY | Tucson Hispanic Chamber<br>of Commerce<br>Attn: Ruben Romero, Offic<br>Admin.<br>823 E. Speedway Blvd.<br>Tucson, AZ 85619 | 0 | R1 |
| AZ | University of Advancing  | 0 | R1 |

|      |  |   |    |
|------|--|---|----|
|      | Technology<br>Attn: Jaime Robertson<br>2625 West Baseline Road<br>Tempe, AZ 85283  |   |    |
| BA   | Valle del Sol<br>Attn: Personnel/Job Placement<br>3806 N. 6 <sup>th</sup> Street<br>Phoenix AZ 85014                       | 0 | R1 |
| R-BB | YWCA of Maricopa County<br>Attn: Job Placement Services<br>655 E. Willetta<br>Phoenix AZ 85006                             | 0 | R1 |
| BC   | Univision – Tucson,AZ<br>Danitza Pierson<br><a href="mailto:dpearson@univision.net">dpearson@univision.net</a>             | 0 | R1 |
| BD   | DeVry Institute of Technology<br><a href="mailto:gdames@devry.edu">gdames@devry.edu</a>                                    | 0 | R1 |
| BE   | Collins College Career Services<br><a href="mailto:aroberts@collinscollege.edu">aroberts@collinscollege.edu</a>            | 0 | R1 |
| BF   | Arizona Broadcasters Association –<br>Art Brooks<br><a href="http://www.careerpage.org">www.careerpage.org</a>             | 0 | R1 |
| BG   | Careerbuilder.com<br><a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a>                                      | 2 | R1 |
| BH   | City of Phoenix – Job Placement<br>Svs.<br><a href="mailto:Mary.alejandro@phoeix.gov">Mary.alejandro@phoeix.gov</a>        | 0 | R1 |
| -BI  | Univisión-KTVW Bolsa de Trabajo<br><a href="mailto:opulido@univision.net">opulido@univision.net</a>                        | 0 | R1 |
| BJ   | Indeed.com website   | 1 | R1 |
| BK   | Media Referral   | 2 | R1 |
| BL   | Internal Posting   | 0 | R1 |
| BM   | Employee Referrals   | 1 | R1 |
| BN   | ABA Career Fair<br>East Valley Institute of Technology<br>(EVIT), Mesa, AZ.<br>April 3, 2014                               | 0 | R1 |
| BO   | Univision Radio –Phoenix<br>Jackie Trevizo<br><a href="mailto:jtrevizo@univisionradio.com">jtrevizo@univisionradio.com</a> | 0 | R1 |
| BP   | Univision Radio-Casa Grande  | 0 | R1 |



|    |  |   |    |
|----|--|---|----|
|    | Sandy Reyes<br><a href="mailto:sreyes@univisionradio.com">sreyes@univisionradio.com</a>                                    |   |    |
| BQ | Univision Radio-Apache Junction<br>Randy Jones<br><a href="mailto:rjones@univisionradio.com">rjones@univisionradio.com</a> | 0 | R1 |
| BR | Unimas-Douglas<br><a href="mailto:socano@univision.net">socano@univision.net</a>   | 0 | R1 |
| BS | Unimas-Flagstaff<br><a href="mailto:avague@univision.net">avague@univision.net</a>   | 0 | R1 |
| BT | Bolsa de Trabajo-KTVW/News<br>Attn: Isela Bhakta<br><a href="mailto:ibhakta@univision.net">ibhakta@univision.net</a>       | 0 | R1 |

\*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.

