

EEO Public File Report**Employment Unit Covered:****KTAR(AM), KTAR-FM, KMVP-FM****Reporting Period****May 25, 2023 – May 24, 2024****Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
Digital Content Editor/Writer #R5545	6/5/2023	Internal Candidate	See Recruitment Source List
Multimedia Producer #R5384	6/12/2023	Indeed	See Recruitment Source List
Receptionist #R5506	6/20/2023	KTAR Website	See Recruitment Source List
Account Executive #R5485	6/28/2023	TV and Radio Jobs	See Recruitment Source List
Account Executive #5485	7/10/2023	Market Referral	See Recruitment Source List
Account Manager #R5395	7/26/2023	Market Referral	See Recruitment Source List
Program Director #R5602	8/1/2023	Employee Referral	See Recruitment Source List
Play by Play Board Operator #R5660	8/2/2023	Employee Referral	See Recruitment Source List
Reporter #R5743	9/25/2023	Internal Candidate	See Recruitment Source List
Breaking News Editor/Reporter #R5980	11/20/2023	Internal Candidate	See Recruitment Source List
Digital Content Editor/Writer #R6051	12/18/2023	Arizona State University	See Recruitment Source List
News Director #R5984	1/16/2024	Indeed	See Recruitment Source List
Account Executive #6264	3/25/2024	Internal Candidate	See Recruitment Source List
Account Manager #R6339	5/15/24	Employee Referral	See Recruitment Source List

Total Number of Interviews for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
All Access	1
Arizona State University	4
Employee Referral	15
Glassdoor	1
Indeed	16
Internal Candidate	23
KTAR Web Site	12
Market Referral	5
TV & Radio Jobs	2
Women in Communication	1
Work in Sports	2
Total:	82

Performance Initiatives Undertaken

Throughout the period, many of the Unit's employees participated in speaking engagements. The Unit's Breaking News Editor participated in the James W Rice Elementary School Career Day. She spoke to classes of 2nd through 5th graders about the job of a journalist and taught them some reporting skills (3/7/24). One of the Unit's digital content editors spoke to a journalism class at Arizona State University about sports reporting in two different semesters (9/6/23 and 1/29/24). The Unit's update anchor spoke to an ASU Sports Reporting class about the industry and her career (11/30/23). A sports talk host spoke to a class at Northern Arizona University on sports broadcasting (2/19/24). The Unit's Director of Community and Promotions accepted the English Media Partner of the Year Award from the Children's Miracle Network (4/10/24) where she spoke about the impact radio can make on fundraising for non-profit organizations. The KTAR Program Director presented at the Barrett News Media Conference in Nashville, Tennessee on KTAR's community and news programs (9/14/23). She also participated in the annual Arizona Latino Media Association High School broadcasting workshop (3/1/24). Our Lead Sports Editor taught a sports reporting class at Arizona State University for the Fall 2023 semester (September through December 2023). One of our sports talk hosts also taught a Broadcast Voice and Delivery class at Arizona State University's Cronkite school for the Fall 2023 and Spring 2024 semesters (October – December 2023 and January through March 2024 respectively).

During the reporting period, the Unit participated in two job fairs and four internship interview days. The HR Business Partner attended the ASU Fall 2023 Career and Internship Fair (9/27/23) and the ASU Spring 2024 Career and Internship Fair (2/20/2024). The four internship fairs were held virtually through ASU's Walter Cronkite School of Journalism and Mass Communication. These took place on September 21, 2023, October 5, 2023, and two on February 15, 2024. Our Breaking News Editor, Assistant Program Director and the Lead Sports Web Content Editor participated in the internship fairs. The Lead Sports Web Content Editor also participated in a listening and discussion session with ASU's Cronkite School about any internship curriculum changes to improve the experience of future interns (4/16/24).

The Unit provides an internship program for Spring, Summer and Fall semesters. The internship program gives college students the opportunity to gain the necessary skills to acquire employment in the broadcast industry upon graduation. Interns receive academic credit for semester-long internships. Internships are offered to college students in news/talk programming and in sports programming/digital content. The Unit had a total of six interns from Arizona State University's Walter Cronkite School of Journalism and Mass Communication, and one intern from Grand Canyon University during the reporting period.

The Unit welcomed a group of 5 journalists from Colombia to tour the facility and participate in a question-and-answer session with the KTAR Program Director, Breaking News Editor and Multimedia Producer (5/9/24). The journalists were participants in the organization Global Ties Arizona. The focus was on Diversity in the Newsroom. During the period, the Unit also gave tours to a high school student interested in sports broadcasting conducted by the sports APD (8/4/23), and a group of high school broadcasting students from the East Valley Institute of Technology led by the KTAR Program Director (4/4/24) which also included a question-and-answer session.

