

**EEO Public File Report**  
**KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM**  
**For the period beginning 6/1/2022 ending 5/31/2023**  
**Prong 3 Longer-Term Recruitment Initiatives**  
**Implemented During the Previous Year**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>	<b>Number of Participants</b>
1	8/22/2022 – 05/11/2023	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"> <li>• Andrew Brown, Series Content Manager - Allison Fagan (1/11/2023 – 5/3/2023)</li> <li>• Chris Conover, News Director Hannah Cree, August – December (2022), JT Thorpe August – December (2022), Alecia Vasquez January-May (2023).</li> </ul>	4
2	6/1/2022 - 5/31/2023	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"> <li>• Brian Deevers, Creative Services Manager.</li> <li>• Shawn Teague, Production Manager</li> </ul>	22
3	3/24/2023 3/29/2023 5/4/2023	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"> <li>1) University of Arizona – School of Journalism, Employment Fair (5)</li> <li>2) Brazen job fair (26)</li> <li>3) KVOA – job fair (200)</li> </ol>	<ul style="list-style-type: none"> <li>• Tanya Gonzales, HR Generalist</li> <li>• Chris Conover, News Director</li> <li>• Alexia Aguilar - HR Assistant III</li> </ul>	235
4	1/1/2023 – 5/31/2023	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"> <li>1. UA Online Training</li> <li>2. Preventing Discrimination and Harassment for Supervisors and Faculty</li> <li>3. UA DEI Symposium - Opening Plenary with DR. Jonathan Higgins: Beyond the Acronym: Doing the Work to Create Real Impact Diversity Creates Diverse Ideas: RII is Harnessing the Power of Diversity Opening Plenary</li> <li>4. UA DEI Networking Lunch</li> <li>5. UA DEI Workshop with Dr. Jonathan Higgins: Working at the Intersections - A Conversation in Authenticity in Media</li> <li>6. DEI Committee: Structure, Functions, and Accountability Practices</li> </ol>	<ol style="list-style-type: none"> <li>1. Bell, Gary S</li> <li>2. Brown, Andrew E</li> <li>3. Conover, Christopher M</li> <li>4. Cox, Nicole</li> <li>5. Dale, Deborah</li> <li>6. Deevers, Brian Allen</li> <li>7. Gibson, John H</li> <li>8. Gonzales, Tanya</li> <li>9. Heath, Kimberly S</li> <li>10. Homer, Christopher L</li> <li>11. Katterhenry, Jason L</li> <li>12. Kesterson, Lyle E</li> <li>13. Ko, Hildy</li> <li>14. Leader, Betsy Lyn</li> <li>15. Macspadden, Ian</li> </ol>	18

					16. Paul, Mary M 17. Reardon, Marsha E 18. Robinson, Eugene 19. Teague, Shawn	
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"> <li>• PMBA Annual Meeting</li> <li>• PBS Annual Meeting</li> <li>• Women Who Lead; Brevity &amp; Wit Workshop: Leading Change Inclusively</li> <li>• Beyond Land Acknowledgments: Initiating a Path Forward with Native Nations &amp; Communities</li> <li>• When Cash Changes Color: Philanthropy from the lens of a “black” woman</li> <li>• Hispanic Heritage Month Celebrating our Valuable Cultures and Contributions Through the Lens of Advocacy and Fundraising</li> <li>• Best Places to Work: How to create a Diverse and Inclusive Workplace</li> <li>• Effective Onboarding: Howw to Welcome, Engage and Retain New Employees</li> </ul>	Jack Gibson, Chief Executive Officer; Gene Robinson, Chief Operating Officer; Kimberly Heath, Chief Financial Officer Deb Dale, Chief Development Officer Ian MacSpadden, CTO	5
6	3/24/2023	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	20