**Section 3:** Recruitment source information used by stations **KTVW-DT, KTVW-CD, KFPH-DT, KFPH-CD, KHOT-FM/KQMR-FM/KKMR-/KOMR-FM/KHOV-FM** for vacancies filled on or after September 1, 2014.

|   | <b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>  | <b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b> | <b>Full-time Positions for Which This Source Was Utilized</b> |
|---|--|--|---|
| A | AARP WorkSearch<br>Attn: Career/Job Placement<br>5119 N. 19 <sup>th</sup> Ave. , Suite A<br>Phoenix, AZ 85015                | 0  | C1-4  |
| B | Academy of Raido & TV<br>Attn: Doreen Reyes<br>16052 Beach Blvd.<br>Huntington Beach, CA 92646                               | 0  | C1-4  |
| C | Alliance for Women in Media<br>Attn: Job Placement Services<br>1660 Old Meadow Road<br>Suite 500<br>McLean, VA 22102         | 0  | C1-4  |
| D | Area Agency on Aging<br>Attn: Mai Gabil<br>1366 E. Thomas Road<br>Phoenix AZ 85014   | 0  | C1-4  |
| E | Arizona Department of Economic Security<br>Attn: Juan M. Gomez<br>1140 F Avenue<br>Douglas, AZ 85606                         | 0  | C1-4  |
| F | Arizona Department Of Economic Security<br>Attn: Job Placement Services<br>396 Malpais Lane, Suite #9<br>Flagstaff, AZ 86001 | 0  | C1-4  |
| G | Arizona State University<br>Attn: Employment Services<br>Box 861312<br>Student Services Bldg, # C359<br>Tempe AZ 85286-1313  | 1  | C1-4  |
| H | Arizona Western College<br>Attn: Program Director<br>P.O. Box 929<br>Yuma Arizona, 85366-0929                                | 0  | C1-4  |

|   |   |   |      |
|---|---|---|------|
| I | ASU West<br>Attn: Allison Walance, HR<br>4601 W. Thunderbird Road<br>Phoenix, AZ 85069  | 0 | C1-4 |
| J | AZ Commission of Indian Affairs<br>Attn: Kristine Fire Thunder<br>1600 W. Washington St., #430<br>Phoenix, AZ 85006                             | 0 | C1-4 |
| K | AZ Hispanic Chamber of<br>Commerce<br>Attn: Job Placement Services<br>255 East Osborn Road, #201<br>Phoenix, AZ 85012                           | 0 | C1-4 |
| L | AZ Women's Education &<br>Employment (AWEE)<br>Attn: Pam Paulsen<br>914 W. Hatcher Road<br>Phoenix, AZ 85021                                    | 0 | C1-4 |
| M | South Mountain Job Service<br>DES Job Services<br><a href="mailto:phoenixemployerservices@azdes.gov">phoenixemployerservices@azdes.<br/>gov</a> |   |      |
| N | Chicanos Por La Causa<br>Attn: Employment Svcs<br>1112 E. Buckeye Road<br>Phoenix AZ 85034  | 0 | C1-4 |
| O | Chicanos Por La Causa<br>Attn: Career Services<br>3150 N. 35 <sup>th</sup> Avenue, Suite #5<br>Phoenix, AZ 85016                                | 0 | C1-4 |
| P | City of Phoenix<br>Empl. & Training Division<br>200 W. Washington 19 <sup>th</sup> Fl.<br>Phoenix AZ 85003                                      | 0 | C1-4 |
| Q | Cochise College<br>Career Services Center<br>Attn: Diana Davila<br>4190 W. State Hwy 80<br>Douglas, AZ 85606                                    | 0 | C1-4 |
| R | Cochise County Workforce Dev.<br>Attn: Ana Luna<br>1606 10 <sup>th</sup> Street<br>Douglas, AZ 85606  | 0 | C1-4 |
| S | Coconino County Career Center<br>Attn: Cindy Wilson   | 0 | C1-4 |

