

EEO PUBLIC FILE REPORT

KVOA Communications, Inc.
Tucson, AZ

June 1, 2014 - May 31, 2015
FULL-TIME POSITIONS

| Full Time Position | Position Title | Date Opened | Date Filled | Recruitment Source(s) Which Provided Interviewees | Number Interviewed | Number Hired |
|--------------------|--------------------------------|-------------|-------------|---|--------------------|--------------|
| 1,2,3 | Account Executive | 4/1/14 | 6/23/14 | KVOA Internship Program | 1 | 1 |
| | | | | Employee Referral | 2 | 1 |
| | | | | Linkin | 1 | 0 |
| | | | | KVOA.com | 6 | 0 |
| | | | | Industry Awareness | 3 | 1 |
| 4 | Executive Producer | 2/27/14 | 6/26/14 | KVOA.com | 1 | 1 |
| | | | | tvjobs.com | 2 | 0 |
| 5 | MMJ | 6/24/14 | 7/30/14 | Cordillera Communications | 1 | 1 |
| | | | | tvjobs.com | 1 | 0 |
| 6 | Editor | 7/23/14 | 7/28/14 | tvjobs.com | 2 | 1 |
| 7 | Internet Operations Specialist | 5/30/14 | 7/7/14 | Employee Referral | 2 | 1 |
| 8 | News Photographer | 5/22/14 | 8/13/14 | KVOA.com | 1 | 1 |
| | | | | tvjobs.com | 1 | 0 |
| 9 | Traffic Assistant | 7/23/14 | 8/19/14 | Employee Referral | 3 | 1 |
| | | | | Cordillera Communications | 2 | 0 |
| | | | | Industry Awareness | 1 | 0 |
| 10 | Account Executive | 7/1/14 | 8/1/14 | Linked In | 4 | 0 |
| | | | | Employee Referral | 1 | 1 |
| | | | | KVOA.com | 5 | 0 |
| 10 | Morning Executive Producer | 9/17/14 | 10/2/14 | KVOA.com | 1 | 1 |
| | | | | TV Jobs.com | 1 | 0 |
| 11 | Account Executive Interactive | | | Sister Station-KPAX | 1 | 1 |
| | | | | KVOA.com | 2 | 0 |
| 12 | Morning Anchor | 7/23/14 | 12/1/14 | KVOA Employee | 1 | 1 |
| | | | | TV Jobs.com | 5 | 0 |
| 13 | Traffic Anchor/MMJ | 11/11/14 | 12/8/14 | TV Jobs.com | 2 | 1 |
| 14 | Anchor | 7/31/14 | 12/22/14 | KVOA.com | 1 | 1 |
| | | | | Talent Dynamics | 3 | 0 |
| 15 | Producer | 11/11/14 | 1/12/15 | TVJobs.com | 2 | 1 |
| | | | | | | |

KVOA Communications, Inc.

Longer Term Recruitment Initiatives Implement for Period June 1, 2014 - May 31, 2015

| 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 | 6/4/14 | Station Tour | Open Arm School | 18 children and 3 adults toured station learning about TV. | Jeff Beamish-Morning Meteorologist |
| 4 | 6/17/14 | Station Tour | Holmes Tuttle Clubhouse: Boys & Girls Clubs of Tucson | 8 members of the Boys and Girls Clubs toured the station and watched the noon news cast in our studios. | Jeff Beamish-Morning Meteorologist |
| 5 | 6/24/14 | Station Tour | Holmes Tuttle Clubhouse: Boys & Girls Clubs of Tucson | 6 members of the Boys and Girls Clubs toured the station and watched the noon news cast in our studios. | Jeff Beamish-Morning Meteorologist |
| 6 | 7/2/14 | Station Tour | Holmes Tuttle Clubhouse: Boys & Girls Clubs of Tucson | 7 members of the Boys and Girls Club toured the station and watched the noon news cast in our studios. | Danielle Lerner--Morning Anchor |
| 7 | 7/17/14 | Station Tour | U of A Marketing Students | 50 Students toured the station and watch the Noon News. | Jeff Green-General Sales Manager |
| 8 | 7/17/14 | Job Fair | Hiring our Heros | Recruited for News and sales positions. | Linda Tremelling-Business Manager |
| 9 | 7/23/14 | Station Tour | Boys & Girls Clubs | 9 Members of the boys and girls club toured the station and watch the noon news. | John Overall--Morning Anchor |
| 10 | 8/4/14-5/30/15 | 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 |
| 11 | 8/8/14 | Station Tour | Arizona Monsoon Workshop | Provided them with a presentation on what the Monsoon is, how it works, and they also toured the station. | Jeff Beamish-Morning Meteorologist |
| 12 | 9/2/14 | School Visit | Wilson K-8 School | Spoke with 200 4th grade students about weather basics and answered questions. | Jeff Beamish-Morning Meteorologist |

