

EEO Public File Report (June 1, 2019-May 31, 2020)
KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM
Arizona Public Media-Tucson, AZ

Job No	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)	Number Interviewed	Number Hired
A23439	Producer (Special Projects)	3/15/2019	9/23/2019	Arizona Public Media Website Jobing.com Indeed.com Chronicle of Higher Education University of Arizona HigherEdJobs.com ArizonaDiversity.com Diverse Issues in Higher Education NativeJobs.com Women in Higher Education Hispanic Outlook in Higher Education Other	0 0 1 0 1 0 0 0 0 0 0 1	0 0 1 0 0 0 0 0 0 0 0 0
A23440	Content Producer, Promotion	3/15/2019	1/3/2019	Arizona Public Media Website AZ Daily Star Indeed.com University of Arizona ArizonaDiversity.com Jobing.com CareerBuilder Local Job Banks Linkages MediaJobcenter.com Jobmonkey.com/broadcastjobs Mediabistro.com/jobs Women in Higher Education Other	0 0 2 3 0 0 0 0 0 0 0 0 0 0 0	0 0 1 1 0 0 0 0 0 0 0 0 0 0 0

Job No	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)	Number Interviewed	Number Hired
A24438	Producer/Reporter (Digital/Television/Radio-Health/Mental Health Issues)	12/20/2019	2/20/2020	Arizona Public Media Website LinkedIn Arizona Diversity.com Indeed.com University of Arizona HigherEdJobs.com Local Job Banks Linkages Personal Referral Other	0 0 0 0 1 0 0 0 1 1	0 0 0 0 1 0 0 0 1 1
S26832	Media Specialist	4/24/2019	6/10/2019	Arizona Public Media Website Local Job Banks HigherEdJobs.com LinkedIn Indeed.com University of Arizona Linkages ArizonaDiversity.com Other	0 0 1 0 1 0 0 0 1	0 0 0 0 0 0 0 0 1
S27316	Videoographer, Senior (Videoographer/Director)	7/1/2019	9/9/2019	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona LinkedIn ArizonaDiversity.com Local Job Banks Jobing.com Diverse Issues in Higher Education Personal Referral Other	0 0 3 1 0 0 0 0 0 0 0	0 0 1 0 0 0 0 0 0 0 0

<i>Job No</i>	<i>Position Title</i>	<i>Date Open</i>	<i>Date Filled</i>	<i>Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)</i>	<i>Number Interviewed</i>	<i>Number Hired</i>
527763	Radio News and Public Affairs Reporter, Senior (Multiple Positions)	9/3/2019	3/2/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona Diverse Issues in Higher Education Hispanic Outlook in Higher Education InsideHigherEd LinkedIn NativeJobs.com Women in Higher Education ArizonaDiversity.com Local Job Banks Personal Referral Other Current	0 0 0 0 0 0 0 0 0 0 0 1 1 0	0 0 0 0 0 0 0 0 0 0 0 1 1 0
527847	Information Specialist (Social Media Editor)	9/24/2019	1/13/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona Hispanic Outlook in Higher Education InsideHigherEd LinkedIn NativeJobs.com ArizonaDiversity.com Local Job Banks Personal Referral Other	0 0 1 0 0 0 1 0 0 0 1 0	0 0 0 0 0 0 0 0 0 0 1 0

Job No	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)	Number Interviewed	Number Hired
S27942	Program Coordinator (Community Engagement & Outreach Specialist)	10/7/19	1/6/2020	Arizona Public Media Website University of Arizona HigherEdjobs.com Hispanic Outlook in Higher Education Indeed.com University of Arizona LinkedIn Women in Higher Education ArizonaDiversity.com Local Job Banks Jobing.com InsideHigherEd Personal Referral Other	0 0 0 0 1 3 0 0 0 0 0 0 1 0	0 0 0 0 0 0 0 0 0 0 0 0 1 0
S28092	Radio/TV Announcer	11/5/2019	2/20/2020	Arizona Public Media Website HigherEdjobs.com Jobing.com University of Arizona CareerBuilder Indeed.com LinkedIn ArizonaDiversity.com Local Job Banks Personal Referral Other	0 0 0 0 0 2 0 0 0 0 0 1	0 0 0 0 0 1 0 0 0 0 0

