

## EEO PUBLIC FILE REPORT

**KVOA Communications, Inc.**  
**Tucson, AZ**

**June 1, 2015 - May 31, 2016**  
**FULL-TIME POSITIONS**

[illegible]

# KVOA Communications, Inc.

## Longer Term Recruitment Initiatives Implement for Period June 1, 2015 - May 31, 2016

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	3/10/03-Ongoing	College Intern Program	Expose college students to television news environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Involves writing, producing and editorial process.	Cathie Batbie-News Director; Jason Fenwick-Asst. News Director/Internship Coordinator
2	1/1/07-Ongoing	University of Arizona Press Cat Shadow Program	College students job shadow	College students job shadow MMJ to learn day to day duties of reporting in the television environment.	Lupita Murillo-MMJ
3	9/30/15-4/27/16	Weather IQ	School Visits	Fun, Educational, Dynamic Game about weather. During the school year 22 schools were visited. This was presented to 3rd-5th graders Class room size was from 5 to 100 students per visit	Matt Brode-Chief Meteorologist
4	6/16/15	Station Tour	Tucson Jewish Community Center	14 children and 8 adults toured station learning about TV. Guest also watch the noon newscast live	John Overall--Morning Anchor
5	6/17/15	Station Tour	Holmes Tuttle Clubhouse: Boys & Girls Clubs of Tucson	10 members of the Boys and Girls Clubs toured the station and watched the noon news cast in our studios.	Bill Shaw/President/General Manager
6	6/23/15	Station Tour	Holmes Tuttle Clubhouse: Boys & Girls Clubs of Tucson	7 members of the Boys and Girls Clubs toured the station and watched the noon news cast in our studios.	Bret Buganski/MMJ
7	6/25/15	Station Tour	Tucson Jewish Community Center	10 members of the Jewish Community Center toured the station and watch the News live in our studios	Bret Buganski/MMJ
8	6/26/15	Station Tour	Tucson Unified School District kids Club	23 Students toured the station and watch the Noon News.	Sean Mooney-Anchor
9	7/9/15	Job Fair	Tucson Veterans Hiring Fair	Spoke with veterans about careers in broadcasting	Randy Smith-Production Manager
10	7/21/15	Station Tour	Children's Learning Adventure	20 Children and 4 adults toured the station learning about television. They watched the newscast live in our studios	Nichole Szemerei-Morning Anchor
11	7/23/15	Station Tour	Children's Learning Adventure	19 Children and 4 adults toured the station learning about television. They watched the newscast live in our studio	Bret Buganski/MMJ

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
12	7/24/15	Station Tour	Children's Learning Adventure	13 Children and 2 adults toured the station learning about television. They watched the newscast live in our studio	Bret Buganski/MMJ
13	7/28/15	Station Tour	U of A Department of Marketing	59 students toured the station learning about television broadcasting and marketing of the station	Jeff Green--General Sales Manager
14	7/29/15	Station Tour	Gorkoff Family	3 children and 1 adult toured the station learning about broadcasting	Bret Buganski/MMJ
15	8/4/15-5/30/16	Corporate Internship Program	San Miguel High School students (4 students job share)	Students work in job sharing teams to fill entry level positions while attending high school. These students learn valuable skills in the television industry.	Cathie Batbie-News Director; other various news employees
16	8/17/15	Rural Metro PIO	Station Tour	6 Adults and 4 children toured station	Jason Fenwick-Assistant New Director
17	9/17/15	Career Fair	KVOA Career Fair in conjunction with the Arizona Broadcasters Association	Recruited applicants for PT Production Assistant, Producer & Master Control	Randy Smith-Production Manager
18	9/30/15	Station Tour	DM 25th Operational Weather Squadron	Eleven air force personnel toured the station and watch the 530PM newscast in the studio	Matt Brode-Chief Meteorologist
19	10/1/15	Station Tour	Saddle Brooke Rotary Club	Eight members toured the station and watch the Noon newscast live in the studio	Melanie Hunter-Traffic anchor
20	10/14/15	EEOC Webinar	AZ Broadcasters	AZ Broadcasters sponsored a webinar so members could be updated on the requirements for the EEOC file	Linda Tremelling-Business Manager & Angela Betzhold-Executive Assistant
21	10/17/15	Bear Essential News for Kids	Kids Mentoring Program	KVOA hosts a weekend workshop in our studio for over 150 kids. KVOA Staff and Management teach them the basics of reporting and anchoring. Then throughout the year, the kids return to the station on a monthly basis to tape their reports that air on KVOA every week. This year, over half the kids were minorities from schools through the metro area.	Ray Montano, Roland Mendez-Production Department; Randy Smith-Production Manager; Sam Salzwedel-MMJ
22	10/20/15	Station Tour	Tucson Society of the Blind	13 Members toured the station and watch the noon news.	Jeff Beamish-Morning Meteorologist