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|-----|----------|------------------------------|---|--|---|
| 13 | 9/11/14 | Station Tour | U Of A Procurement Depts | 3 Adults toured the station and watch the news cast in the studio. | Jeff Beamish-Morning Meteorologist |
| 14 | 9/11/14 | School Visit | Erickson Elementary | spoke with 100 4th graders in 3 sessions about weather, temperature, rainfall, humidity and different air masses. | Jeff Beamish-Morning Meteorologist |
| 15 | 9/18/14 | Career Fair | KVOA Career Fair in conjunction with the Arizona Broadcasters Association | Recruited applicants for Account Executives for TV and Internet, PT Production Assistants, Morning Anchor. | Linda Tremelling-Business Manager |
| 16 | 10/3/14 | Station Tour | Tucson Citizens | Father & daughter asked to tour station and watch the noon newscast. | Jeff Beamish-Morning Meteorologist |
| 17 | 10/19/14 | 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, Ben Nogales-Production Department; Jeff Davis-Engineering; Jeff Beamish--Morning Meteorologist |
| 18 | 1/14/15 | School Visit | Tanque Verde Elementary School | Spoke to 50-60 4th graders regarding content in the weather. | Jeff Beamish-Morning Meteorologist |
| 19 | 1/15/15 | School Visit | Acadamey of Math & Schience | Spoke to 70 Kindergarten children about being a meteorologist and how to measure weather. | Jeff Beamish-Morning Meteorologist |
| 20 | 1/21/15 | Career Fair | Tucson Indian Center | Spoke with several hundred prospective employees. Recruited for Account Executives in TV, PT positions in Graphics and Production. | Linda Tremelling-Business Manager/HR Director |
| 21 | 1/27/15 | Station Tour | Green Fields Country Day School | 6 Children and 2 adults toured station and watch the noon news cast from the studio. | Jeff Beamish-Morning Meteorologist |
| 22 | 1/24/15 | Station Tour | Southern Arizona Community Academy | Fifteen students and their teachers toured the station and learned about broadcasting. | Joel Gantt-Account Executive/Jeff Daunhauer-Local Sales Manager |
| 23 | 2/5/15 | School Visit | Amphi Middle School | Spoke with 25-30 6th graderss about different levels of the atmosphere and how the weather can vary. | Jeff Beamish-Morning Meteorologist |