<i>Job No</i>	<i>Position Title</i>	<i>Date Open</i>	<i>Date Filled</i>	<i>Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)</i>	<i>Number Interviewed</i>	<i>Number Hired</i>
S28104	Videographer, Senior	11/12/2019	1/20/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona LinkedIn Local Job Banks Jobing.com Personal Referral Other	0 0 1 2 1 0 0 1 0	0 0 0 1 0 0 0 0 0
S28142	Accountant	11/25/2019	1/27/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona LinkedIn ArizonaDiversity.com Local Job Banks Jobing.com Diverse Issues in Higher Education Hispanic Outlook in Higher Education Inside Higher Ed Personal Referral Other	0 0 0 3 0 0 0 0 0 0 0 0 0	0 0 0 1 0 0 0 0 0 0 0 0 0

<i>Job No</i>	<i>Position Title</i>	<i>Date Open</i>	<i>Date Filled</i>	<i>Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)</i>	<i>Number Interviewed</i>	<i>Number Hired</i>
S28238	Production Technician (Extended Temporary)	12/16/2019	2/10/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona ArizonaDiversity.com Linkages CareerBuilder LinkedIn Local Job Banks Personal Referral Other	0 0 0 2 0 0 0 0 0 0 1 0	0 0 0 1 0 0 0 0 0 0 0 0
S28270	Graphic Artist	12/20/2019	2/24/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona LinkedIn NativeJobs.com Women in Higher Education ArizonaDiversity.com Local Job Banks Jobing.com Hispanic Outlook in Higher Education CareerBuilder Personal Referral Other	0 0 0 0 0 0 0 0 0 0 0 1 1 0	0 0 0 0 0 0 0 0 0 0 0 1 1 0

<i>Job No</i>	<i>Position Title</i>	<i>Date Open</i>	<i>Date Filled</i>	<i>Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)</i>	<i>Number Interviewed</i>	<i>Number Hired</i>
A24438	Multi Media Journalist III	12/20/2019	3/2/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona LinkedIn NativeJobs.com Women in Higher Education ArizonaDiversity.com Local Job Banks Jobbing.com Hispanic Outlook in Higher Education CareerBuilder Personal Referral Other	0 0 0 5 0 0 0 0 0 0 0 0 0 1 0	0 0 0 1 0 0 0 0 0 0 0 0 0 1 0
S27763	Radio News/Public Affairs Reporter Sr	9/12/2019	3/2/2020	Arizona Public Media Website HigherEdJobs.com Indeed.com University of Arizona LinkedIn NativeJobs.com Women in Higher Education ArizonaDiversity.com Local Job Banks Jobbing.com Hispanic Outlook in Higher Education CareerBuilder Personal Referral Other	0 0 0 2 0 0 0 0 0 0 0 0 1 0	0 0 0 0 0 0 0 0 0 0 0 0 1 0

EEO Public File Report
 KUAT-TV, KUAS-TV, KUAZ(AM), KUAZ-FM, and KUAT-FM
 For the period ending 5/31/2020
 Information Regarding Recruitment Sources

<u>Recruitment Source</u>	<u>City</u>	<u>State,</u> <u>Zip Code</u>	<u>Contact</u>	<u>Total Interviewed</u>	<u>Entitled to Notification</u>
ArizonaDiversity.com	Phoenix	AZ 85023	info@arizonadiversity.com (800) 984-3775	0	No
Arizona Job Bank	Online		http://www.alb.dni.us/az/	0	No
Arizona Public Media Website P.O. Box 210067 CareerBuilder	Tucson	AZ 85721-0067	Kimberly Ramey, Human Resources Generalist (520) 626-2061 Andrew Cox (TNI) (520) 621-5828	0	No
Corporation for Public Broadcasting (CPB) Current.org	Online		http://www.cpb.org	0	No
Diversity.com	Online		http://www.current.org	0	No
HigherEdJobs.com	Online		University of Arizona Human Resources Department (520) 626-7657 www.higheredjobs.com	0	No
Indeed.com 6433 Champion Grandview Way, Building 1	Austin	TX 78750	http://www.indeed.com	15	No
Jobertising – Job Fair	Online		Jobertising.com	0	No
Jobing.com	Online		Tucsonjobing.com	0	No
LinkedIn	Online		https://www.linkedin.com	2	No
Personal Referral (UA Employee)/Other				21	No
Pima County One-Stop Career Center	Tucson	AZ	520-724-7700	0	No
Project Insight	Tucson	AZ	520-403-0962	0	No
Tucson Indian Center	Tucson	AZ	520-884-7131	0	No
University of Arizona 888 N Euclid Ave.	Tucson	AZ 85721-0158	Human Resources (520) 621-2211	23	No