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
23	10/21/15	Station Tour	Southern Arizona Community Academy	Students visit KVOA to focus on our studio and our setup as the students are designing and creating their own studio	Joel Gantt-Account Executive
24	11/24/15	Station Tour	U of A Business of Entertainment Club	14 Members toured the station and watch the 5PM newscast live in our studios	Matt Brode-Chief Meteorologist
25	11/24/15	School Visit	Vesey Elementary	Spoke with 120 4th graders about what it takes to be a meteorologist	Jeff Beamish-Morning Meteorologist
26	11/30/15	School Visit	Academy of Math & Science	Spoke with 50 Kindergarteners about the tools used to measure weather.	Jeff Beamish-Morning Meteorologist
27	1/5/15	School Visit	Agua Caliente Elementary	Spoke with 75 4th graders on how to track weather & how to measure it.	Jeff Beamish-Morning Meteorologist
28	1/20/16	Career Fair	Tucson Indian Center	Spoke with several hundred prospective employees. Recruited for News Producers and MMJ position.	Linda Tremelling-Business Manager/HR Director
29	2/23/16	School Visit	Homer Davis Elementary School	Talked with 60 4th graders about weather tools, how to make a forecast & types of precipitation	Jeff Beamish-Morning Meteorologist
30	3/3/16	Station Tour	Girl Scouts #437	Six girls scouts visited the station to learn about television broadcasting	Cathie Loucks-News Director
31	3/30/16	School Visit	Grace Pointe Christian Academy	Spoke with 20 students about different levels of the atmosphere and how the weather can vary.	Jeff Beamish-Morning Meteorologist
32	4/14/16	School Visit	Wilson K-8	Talked to 104 children about weather forecast & weather instruments	Jeff Beamish-Morning Meteorologist
33	4/18/16	School Visit	Legacy Traditional School	Spoke to 60 4th graders about weather, weather patterns and what causes the weather	Jeff Beamish-Morning Meteorologist
34	5/4/16	Station Tour	St Cyril School	75 children toured station and then divided into groups for mini learning seminars. Writing stories, reporting and doing weather	Cathy Batbie-News Director, Lupita Murillo-Reporter, Jeff Beamish-Morning Meteorologist, Melanie Hunter-Traffic
35	5/17/16	Speaking Engagement	Southern Arizona Safety Council	Spoke with 50 members about Monsoon Safety	Jeff Beamish-Morning Meteorologist
36	5/25/16	Student Shadow Day	Arizona Bilingual	9 students and 9 parents shadowed Paul Cicala from 4-7PM learning about Television news	Paul Cicala-Sports Director

## KVOA Communications, Inc.

Section 2. Recruitment Source List - Notice of all full-time vacancies where sent to the sources listed below unless noted otherwise.

