

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