|    |   |   |      |
|----|---|---|------|
|    | 2625 N. King Street<br>Flagstaff, AZ 86004  |   |      |
| T  | Department of Economic Security<br>Attn: Leo Verdugo<br>195 W. Irvington<br>Tucson, AZ 85630  | 0 | C1-4 |
| U  | Dine' College<br>Job Coordinator<br>1 Circle Drive<br>Tsaile AZ 86556   | 0 | C1-4 |
| V  | East Valley Institute of Technology*<br>Attn: Allen Sudder, Job Developer<br>1601 W. Main Street<br>Mesa, AZ 85201  | 0 | C1-4 |
| W  | Everest College Phoenix<br>Attn: Rod Garcia<br>5416 E. Baseline Road, Suite 200<br>Mesa, AZ 8206  | 0 | C1-4 |
| X  | Friendly House JTPA<br>Attn: Edwin Leon/James Montoya<br>802 S. 1 <sup>st</sup> Ave.<br>Phoenix, AZ 85003 &<br><a href="mailto:James.montoya@friendlyhouse.org">James.montoya@friendlyhouse.org</a> | 0 | C1-4 |
| Y  | Glendale Community College<br>Attn: Career Svs./Job Placement<br>6000 W. Olive Avenue<br>Glendale, AZ 86302   | 0 | C1-4 |
| Z  | Governor's Office of<br>Equal Opportunity<br>Attn: Shannon<br>1600 W. Washington., Suite 158<br>Phoenix, AZ 85006   | 0 | C1-4 |
| AA | Grand Canyon University<br>Attn: Job Placement Services<br>3300 W. Camelback Road<br>Phoenix AZ 85016   | 0 | C1-4 |
| AB | Greater Phoenix Urban League<br>Attn: Employment Specialist<br>3851 W. Weir Avenue<br>Phoenix AZ 85041  | 0 | C1-4 |
| AC | High Tech Institute<br>Attn: Job Placement Services<br>1515 E. Indian School Road<br>Phoenix AZ 85014   | 0 | C1-4 |
| AD | ITT Technical Institute<br>Attn: Job Placement Services   | 0 | C1-4 |

|    |   |   |      |
|----|---|---|------|
|    | 1455 West River Road<br>Tucson AZ 85604   |   |      |
| AE | KTNN Radio<br>Attn: Job Placement Services<br>P.O. Box 2569<br>Window Rock, AZ 86515  | 0 | C1-4 |
| AF | KUAT Communications<br>Job Placement Services<br>University of Arizona<br>Tucson, AZ 85621  | 0 | C1-4 |
| AG | LULAC<br>Attn: Frank Carillo<br>1604 E. Campus Drive<br>Tempe AZ 85282  | 0 | C1-4 |
| AH | Maricopa Skill Center<br>Job Placement Services<br>1245 E. Buckeye Road<br>Phoenix, AZ 85034  | 0 | C1-4 |
| AI | MCCD – Employment<br>Rio Salado Community College<br>2411 W. 14 <sup>th</sup> Street<br>Tempe AZ 85281  | 0 | C1-4 |
| AJ | NAACP<br>Attn: Job Placement Services<br>1818 S.16 <sup>th</sup> Street<br>Phoenix AZ 85034   | 0 | C1-4 |
| AK | NATAS Rocky Mountain Southwest<br>Attn: Patricia Emmert<br>621 N. La Loma Ave.<br>Litchfield Park, AZ 85340   | 0 | C1-4 |
| AL | National Assn. of Hispanic Journalist<br>Attn: Kevin Olivas, Recruitment<br>Mgr.<br>1050 Connecticut Ave., NW<br>18 <sup>th</sup> Floor<br>Washington, DC 20036 | 0 | C1-4 |
| AM | National Education Center of AZ<br>Attn: Job Placement Services<br>6829 N. 46 <sup>th</sup> Avenue<br>Glendale AZ 85301   | 0 | C1-4 |
| AN | Native American Connections<br>Attn: Job Placement Services<br>4520 N. Central Ave., Suite 600<br>Phoenix, AZ 85012   | 0 | C1-4 |
| AO | Northern Arizona University<br>School of Communications<br>Attn: MaryLee Brewer   | 0 | C1-4 |