EEO Public File Report
KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM
For the period ending 5/31/20
Prong 3 Longer-Term Recruitment Initiatives
Implemented During the Previous Year

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved	Number of Participants
1	Ongoing	Internship Programs (Option 5)	Internship Programs designed to expose students to the art of producing and production elements of broadcast television, broadcast graphics, web graphics, motion graphics, and art direction experience.	Students interested in broadcasting develop producing and production skills while assisting with AZPM productions including UA Journalism Department interns. Students interested in developing technical and creative skills to produce graphic content for television, print, online, and other forms of digital media.	Mya Hoffman-Long, Media Specialist; David Fortin, Manager, Production Services; Gage Judd, Videographer; and Brian Deavers, Creative Services Manager.	1
2	Ongoing	Internship Program (Option 5)	Internship Program designed to introduce interested students to the basics of researching, writing, and producing news stories.	Internship Program designed for students interested in developing research and reporting skills related to Public Broadcasting including UA Journalism Department interns.	Andrea Kelly, News Director; Duncan Moon, Interim News Director.	3
3	Ongoing	Internship Program (Option 5)	Internship Program designed to introduce interested students to communications and marketing essentials and strategies employed in the marketing of public broadcasting.	Students interested in acquiring and developing communication and marketing skills and experience.	Gene Robinson, Chief Marketing Officer.	0
4	Ongoing	Student Employee Training Programs (Option 8)	Student Employee Training Programs designed to provide interested student employees with skills and professional-grade broadcast production, broadcast graphics, web graphics, motion graphics, and art direction experience that could qualify them for higher-level positions.	Student employees are taught studio production techniques which include running the control board, camera, lighting, audio, technical directing, and editing. Field production training includes sound, lighting, and camera operation. Student employees who are interested in developing technical and creative skills to produce graphic content for television, print, online and other forms of digital media.	Mya Hoffman-Long, Media Specialist; David Fortin, Manager, Production Services; Gage Judd, Videographer; and Brian Deavers, Creative Services Manager.	22
5	8/28/2019 12/6/2019 2/12/2020 4/2/2020*	Participation in Career Opportunity Events/Programs (Option 10) (Ongoing)	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Attended events relating to opportunities in broadcasting presented by the African American Student Affairs, the University of Arizona Wildcat Student Employment Fall and Spring Career Fair, and the Tucson International Academy* *Career fair was scheduled, but cancelled due to COVID19	Kimberly Ramey, HR Generalist, Alex Birch, Volunteer Coordinator, Gage Judd, Videographer, and Christian Ortega, Administrative Assistant.	276
6.	Ongoing	Management Training (Option 14)	Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.	UA Online Training, UA Office of Institutional Equity; Preventing Discrimination for Non-Supervisory Employees; Preventing Discrimination and Harassment for Supervisors and Faculty; and Title IX for Employees (Preventing Sexual Misconduct).	Jack Gibson, Kimberly Heath, John Hess, Sara Gromley, Enrique Aidana, Pat Callahan, Sandra Riggins, John Booth, David Fortin, Hildy Ko, Frank Fregoso, Jason Katterhenry, Ed Kesterson, Andrea Kelly, Gene Robinson, Mary Paul, Kim	19

					Ramey, Brian Deever, Duncan Moon	
7	Ongoing	Management Training (Option 14)	Provide Training to management-level personnel as to the methods of ensuring diversity in Public Broadcasting and general management topics.	PMBA Annual Meeting. PBS Annual Meeting was scheduled but cancelled due to COVID 19.	Jack Gibson, Chief Executive Officer; Gene Robinson, Chief Operating Officer; Kimberly Heath, Chief Financial Officer	3
8	Ongoing	Career Development Tours/Public Outreach (Option 16)	Community events designed to inform and educate public about broadcasting career opportunities.	Host tours of the radio and television stations to school groups interested in learning about broadcasting/career outreach/networking.	Laura Maher, Associate Director, Development; Marianne Leedy, Volunteer Tour Guide; Enrique Aldana, Director of Development; Betsy Leader, Associate Director of Development; miscellaneous station staff presenters who discuss skills and education required in various areas visited during these tours.	7