

KVOA
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Content Producer Open Date: 5/23/2019 Hire Date: 9/24/2019	1-8, 12-13, 15-18, 20, 22-35, 37-55	25
Morning/Noon Weather Anchor Open Date: 5/24/2019 Hire Date: 7/8/2019	1-9, 12-13, 15, 17-18, 20, 22-26, 28-35, 37-55	43
Senior Promotions Producer Open Date: 6/12/2019 Hire Date: 7/23/2019	1-8, 12-13, 15-20, 22-26, 29-35, 37-55	19
Commercial Writer/Producer Open Date: 6/12/2019 Hire Date: 7/23/2019	1-8, 12-13, 15-20, 22-26, 29-35, 37-55	25
Content Producer Open Date: 7/9/2019 Hire Date: 9/30/2019	1-8, 12-13, 15-18, 20, 22-26, 28-35, 37- 55	43
Promotions Producer Open Date: 7/16/2019 Hire Date: 7/30/2019	1-8, 12-13, 15-20, 22-26, 29-35, 37-39, 41-55	25
Production Assistant Open Date: 8/6/2019 Hire Date: 9/2/2019	1-8, 12-13, 15-18, 22-26, 29-35, 37-39, 41-55	25
Weekend Sports Anchor/Multimedia Journalist Open Date: 8/9/2019 Hire Date: 9/4/2019	1-9, 12-13, 15-18, 20, 22-26, 28-35, 37- 39, 41-55	25
Multimedia Journalist # 2 Open Date: 8/20/2019 Hire Date: 10/16/2019	1, 3, 5-6, 8, 12-13, 15, 17-18, 22-24, 26, 29-33, 35, 37-39, 41-55	43
Account Executive Open Date: 9/26/2019 Hire Date: 10/17/2019	1, 3-8, 11-18, 20, 22-26, 29-35, 37-39, 41-55	25
Account Executive Open Date: 9/26/2019 Hire Date: 4/8/2020	1, 3-8, 11-18, 20, 22-26, 29-35, 37-39, 41-55	11
Morning Anchor/MMJ Open Date: 10/7/2019 Hire Date: 12/12/2019	1, 4-9, 12-13, 15-18, 20, 22-26, 28-35, 37-39, 41-55	43
News Photographer Open Date: 10/10/2019 Hire Date: 10/16/2019	1, 3-8, 12-13, 15-18, 20, 22-26, 28-35, 37-39, 41-55	25
Weekend Meteorologist/MMJ Open Date: 10/10/2019 Hire Date: 12/9/2019	1, 3-9, 12-13, 15-18, 20, 22-26, 28-35, 37-39, 41-55	43