|    |  |   |      |
|----|--|---|------|
|    | 1014 South San Francisco St.<br>Flagstaff, AZ 86011-5619   |   |      |
| AP | Phoenix College<br>Attn: Job Placement Services<br>1202 W. Thomas Road<br>Phoenix AZ 85013                                 | 0 | C1-4 |
| AQ | Phoenix First WorkForce<br>Attn: Job Placement Services<br>13613 N. Cave Creek Road<br>Phoenix, AZ 85022                   | 0 | C1-4 |
| AR | Phoenix Job Corp<br>Attn: Job Placement Services<br>518 S. 3 <sup>rd</sup> Street<br>Phoenix, AZ 85004                     | 0 | C1-4 |
| AS | Phoenix OIC<br>Attn: Joe Allen, Job Developer<br>39 E. Jackson Street<br>Phoenix AZ 85004                                  | 0 | C1-4 |
| AT | Pima Community College<br>Attn: Job Placement Services<br>4905 East Broadway Blvd.<br>Tucson AZ 85609                      | 0 | C1-4 |
| AU | South Mountain College *<br>Attn: Job Placement Services<br>7050 South 24 <sup>th</sup> Street<br>Phoenix AZ 85042         | 0 | C1-4 |
| AV | South Mountain Job Service<br>Attn: DES Job Service<br>4635 S. Central Ave.<br>Phoenix, AZ 85040                           | 0 | C1-4 |
| AW | Town of Guadalupe<br>Attn: Tom Morales<br>9241 S. Avenida Del Yaqui<br>Guadalupe AZ 85281                                  | 0 | C1-4 |
| AX | Tucson Black Chamber of Commerce<br>Attn: Job Placement Services<br>1443 E. Broadway<br>Tucson AZ 85619                    |   |      |
| AY | Tucson Hispanic Chamber<br>of Commerce<br>Attn: Ruben Romero, Offic<br>Admin.<br>823 E. Speedway Blvd.<br>Tucson, AZ 85619 | 0 | C1-4 |
| AZ | University of Advancing<br>Technology  | 0 | C1-4 |

|    |  |   |        |
|----|--|---|--------|
|    | Attn: Jaime Robertson<br>2625 West Baseline Road<br>Tempe, AZ 85283  |   |        |
| BA | Valle del Sol<br>Attn: Personnel/Job Placement<br>3806 N. 6 <sup>th</sup> Street<br>Phoenix AZ 85014                       | 0 | C1-4   |
| BB | YWCA of Maricopa County<br>Attn: Job Placement Services<br>655 E. Willetta<br>Phoenix AZ 85006                             | 0 | C1-4   |
| BC | ABA Career Fair – Pima<br>Community College, Tucson, AZ<br>9/19/2014   | 0 |        |
| BD | DeVry Institute of Technology<br><a href="mailto:gdames@devry.edu">gdames@devry.edu</a>                                    | 0 | C1-4   |
| BE | Collins College Career Services*<br><a href="mailto:aroberts@collinscollege.edu">aroberts@collinscollege.edu</a>           | 0 | C1-4   |
| BF | Arizona Broadcasters Association –<br>Art Brooks<br><a href="http://www.careerpage.org">www.careerpage.org</a>             | 2 | C1-4   |
| BG | Careerbuilder.com<br><a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a>                                      | 8 | C1-4   |
| BH | City of Phoenix – Job Placement<br>Svs.<br><a href="mailto:Mary.alejandro@phoeix.gov">Mary.alejandro@phoeix.gov</a>        | 0 | C1-4   |
| BI | Univisión-KTVW Bolsa de Trabajo  | 0 | C1-4   |
| BJ | Indeed.com   | 2 | C-4    |
| BK | NAHJ Career Expo – 8/8/2014<br>San Antonio, TX   | 2 | C1 & 4 |
| BL | Internal Posting   | 8 | C1-4   |
| BM | Employee Referrals   | 8 |        |
| BN | Media Partners   | 2 | C-2    |
| BO | ABA Career Fair<br>East Valley Institute of Technology<br>(EVIT), Mesa, AZ. April 3, 2014                                  |   |        |
| BP | Univision Radio –Phoenix<br>Jackie Trevizo<br><a href="mailto:jtrevizo@univisionradio.com">jtrevizo@univisionradio.com</a> |   | C1-4   |