Employees of the Unit participated in the company led mentorship program. This program began in February 2024 and will run for six months. The program allows employees to be paired with mentors across the organization to gain career development and insight into other departments and roles within the organization.

Bonneville International was a sponsor of the 2023-2024 National Association of Broadcasters Leadership Foundation (NABLF) Media Sales Academy student mentoring and recruiting program. To begin the program on October 27, 2023, the Executive Vice President of Business Affairs and Strategy spoke to a group of about 20 college students about the radio industry. On October 28, 2023, the Senior Vice President of Human Resources and Director of Sales (Seattle) presented company information and information about possible career paths in broadcasting sales to the program participants. One participant in the program was then mentored by an Account Executive (Sacramento) for about three

months. After the conclusion of the program in March 2024, the contact information for all program participants was provided to Market Managers and sales leaders to support recruiting efforts.

During the reporting period, The Unit provided training opportunities for its management team and its employees. The Unit's managers participated in Manager Meet-Ups covering such topics as Recruiting and Interviewing (11/9/23), and Merit Training (2/7/24 and 2/8/24). Employees were invited to participate in on-going sessions titled "Own Your Own Development". Topics covered included Strategic Guiding Principles (7/13/23), A Leader in Each of Us (8/3/23), Ratings and Revenue (12/7/23), Navigating Bonneville International Corporation Learning and Development Resources (1/25/24), AI at Bonneville (2/22/24), and Giving and Receiving Feedback (3/14/24). Employees and Managers also participated in Social Media training, Promotion and Contesting, and Intellectual Property and Content training provided by Bonneville's General Counsel (9/20/23 and 9/21/23). The Unit's HR Business Partner participated in a webinar hosted by the Society for Human Resource Managers called, "Form I-9 First Word Alert Webcast" (7/27/23). In addition, employees of the Unit are given Franklin Covey All Access Passes to aid in personal development. New Hires also participated in sexual harassment and discrimination training as well as Franklin Covey's Unconscious Bias program.

The Unit meets with community leaders to ascertain their needs and to develop relationships to enhance station content and attract diverse candidates. The SVP/Market Manager, the Director of Community and Promotions, and the KTAR Program Director met with Todd Sanders, President, and CEO of the Phoenix Chamber of Commerce (7/12/23), Kristina Sabetta from the National Alliance on Mental Health (2/20/2024), Queen Creek, Arizona Mayor, Julia Wheatley and staff member Constance Halonen-Wilson (2/26/24), and Carlos Alfaro and Jered Scrivner from Arizona Talks (2/29/24).

Recruitment Sources - The following sources receive notification of Unit job openings. The sources marked with an asterisk (*) have requested and received notification of full-time job openings.

Start Date:	End Date:	Recruitment Source:
17-May-2006		Area Agency on Aging* Contact: Michael Harper Address: 1366 E. Thomas Rd., #108, Phoenix, AZ 85014 Phone: 602-212-3792
17-May-2006		Arizona Broadcasters Association* Contact: Barbara Shea-Pinkney Address: 555 N Central Avenue, Suite 302, Phoenix, AZ 85004 Phone: 602-252-4833
17-May-2006		Arizona OIC* Contact: Janet Shine Address: 39 East Jackson Street, Phoenix, AZ 85004 Phone: 602-513-8311
17-May-2006		ASU Career Services* Contact: Job Services Address: Student Svcs Bldg, 1151 S Forest Ave., #39, Tempe, AZ 85287 Phone: 480-965-2350
17-May-2006		AZ Bridge to Independent Learning* Contact: Lisa Purdy Address: 5025 E. Washington St., Phoenix, AZ 85034 Phone: 602-443-0712
01-Dec-2004		AZ Hispanic Chamber of Commerce* Contact: Rosa Fligg Address: 1020 E. Missouri Avenue, Phoenix, AZ 85014 Phone: 602-279-1800
01-Dec-2004		AZ Women Ed. & Employment* Contact: Sufina Ricardes Lazo Address: 914 W. Hatcher Rd., Phoenix, AZ 85021 Phone: 602-371-1216
18-Feb-2014		Careerbuilder Contact: Frank Boyd Address: Phone: 678-254-4756
01-Dec-2004		Chicanos Por La Causa* Contact: Kristal Mathews Address: 7611 W. Thomas Rd., Phoenix, AZ 85033 Phone: 602-527-8451
01-Dec-2004		DES Job Services* Contact: Wallen Gustin Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-309-6603
01-Dec-2004		DeVry Institute* Contact: Linda Carpenter Address: 2149 W. Dunlap Ave., Phoenix, AZ 85012 Phone: 877-496-9050
17-May-2006		Fresh Start Women's Foundation* Contact: Julie Schaffer Address: 1130 E. McDowell Rd., Phoenix, AZ 85006 Phone: 602-261-7162