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Creative Services Director Open Date: 10/11/2019 Hire Date: 12/16/2019	1, 4-8, 12-13, 15-18, 20-26, 29-35, 37-39, 41-55	25
Broadcast Engineer Open Date: 10/18/2019 Hire Date: 3/2/2020	1, 3-8, 10, 12-13, 15-18, 20, 22-26, 29-32, 34-35, 37-39, 41-55	10
Content Editor Open Date: 11/11/2019 Hire Date: 11/18/2019	1, 3-8, 12-13, 15-18, 22-26, 29-33, 35, 37-39, 41-55	25
Administrative Coordinator/Receptionist Open Date: 11/19/2019 Hire Date: 12/30/2019	1, 3-8, 12-13, 15-18, 20-26, 29-35, 37-39, 41-55	21
Promotions Writer/Producer Open Date: 1/13/2020 Hire Date: 3/23/2020	1, 3-8, 10, 12-13, 15-18, 20, 22-26, 29-30, 32-35, 37-39, 41-55	10
News Graphic Artist Open Date: 1/17/2020 Hire Date: 3/2/2020	1, 3, 5-6, 8, 10, 12, 15-18, 25, 29-30, 32, 35, 42, 54	10
Weekend Anchor/Multimedia Journalist Open Date: 2/3/2020 Hire Date: 3/12/2020	1, 3-10, 12-13, 15-18, 20, 22-26, 29-35, 37-39, 41-55	10
Commercial Writer/Producer Open Date: 2/26/2020 Hire Date: 3/12/2020	1, 3-8, 12-26, 29-39, 41-55	14
News Content Manager Open Date: 3/10/2020 Hire Date: 5/11/2020	1, 3-8, 10, 12-13, 15-18, 20-26, 29-30, 32-35, 37-39, 41-55	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ACAP Job Assistance Center Dept. of the Army United States United States Army Intelligence Fort Huachuca, Arizona 85613 Phone : 520-533-5764 Email : usarmy.huachuca.imcom-central.mbx.SFL-TAP@mail.mil Charlene Shelton	Y	0
2	American Advertising Federation-Tucson 7959 N. Thornydale Rd. #90167 Tucson, Arizona 85752 Phone : 520-326-1060 Job Listings Manual Posting	N	0
3	Arizona @ Work / Department of Economic Security 1455 S. Alvernon Way Tucson, Arizona 85711 Phone : 520-872-9185 Fax : 1-520-495-5063 Topacio Britto	Y	0
4	Arizona Broadcasters Association 426 N. 44th St. Su. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Mary Kate Lau Manual Posting	N	1
5	Arizona Public Media 1423 E. University Blvd. Tucson, Arizona 85721 Phone : 520-621-5828 Fax : 1-520-621-3360 Kim Ramey	Y	0
6	Beacon Group P.O. Box 50544 Tucson, Arizona 85703 Phone : 520-622-4874 Fax : 1-520-620-6620 Job Listings	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Careerpage.org 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Job Listings Manual Posting	N	0
8	Chicanos Por La Causa Workforce Solutions 619 N. 7th Ave., Bldg B Phoenix, Arizona 85007 Phone : 602-695-5745 Email : michelle.hernandez@cplc.org Michelle Hernandez	Y	0
9	Collectivetalent.com 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Michael Bille Manual Posting	N	0
10	Current Employee	N	11
11	Current Intern	N	1
12	D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, Arizona 85701 Phone : 520-628-6810 Fax : 1-855-630-6874 Job Listings	Y	0
13	Emmanuel Grace Church 1850 W. San Marcos Blvd. Tucson, Arizona 85713 Phone : 520-628-7641 Email : egctucson@gmail.com Charles Watkins	N	0
14	Employee Referral	N	4
15	Family Support Center 3500 S. Craycroft Rd. Bldg 3210 Davis-Monthan, AFB, Arizona 85707 Phone : 520-228-5690 Email : 355FSS.FSFR.Employment@us.af.mil Lindsey Siegmund/USAF ACC	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Frey Creating Marketing 310 S. Williams Blvd Su. 260 Tucson, Arizona 85711 Phone : 520-745-8221 Katrina Noble Manual Posting	Y	0
17	Goodwill Industries of Southern Arizona 1940 E. Silverlake #403 Tucson, Arizona 85713 Phone : 520-623-5174 Email : llarivee@goodwill-tucson.org Lisa Larivee	Y	0
18	Gospel Rescue Mission 312 W. 28th St. Tucson, Arizona 85713 Phone : 520-622-3495 Fax : 1-520-622-8585 Jenny Coverdale	Y	0
19	Graeme Newell 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : (503) 719-7794 Graeme Newell Manual Posting	N	5
20	HANDSHAKE / University of Arizona 1303 E. University Blvd. Su. 1411 Tucson, Arizona 85721 Phone : 520-621-2588 Job Listings Manual Posting	N	1
21	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 800-475-4361 Url : www.indeed.com Chris Hyams Manual Posting	N	9
22	KBJR 6-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Email : kmmartin@kbjr.com Kayla Martin	N	0

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23	KTIV-TV 2929 Signal Hill Dr Sioux City, Iowa 51108 Phone : 712-239-4100 Email : kclayton@ktiv.com Kathy Clayton	N	0
24	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Email : jneyens@kttc.com Jodi Neyens	N	0
25	KVOA P.O. Box 5188 Tucson, Arizona 85703 Phone : 520.884.4601 Url : www.kvoa.com Angela Betzhold Manual Posting	N	23
26	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
27	Media-match.com P.O. Box 48220 Los Angeles, California 90048 Job Listings Manual Posting	N	0
28	Medialine.com 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Job Listings Manual Posting	N	0
29	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-445-7100 Email : press@nabj.org Ryan Williams	Y	0