|    |  |   |      |
|----|--|---|------|
| BQ | Univision Radio-Casa Grande<br>Sandy Reyes<br><a href="mailto:sreyes@univisionradio.com">sreyes@univisionradio.com</a>     | 0 | C1-4 |
| BR | Univision Radio-Apache Junction<br>Randy Jones<br><a href="mailto:rjones@univisionradio.com">rjones@univisionradio.com</a> | 0 | C1-4 |
| BS | Unimas-Douglas<br><a href="mailto:socano@univision.net">socano@univision.net</a>   | 0 | C1-4 |
| BT | Unimas-Flagstaff<br><a href="mailto:avague@univision.net">avague@univision.net</a>   | 0 | C1-4 |
| BU | Univision – Tucson,AZ<br>Danitza Pierson<br><a href="mailto:dpearson@univision.net">dpearson@univision.net</a>             | 0 | C1-4 |
| BV | AZ Workforce Connection<br>Cheryl Kaufman  | 1 | C-2  |
| BW | Univision.com<br>Employment Opportunities  | 1 | C-2  |

\*Indicates sources that have requested notification of job openings. Local organizations that regularly distribute information about employment opportunities to job seekers or provide employment referrals that wish to receive notices of full-time job openings may do so by contacting Human Resources at (602) 232-3503.



## Appendix 3

### Annual EEO Public File Report

Covering the Period from June 1, 2014 to May 31, 2015

#### **KTVW-DT/KTVW-CD/KFPH-DT/KFPH-CD, KHOT-FM/KQMR-FM/KKMR-FM/KOMR-FM/KHOV-FM**

The following sets forth the supplemental outreach conducted by the stations KTVW-DT, KTVW-CA, KFPH-DT, KFPH-CA, KHOT-FM, KQMR-FM, KKMR-FM, KOMR-FM, KHOV-FM both before and after the combination of the stations into a single employment unit effective as of September 1, 2014. Because the employment unit was comprised of two separate employment units for a significant portion of the reporting period, the following lists which stations participated in which activities or where the complete employment unit (once combined) participated:

#### **Participated in Job/Career Fairs:**

On August 8, 2014 Juan Villa, News Director participated at the Annual National Association of Hispanic Journalist Career Expo in San Antonio, TX. Univision had a booth to distribute information regarding opportunities in the broadcast industry. Juan interviewed candidates for the open position of Video Journalist.

September 19, 2014 – Univision Local Media Stations participated at the Arizona Broadcasters Career Fair from 10:00am – 1:00pm at Pima Community College, in Tucson Arizona. Local Media personnel Laura Wright, Jacqueline Trevizo, and Noemi Proano answered job seeker's and student's questions regarding employment opportunities, internships, and careers in broadcasting.

May 13, 2015 - Univision KTVW/KFPH Stations participated at the Arizona Broadcasters Career Fair from 10:00 a.m. – 2:00 p.m. at East Valley Institute of Technology (EVIT) in Mesa, Arizona. Hiring managers Laura Wright, Isela Bhakta, Operations Supervisor, Veronica Ordaz, and Jaime Boyd answered job seeker's and student's questions regarding job opportunities, Internships, and careers in broadcasting.

#### **Participated in Events Sponsored by Educational Institutions:**

**Walter Cronkite School of Journalism and Mass Communication** – Mentorship Program from August through December, 2014. Roberto Yañez, VP, General Manager, Juan Villa, News Director, Isela Bhakta, Operations Manager, and Jesus Quiñonez, Video Journalist participated. The goal is engage students with exposure to professions in the broadcast industry. Mentors communicate with the assigned students at least once a month throughout the semester.