Start Date:	End Date:	Recruitment Source:
28-Apr-2005		Friendly House* Contact: Job Services Address: 113 W. Sherman Street, Phoenix, AZ 85003 Phone: 602-257-1870
01-Dec-2004		Governor's Office of Equal Opp* Contact: Kerry Schleappe Address: 100 N. 15 th Avenue, Phoenix, AZ 85006 Phone: 602-542-3711
17-May-2006		Greater Phoenix Black Chamber* Contact: Robin Reed Address: 2390 E. Camelback Road, Ste 130., Phoenix, AZ 85016 Phone: 602-307-9926
01-Dec-2004		Greater Phoenix Urban League* Contact: Mel Hannah Address: 1402 S. 7th Avenue, Phoenix, AZ 85007 Phone: 602-253-7359
01-May-2013		Indeed Contact: Indeed, Inc. Address: 6433 Champion Grandview Way, Building 1, Austin, TX 78750 Phone: 800-462-5842
		Internal Candidate – Refers to a current employee applying for another position in the organization
11-Mar-2005		Job Service of Arizona* Contact: Wallen Gustin Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-309-6603
01-Dec-2004		KMVP (formerly KPKX) Web Site Contact: Connie Drushel Address: 7740 N 16th Street, Suite 200, Phoenix, AZ 85020 Phone: 602-274-6200
01-Dec-2004		KTAR Web Site Contact: Connie Drushel Address: 7740 N. 16th Street, #200, Phoenix, AZ 85020 Phone: 602-274-6200
11-May-2012		LDS Church* Contact: Chuck Buckhannon Address: Phone:
22-Apr-2005		Maricopa County Community College District* Contact: Julie Plombon Address: 1202 W. Thomas Rd., Phoenix, AZ 85013 Phone: 602-285-7840
19-May-2006		Maricopa County Workforce Conn* Contact: Randee Reider Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004 Phone: 602-372-4884
22-Apr-2005		Maricopa Skill Center* Contact: Daniel Adonis Address: 1245 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-238-4316
		Market Referral – Candidates that select this outreach source are referred by employees who work for agencies, sports teams, or other media companies.

Start Date:	End Date:	Recruitment Source:
01-Dec-2004		NAACP* Contact: Reverend Oscar Tillman Address: 1818 S. 16th Street, Phoenix, AZ 85034 Phone: 602-252-4064
17-May-2006		NASBA Contact: Michelle Vetterkind Address: 2333 Wisconsin Street, NE, Albuquerque, NM 87110 Phone: 505-881-4444
12-Apr-2013		Northern Arizona University* Contact: John Gartin Address: 1100 E. Sheldon Street., #129, Prescott, AZ 86301-3220 Phone: 928-523-3922
01-Dec-2004		Phoenix Indian Center* Contact: Olivia Hendricks Address: 4520 N. Central Ave., Suite 25, Phoenix, AZ 85012 Phone: 602-264-6768
01-Dec-2004		Phoenix Job Corps* Contact: Ken Hollis Address: 518 S. 3rd St., Phoenix, AZ 85014 Phone: 602-322-2823
25-May-2013		Phoenix Workforce Connection* Contact: Andrew Ryan Address: 9801 N. 7 th Street, Phoenix, AZ 85020 Phone: 480-737-6219
19-Apr-2006		TV and Radio Jobs Contact: Michael Madden Address: 5956 Ruthwood Drive, Calabasas, CA 91302 Phone: 818-879-0858
12-Apr-2013		University of Arizona (Career Services) * Contact: Kris McClellan Address: Robert L. Nugent Bldg, 1212 E. University Blvd., Tucson, AZ 85721 Phone: 520-621-6734
01-Dec-2004		Worldwide Women's Film Festival (Formerly Women in Communication*) Contact: Kim Huenecke Address: 18845 N. 42nd Place, Phoenix, AZ 85050-3357 Phone: 480-922-0707
22-Nov-2005		Work In Sports (Sports Jobs Only) Contact: Michelle Emmons Address: 41 E All Saints Street, Frederick, MD 21701 Phone: 877-316-4176