Recruitment Sources	Contact	Total Number Interviewed	Entitled to Notification
Chicanos Por La Causa Employment Specialists 200 N. Stone Ave. Tucson, AZ 85701	Lola Benitez/Gracie Fierro Fax: 884.9007 Tel: 882.0018 Ext. 279 <a href="mailto:gracie.fierro@cplc.org">gracie.fierro@cplc.org</a>	0	Yes
NAACP Tucson Branch 2160 N. 6th Avenue Tucson, AZ 85705	Clarence Boykins Tel: 622.8277 <a href="mailto:clarence540@aol.com">clarence540@aol.com</a>	0	Yes
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Baker Fax: 623.9364 Tel: 791.9522 <a href="mailto:dbakerx@csd.pima.gov">dbakerx@csd.pima.gov</a>	0	Yes
Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705	Benny M. McCabe Fax: 884.0240 Tel: 884.7131 <a href="mailto:benmccabe@hotmail.com">benmccabe@hotmail.com</a>	0	Yes
National Association of Hispanic Journalists 1000 National Press Blvd. 529 14th MW Washington D.C. 20045-2001	NAHJ Job Bank Fax: 202.662.7144 Tel: 202.662.7168 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	0	Yes
Family Support Center 3500 S. Craycroft Rd. Bldg. 3210 Davis-Monthan, AFB, AZ 85707	Regan Mendina-Pellow USAFACC Fax: 228.5622 Tel: 228.5690 <a href="mailto:tommie.rearden@dm.af.mil">tommie.rearden@dm.af.mil</a>	0	Yes
National Urban League 120 Wall Street New York, NY 10005	S. Harris Tel: 212.558.5300 <a href="mailto:sharris@nul.org">sharris@nul.org</a>	0	Yes
Fred G Acosta Job Center 901 S. Campbell Ave. Tucson, AZ 85719	Joe Romano Tel: 879.9234 <a href="mailto:romano.joe@jobcorps.org">romano.joe@jobcorps.org</a>	0	Yes
Goodwill Industries of Southern Arizona 1940 E. Silverlake #403 Tucson, AZ 85713	Lisa Larivee Tel: 520.623.5174, Ext. 117 <a href="mailto:llarivee@goodwill-tucson.org">llarivee@goodwill-tucson.org</a>	0	Yes
ITT Technical Institute 1455 W. River Road Tucson, AZ 85713	Wendy Wienhoff Tel: 520.408.7488 <a href="mailto:wwienhoff@itt-tech.edu">wwienhoff@itt-tech.edu</a>	0	Yes
P.H.A.S.E./YWCA 525 N. Bonita Ave. Tucson, AZ 85704	Liz Rabago Tel: 884.7810 <a href="mailto:lrabago@ywcatuson.org">lrabago@ywcatuson.org</a>	0	Yes
ACAP Job Assistance Center Dept. of the Army United States Army Intelligence Fort Huachuca, AZ 85613	Angela Baker Fax: 520.533.7059 Tel: 520.533.5764 <a href="mailto:acap.huachuca@cerco-na.com">acap.huachuca@cerco-na.com</a>	0	Yes