**Wilson Primary School Career Day Event on October 3, 2014.** Jesus Quinones, News Reporter was a guest speaker at this event. Jesus was asked to talk to students about his daily work as a journalist and what it takes to prepare for a newscast. He also spoke to students about how they also can work towards a career in the broadcast field.

On February 27, 2015, Juan Villa, News Director, Heidi Renpenning, News Anchor, and Octavio Pulido, Video Journalist participated at the annual **Arizona Latino Media Association (ALMA) Journalism Workshop**. This all day event is for High School students who come from several high schools across the state to learn about journalism and the broadcast industry.

**Alta E. Butler Elementary School Career Day – On March 2, 2015**, Heidi Renpenning, News Anchor and Ronny Morales, Brand Ambassador were guest speakers at this event. Heidi and Ronny spoke to the students about the importance of an education and each share with the students their own personal professional careers in the field of broadcast with Univision.

**Alta E. Butler Elementary School Career Day – On March 2, 2015**, Edna Chapa, On-Air Personality was a guest speaker at this event. Edna shared with the students her personal career as a DJ in Radio Broadcasting and answered student's questions regarding careers in Television and Radio.

**Reading Across America at Gateway Elementary School – March 12, 2015**, On Air Personality Edna Chapa was invited to participate as a guest speaker and promote reading. She had the opportunity to share her personal experience in broadcast and the importance of an education.

**Gateway Elementary School – Book Reading Event. On March 12, 2015** Sergio Urquidi, News Anchor was invited to read a book to students. He was also asked to share his personal experiences as a News Anchor at Univision.

**Third Annual Be a Leader Foundation Job Shadow Day – March 18, 2015**, students from various high schools visited the station and had the opportunity to shadow some of the employees to learn more about their jobs and responsibilities. The students also visited different departments within the station and employees had the opportunity to talk to the students about job opportunities in broadcasting, such as news anchor, reports and positions such as engineering, research, sales and community relations. Students had the opportunity to ask questions as well as learn about the requirements to obtain jobs in the broadcasting industry. Managers and staff from all departments participated. Students also visited our Radio studios and were greeted by the Edgar Zambrano, Production Director and Veronica Ordaz, Promotions Manager. Students experienced On-Air talent at work live in the studio booths.

**Young Entrepanours Academy Media Tour – April 7, 2015.** Twenty students from different High Schools under the "Small Business:" program toured our broadcast station. The students experienced a "Live" news cast and met with the General Manager and other department heads who answered the students questions related to the field of business and the broadcast industry.

**On April 29, 2015 the Scouts of Den 487 from Mesa** toured our broadcast facility. The students experienced the news operation, editing bays, the news studio, master control,

promotions, and the news reporter's vans. The students met with various managers and staff from different departments.

**Douglas Youth Empowerment Fair – May 8, 2015** in Douglas, AZ. Heli Valdez, Promotions Coordinator and Ronny Morales, Brand Ambassador participated and represented our Phoenix Local Media stations. They had a booth where students obtained information regarding professions in the field of TV and Radio broadcasting. More than 600 high school students were in attendance.

**Carl Hayden/ASU Mother-Daughter Event on Education Program – May 8, 2015.** Heidi Renpenning was invited as a guest speaker at this event. She presented on the importance of an education and talked about her personal education and professional experiences in the field of broadcasting.

**Borman Elementary School Career Day – May, 15, 2015.** TV and Radio talent was invited to participate. Patricia Batres, Video Journalist, Misael Gonzalez, Photojournalist, and Edna Chapa, On-Air Personality shared with the students and faculty their careers in the field of Radio and Television broadcast.

### **Participation in Job Banks:**

Arizona Broadcaster Association job bank of media trade groups with broad-based membership (including women and minorities) was utilized for all the job positions filled during the reporting period.

### **Establishment of In-House EEO Training**

The employment unit provides training and information to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. On May 15, 2015, a memo was sent to staff reiterating our Equal Employment Opportunity policy.