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30	National Urban League 120 Wall Street New York, New York 10005 Phone : 212-558-5300 Email : sharris@nul.org S. Harris	Y	0
31	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 217-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
32	P.H.A.S.E./YWCA 525 N. Bonita Ave. Tucson, Arizona 85704 Phone : 520-884-7810 Email : lrabago@ywcaticucson.org Liz Rabago	Y	0
33	Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Arizona 85746 Phone : 520-888-5000 Fax : 1-520-879-6308 Carmen Thomas	N	0
34	Pima Community College 4905 E. Broadway Blvd. Tucson, Arizona 85709 Phone : 520-206-4500 Job Listings Manual Posting	N	0
35	Pima County One Stop Career Center 430 N. Commerce Park Loop Tucson, Arizona 85745 Phone : 520-724-6738 Email : patricia.gastelum@pima.gov Patricia Gastelum	Y	0
36	Promax 5700 Wilshire Blvd. Suite 275 Los Angeles, California 90036 Phone : 310-788-7600 Steve Kazanjian Manual Posting	N	0

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37	Quincy Herald Whig 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Jena Schulz	N	0
38	Quincy Newspapers, Inc. 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0
39	The Southern Illinoisan 710 N. Illinois Ave Carbondale, Illinois 62901 Phone : 618-985-2333 Email : btanner@wsiltv.com Fax : 1-618-457-2935 Bethany Tanner	N	0
40	Tohono O'Odham Nation P.O. Box 837 Sells, Arizona 85634 Phone : 520-383-4251 Email : contactus@tonation-nsn.gov Freddie Lopez Prong 2 Ended Date: 7/11/2019	N	0
41	Tucson Indian Center 160 N. Stone Ave. Tucson, Arizona 85701 Phone : 520-884-7131 Fax : 1-520-884-0240 Vicky Mullins	Y	0
42	Tucson Urban League 2305 S. Park Ave. Tucson, Arizona 85713 Phone : 520-791-9522 Email : dbakerx@csd.pima.gov Donna Baker	Y	0

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43	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Career Services Manual Posting	N	25
44	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : kher@waow.com Kimmy Her	N	0
45	WBNG-TV 560 Columbia Drive Johnson, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
46	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
47	WGEM-TV PO Box 80 Quincy, Illinois 52306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
48	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : msyverud@wkow.com Bonnie Beer	N	0
49	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0

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50	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : twesseln@wrex.com Theresa Wesseln	N	0
51	WSIL-TV 1416 Country Aire Drive Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsilv.com Fax : 1-618-985-3709 Bethany Tanner	N	0
52	WSJV-TV PO Box 28 South Bend, Indiana 46624 Phone : 574-274-9006 Email : amoubray@qni.biz Amber Moubray	N	0
53	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 247011 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
54	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
55	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			80

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/10/2019	Participation in events or programs sponsored by educational institutions	The KVOA Meteorologist and MMJ, participated in the Community Safety Experts and Exhibits, (Monsoon Safety Fair) on Monday, June 10, 2019. It was hosted by the US National Weather Service -Tucson, AZ. They spoke about the monsoon, weather safety and gave out free rain gauges.	2	Meteorologist MMJ
2	6/17/2019	Establishment of training programs for station personnel	Our Creative Services Director attended the NBC Affiliate Marketing meeting in Las Vegas as part of the Promax Station Summit. A global community of professionals passionately engaged in the marketing and promotion of television and video content. The summit was a four day critical gathering where network, station groups, syndicators and local broadcasters discussed, talked and debated issues, trends, marketing plans and emerging business opportunities.	1	Creative Services Director
3	7/24/2019	Provision of training to management	Quincy's Director of Human Resources provided training to KVOA Management on Wednesday, July 24, 2019, regarding basic understanding of workplace discrimination laws, as enforced by the U.S. Equal Employment Opportunity Commission (EEOC), fostering diversity and mitigating risk, avoiding risk in interviewing without sacrificing due diligence, recognizing the importance of following standardized interview processes and evaluation criteria and understanding unconscious bias and how it can influence hiring decisions.	6	Vice President and General Manager News Director Assistant News Director Creative Services Director
4	7/26/2019	Participation in events sponsored by community groups	Meteorologist gave a station tour and spoke about weather to 12 individuals from the organization Action Photo Tours.	1	Meteorologist
5	7/31/2019	Participation in events sponsored by community groups	The Assistant News Director gave a tour to three adults and spoke about broadcasting.	1	Assistant News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	8/1/2019	Establishment of an intern program designed to assist members of the community	Four students from San Miguel High School spend one day a week during the entire school year learning the necessary skills to be successful in a professional career.	2	News Director CMC Supervisor
7	8/1/2019	Participation in events or programs sponsored by educational institutions	The General Manager spoke to 49 University of Arizona Eller College of Management and Marketing students about the different careers in the broadcasting industry and television marketing industry, followed by a tour of the station.	1	Vice President and General Manager
8	8/6/2019	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of August 1, 2019, all employees at the station were required to participate in Diversity and Inclusion, Harassment: Sex, Religion and Beyond, and Training for a Harassment Free Workplace. As of August 5, 2019, all employees were required to participate in a session entitled Fire Safety and Evacuation. These courses require each employee to individually view an online presentation following by a 10 question quiz. The modules provide a different view point depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	2	Administrative and Human Resources Manager Vice President and General Manager