<b>Recruitment Sources</b>	<b>Contact</b>	<b>Total Number Interviewed</b>	<b>Entitled to Notification</b>
Arizona Commission of Indian Affairs 1400 West Washington, Ste. 300 Phoenix, AZ 85007	Lone Wells Fax: 602.542.3223 Tel: 602.542.3123 <a href="mailto:ianfo@az.gov">ianfo@az.gov</a>	0	Yes
Pima County One Stop Career Center 430 North Commerce Park Loop Tucson, AZ 85745	Rosemary Smith Fax: 798.0599 Tel: 798.0500 <a href="mailto:rosemary.smith@pima.gov">rosemary.smith@pima.gov</a>	0	Yes
AWRT - Tucson Chapter Tucson, AZ	Katrina Noble Tel: 520.745.8221 <a href="mailto:katrina@adwiz.com">katrina@adwiz.com</a>	0	No
Tucson Advertising Federation P.O. Box 90167 Tucson, AZ 85752	Pearl Ford-Fyffe Tel: 520.326.1060 Fax: 520.326.9973 <a href="mailto:membership@tucsonadfed.org">membership@tucsonadfed.org</a>	0	No
Brown Mackie College 4585 East Speedway Blvd. Suite 204 Tucson, AZ 85712	Lilliana Bujanda Tel: 520.327.6866 Fax: 520.319.3495 <a href="mailto:lbujanda@brownmackie.edu">lbujanda@brownmackie.edu</a>	0	No
Department of Economic Security 5441 E. 22nd Street Tucson, AZ 85711	Olga Pinedo Fax: 584.9567 Tel: 584.8172	0	Yes
Gospel Rescue Mission 312 W. 28th Street Tucson, AZ 85713	Jenny Coverdale Fax: 622.5880 Tel: 622.3495	0	Yes
D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701	Tel: 628.6810	0	Yes
Tetra Corporation P.O. Box 50544 Tucson, AZ 85703	Employment Service Specialist Tel: 622.4874, Ext. 130	0	Yes
Community Outreach Program for the Deaf and Blind 268 W. Adams St. Tucson, AZ 85705	Jane Kiser-Schmidt	0	Yes
Tohono O'Odham Nation P.O. Box 837 Sells, AZ 85634	Freddie Lopez	0	Yes
KUAT Communications University of Arizona P.O. Box 210067 Tucson, AZ 85721	Terri Sweet Tel: 620.5828	0	Yes
National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	Ryan Williams Tel: 301.445.7100	0	Yes
Scottsdale Community College <a href="http://www.scottsdalecc.edu">www.scottsdalecc.edu</a>	Raymond Dixon Tel: 480.423.6523	0	Yes

<b>Recruitment Sources</b>	<b>Contact</b>	<b>Total Number Interviewed</b>	<b>Entitled to Notification</b>
Chicano/Hispanic Student Affairs Economics 23 P.O. Box 210023 Tucson, AZ 85721	Leona R. Puente	0	No
LULAC P.O. Box 2443 Tucson, AZ 85702	Mary Fimbres	0	No
Access Tucson 124 E. Broadway Road Tucson, AZ 85701	Sam Barron	0	No
Jackson Employment Center 300 E. 26th Street Tucson, AZ 85713	Cheryl Bakari Tel: 838.3300	0	No
Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, AZ 85746	Carmen Thomas, HR Director	0	No
<b>Recruitment Sources - Sister Stations</b>	<b>Contact</b>	<b>Total Number Interviewed</b>	<b>Entitled to Notification</b>
KXLF 1003 S. Montana Butte, MT 59701	Jon Saunders, General Manager Fax: 406.782.8906 Tel: 406.496.8400	0	Yes
KRTV Hwy 87, P.O. Box 2989 Great Falls, MT 59404	Jon Saunders, General Manager Fax: 406.791.5479 Tel: 406.453.2431	0	Yes
KBZK 90 Television Way Bozeman, MT 59718	Erika Epple Tel: 406.922.2400 <a href="mailto:erika@kbzk.com">erika@kbzk.com</a>	0	Yes
KPAX P.O. Box 4827 Missoula, MT 59801	Bob Hermes, General Manager Fax: 406.543.7111 Tel: 406.543.7106	0	Yes
KTVQ P.O. Box 2557 Billings, MT 59103	Tammie Green, Business Mgr Fax: 406.252.9938 Tel: 406.252.5611	0	Yes
KOAA 2200 7th Avenue Pueblo, CO 81003	Evie Hudson, Business Mgr Fax: 719.295.6685 Tel: 719.544.5781	0	Yes
KATC P.O. Box 63333 Lafayette, LA 70506	Kathy Schexnayder, Business Mgr Fax: 337.235.9363 Tel: 337.235.3333	0	Yes
KRIS 409 Staples St. Corpus Christi, TX 78401	Alice Galiendo, Business Mgr Fax: 361.887.6666 Tel: 361.886.6100	0	Yes
WLEX P.O. Box 1457 Lexington, KY 40591	Sandy Bryon, Business Manager Fax: 859.254.1272 Tel: 859.226.7600	0	Yes
KSBY 1772 Calle Joaquin San Luis Obispo, CA 93405	Rebecca Paxton, Business Mgr Fax: 805.541.5142 Tel: 805.541.6666	0	Yes