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|-----|---------|--------------|---------------------------------|--|--------------------------------------|
| 24 | 2/10/15 | School Visit | La Paloma | Read stories and answered questions for Love of Reading Week. | Jeff Beamish-Morning Meteorologist |
| 25 | 2/11/15 | School Visit | Thornycroft Elementary | Read stories and answered questions for love of Reading Week for 4 classes approximately 85 students. | Nichole Szemerei-Morning Anchor |
| 26 | 2/16/15 | School Visit | St. Albans School | Read stories and answered questions for love of Reading Week for 25 kindergarten students. | Nichole Szemerei-Morning Anchor |
| 27 | 2/17/15 | School Visit | Agua Caliente Elementary | Spoke with 65 4th graders about weather. | Jeff Beamish-Morning Meteorologist |
| 28 | 2/28/15 | School Visit | Rio Vista Elementary | Read stories and answered questions for 40 third grade students. | Nichole Szemerei-Morning Anchor |
| 29 | 3/6/15 | Station Tour | Cub Scout Den #115 | 7 cub scouts & 4 Adults toured the station learning about television. | Jeff Beamish-Morning Meteorologist |
| 30 | 3/18/15 | Station Tour | Friends of Employee | Toured the station learning about television broadcasting. | Jeff Beamish-Morning Meteorologist |
| 31 | 3/19/15 | Station Tour | Boy Scouts Pack 209 | 11 Boy Scouts and 6 adults toured the station learning about weather and TV broadcasting. | Matt Brode-Chief Meteorologist |
| 32 | 3/20/15 | School Visit | Immaculate Heart Academy | 32 6th graders learned about television weather. | Jeff Beamish-Morning Meteorologist |
| 33 | 3/25/15 | Station Tour | Sewell Elementary | 23 elementary students toured the station and learned about television broadcasting. | Jeff Beamish-Morning Meteorologist |
| 34 | 3/27/15 | Station Tour | Lineweaver Elementary | 26 Students toured the station learning about television. Stayed and watched noon news in the studio. | Jeff Beamish-Morning Meteorologist |
| 35 | 4/1/15 | Station Tour | Calvary Chapel Christian School | 10 children and 3 adults visited the station learning about TV and how the weather is done. | Jeff Beamish-Morning Meteorologist |
| 36 | 4/9/15 | Station Tour | Cub Scout Pack 299 | 10 Cub Scouts toured the TV Station learning about Broadcasting. | Jason Fenwick-Assistant New Director |
| 37 | 4/10/15 | School Visit | GracePointe Christian Academy | Spoke with 12 students in regards to weather and television broadcasting. | Jeff Beamish-Morning Meteorologist |
| 38 | 4/24/15 | Station Tour | Apache Elementary School | 5 Students toured the station learning about broadcasting and weather. The students watch our newscast live from the studio. | Jeff Beamish-Morning Meteorologist |

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|-----|---------|--------------|---|--|--|
| 39 | 4/28/15 | Media Panel | U of A Business College | 3 Classes of 15-20 students in each class. Talke to the students in regards to preparing resumes, media industry and what the station looks for in interns. | Jason Fenwick- Assistant New Director |
| 40 | 4/30/15 | Station Tour | Willcox Middle School | 20 middle school students toured the station learning about broadcasting. The students also watch the newscast live in the studio at Noon | Randy Smith- Production Manager |
| 41 | 5/6/15 | Station Tour | Hiaki High School | 3 Journalism students visited station learning about broadcasting. Students watch the newscast live from the studio | Paul Cical-Sports Director |
| 42 | 5/18/15 | Station Tour | Marana High School | 6 students toured the station learning about weather and television broadcasting. Students watch the Noon News live in the studio | Jeff Beamish-Morning Meteorologist |
| 43 | 5/21/15 | Career Fair | Tucson Urban League | KVOA participated in a career fair with the Tucson Urban League at the Boys and Girls Club on 36th Street. Spoke with about 200 people about jobs and careers in broadcasting. | Linda Tremelling- Business Manager /HR Director; Randy Smith -Production Manager |
| 44 | 5/26/15 | Station Tour | Basis School | 19 middle school students toured the station learning about broadcasting. The students also watch the newscast live in the studio at Noon. | Jeff Beamish-Morning Meteorologist |
| 45 | 5/28/15 | Station Tour | Black & Bling LLC - Chapter: Glitzy Girls of Tucson | 30 women toured the station learning about broadcasting. They also watch the newscast live in the studio at Noon. | Jeff Beamish-Morning Meteorologist |