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9	8/26/2019	Establishment of an intern program designed to assist members of the community	KVOA conducts a paid internship program called Quinternship. The purpose behind Quinternships is to offer students in the fields of journalism, broadcasting, communications and related fields the opportunity to gain hands on experience in broadcast television and digital platforms. Students who participate (Quinterns) will gain a variety of practical experience and an hourly wage. The company strives to offer these opportunities to a diverse group of interns. Each Quintern is assigned a mentor and has a "curriculum" for each position. KVOA hosted 8 Quinterns from the University of Arizona for the fall of 2019, August 26, 2019 to December 13, 2019, and Spring of 2020, January 6, 2020 to March 16, 2020.	2	CMC Supervisor News Director
10	9/16/2019	Participation in Job Fairs	The General Manager and Local Sales Manager participated in a job fair for journalism students at the University of Arizona. The General Manager and Local Sales Manager spoke to students about current Quincy-KVOA job openings and internship opportunities.	2	General Manager Local Sales Manager
11	10/9/2019	Participation in events or programs sponsored by educational institutions	KVOA's Chief Meteorologist visited 23 to 25 schools during the annual school year, September through April, speaking to and teaching an estimated 3,000, 3rd to 5th grade students, about weather that included fun, educational and dynamic games.	2	Chief Meteorologist Creative Services Director
12	10/14/2019	Participation in events sponsored by community groups	Our morning Meteorologist hosted a station tour for an individual that was interested in learning about television and weather.	1	Meteorologist

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13	10/26/2019	Participation in events or programs sponsored by educational institutions	Station hosted the annual Bear Essential News for Kids Workshop. It was held at the KVOA studio with 45 children. Staff and Management taught them the basics of reporting and anchoring. They also attended different workshops regarding television, voice and dictation and news writing. Throughout the year, the children return to the station on a monthly basis to tape their reports that air on KVOA every week.	6	News Director Technical Director Morning Meteorologist News Photographer
14	11/12/2019	Participation in events or programs sponsored by educational institutions	KVOA's Assistant News Director gave a tour to thirteen high school students from Desert View High School. She spoke to the students about journalism in the television industry and viewed part of the live noon newscast.	1	Assistant News Director
15	11/19/2019	Participation in events sponsored by community groups	KVOA's Executive Producer gave a tour to Boy Scouts of America Pack 791 and spoke about journalism in a newsroom. They also stayed and watched a newscast.	1	Executive Producer
16	2/21/2020	Participation in events sponsored by community groups	KVOA Morning Meteorologist and Morning Anchor held a station tour for a group of Girl Scouts, Troop 116, discussing careers in broadcasting and weather.	2	Meteorologist Anchor
17	2/25/2020	Participation in Job Fairs	The Human Resources Manager and Local Sales Manager participated in a job fair for journalism students at the University of Arizona. The Human Resources Manager and Local Sales Manager spoke to students about current Quincy-KVOA job openings and internship opportunities.	2	Administrative and Human Resources Manager Local Sales Manager
18	4/8/2020	Participation in events sponsored by community groups	KVOA's Vice President and General Manager, along with Mark C. Irvin, CCIM, SIOR - Mark Irvin Commercial Real Estate Services, LLC, presented to the Communications Class 313, from the University of Arizona, in tandem via Zoom, giving a presentation on television and broadcasting industry, including Sales and Digital. In addition, the value of community involvement, passion, creative communication and the power of thank you notes.	1	Vice President and General Manager