<b>Recruitment Sources</b>		<b>Total Number Interviewed</b>	<b>Entitled to Notification</b>
KVOA Career Fair (Arizona Broadcasters Association) Location: Pima Community College	<i>Notices of all full-time vacancies were available at career fair</i>		No
KVOA Internship Program Jason Fenwick P.O. Box 5188 Tucson, AZ 85703-0188		6	No
www.kvoa.com KVOA Communications, Inc. Gabriella Trejo P.O. Box 5188 Tucson, AZ 85703		8	No
KVOA Employees P.O. Box 5188 Tucson, AZ 85703			No
KVOA Employee Referral P.O. Box 5188 Tucson, AZ 85703		2	No
www.azbroadcasters.org Arizona Broadcasters Association 426 N. 44th Street, Suite 310 Phoenix, AZ 85008 602.252.4833			No
Broadcast Engineering www.tvtechnology.com	<i>Notices for full-time Engineering positions only</i>		No
Career.org joblistings@apscu.org			No
Career.arizona.edu The University of Arizona Career Services Student Union Memorial Center 1303 E. University Blvd., Suite 411 Tucson, AZ 85721			No
www.collectivetalent.com bille@michaelsmedia.com 813.254.9695	<i>Notices for full-time News Talent positions only</i>		No
Cordillera.tv (Indeed.com) Cordillera Communications 325 Cedar Street, Suite 1001 St. Paul, MN 55101		1	No
Craigslist.com 1381 9th Avenue San Francisco, CA 94122			No
Graeme Newell's gnewell@602communications.com	<i>Notices for full-time promotion positions only</i>		No
Linkin	<i>Some Sales positions</i>		No
Industry Referral P.O. Box 5188 Tucson, AZ 85703	<i>"Word of Mouth"</i>	1	No



<b>Recruitment Sources</b>		<b>Total Number Interviewed</b>	<b>Entitled to Notification</b>
IRE.org jobpostings@nicar.org	<i>Notices for full-time Engineering positions only</i>		No
Jobertising.com Career Fair Location: local Tucson hotel	<i>Notices of all full-time vacancies were available at career fair</i>		No
www.lostremote.com 475 Park Ave. South, 4th Floor New York, NY 10016 212.389.2000	<i>Notices for full-time Internet positions only</i>		No
Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com	<i>Notices for full-time News Department positions only</i>		No
www.media-match.com advertising@media-match.com		0	No
Mississippi University for Women www.collegecentral.com/muw		0	No
Pima Community College Katherine Jackson Tel: 520.260.4500 Fax: 520.206.4566 www.pima-csm.symplicity.com		0	No
tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com		17	No
www.sbe.org Society of Broadcast Engineering	<i>Notices for full-time Engineering positions only</i>		No
SpotsNDots ads@spotsndots.com	<i>Notices for full-time Sales and Traffic positions only</i>		No
Talent Dynamics / talentdynamics.com 322 Dawson Road Waxahachie, TX 75167 hedding@talentdynamics.com	<i>Notices for full-time News Talent positions only</i>		No
Careerbuilder.com	<i>Notice for full-time A/R Position</i>	3	No
Traffic Director Guild www.tdga.org Email: tdga@cox.net			No
University of Arizona / Arizona Daily Wildcat Newspaper 615 N. Park Ave. Room 101 Tucson, AZ 85721 520.621.2588			No

**TOTAL INTERVIEWED:**

**38**