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 gracie.fierro@cplc.org | 0 | Yes |
| NAACP Tucson Branch 2160 N. 6th Avenue Tucson, AZ 85705 | Clarence Boykins Tel: 622.8277 clarence540@aol.com | 0 | Yes |
| Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713 | Donna Baker Fax: 623.9364 Tel: 791.9522 dbakerx@csd.pima.gov | 0 | Yes |
| Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705 | Benny M. McCabe Fax: 884.0240 Tel: 884.7131 benmccabe@hotmail.com | 0 | Yes |
| National Association of Hispanic Journalists 1000 National Press Blvd. 529 14st MW Washington D.C. 20045-2001 | NAHJ Job Bank Fax: 202.662.7144 Tel: 202.662.7168 jobbank@nahj.org | 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 tommie.rearden@dm.af.mil | 0 | Yes |
| National Urban League 120 Wall Street New York, NY 10005 | S. Harris Tel: 212.558.5300 sharris@nul.org | 0 | Yes |
| Fred G Acosta Job Center 901 S. Campbell Ave. Tucson, AZ 85719 | Joe Romano Tel: 879.9234 romano.joe@jobcorps.org | 0 | Yes |
| Goodwill Industries of Southern Arizona 1940 E. Silverlake #403 Tucson, AZ 85713 | Lisa Larivee Tel: 520.623.5174, Ext. 117 llarivee@goodwill-tucson.org | 0 | Yes |
| ITT Technical Institute 1455 W. River Road Tucson, AZ 85713 | Wendy Wienhoff Tel: 520.408.7488 wwienhoff@itt-tech.edu | 0 | Yes |
| P.H.A.S.E./YWCA 525 N. Bonita Ave. Tucson, AZ 85704 | Liz Rabago Tel: 884.7810 lrabago@ywcatuson.org | 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 acap.huachuca@cerco-na.com | 0 | Yes |

| Recruitment Sources | Contact | Total Number Interviewed | Entitled to Notification |
|---|--|--------------------------|--------------------------|
| Arizona Commission of Indian Affairs 1400 West Washington, Ste. 300 Phoenix, AZ 85007 | Lone Wells Fax: 602.542.3223 Tel: 602.542.3123 ianfo@az.gov | 0 | Yes |
| Pima County One Stop Career Center 430 North Commerce Park Loop Tucson, AZ 85745 | Rosemary Smith Fax: 798.0599 Tel: 798.0500 rosemary.smith@pima.gov | 0 | Yes |
| AWRT - Tucson Chapter Tucson, AZ | Katrina Noble Tel: 520.745.8221 katrina@adwiz.com | 0 | No |
| Tucson Advertising Federation P.O. Box 90167 Tucson, AZ 85752 | Pearl Ford-Fyffe Tel: 520.326.1060 Fax: 520.326.9973 membership@tucsonadfed.org | 0 | No |
| Brown Mackie College 4585 East Speedway Blvd. Suite 204 Tucson, AZ 85712 | Lilliana Bujanda Tel: 520.327.6866 Fax: 520.319.3495 lbujanda@brownmackie.edu | 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 |
| Tucson Black Chamber of Commerce 1630 N. Stone Ave. Tucson, AZ 85705 | Shirley Hockett | 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 www.scottsdalecc.edu | Raymond Dixon Tel: 480.423.6523 | 0 | Yes |

| Recruitment Sources | Contact | Total Number Interviewed | Entitled to Notification |
|---|--|---------------------------------|---------------------------------|
| 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 |
| Recruitment Sources - Sister Stations | Contact | Total Number Interviewed | Entitled to Notification |
| 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 erika@kbzk.com | 0 | Yes |
| KPAX P.O. Box 4827 Missoula, MT 59801 | Bob Hermes, General Manager Fax: 406.543.7111 Tel: 406.543.7106 | 1 | 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 |

| Recruitment Sources | | Total Number Interviewed | Entitled to Notification |
|--|---|--------------------------|--------------------------|
| 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 | | 1 | No |
| www.kvoa.com KVOA Communications, Inc. Gabriella Trejo P.O. Box 5188 Tucson, AZ 85703 | | 17 | No |
| KVOA Employees P.O. Box 5188 Tucson, AZ 85703 | | 1 | No |
| KVOA Employee Referral P.O. Box 5188 Tucson, AZ 85703 | | 8 | 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 | | 3 | 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> | 5 | No |
| Industry Referral P.O. Box 5188 Tucson, AZ 85703 | <i>"Word of Mouth"</i> | 4 | No |

| Recruitment Sources | | Total Number Interviewed | Entitled to Notification |
|--|---|---------------------------------|---------------------------------|
| 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 | | 16 | 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> | 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:

59