

EEO Public File Report

Employment Unit Covered:

KTAR(AM),KTAR-FM,KMVP(AM) & KMVP-FM

REPORTING PERIOD:

05/25/2014 - 05/24/2015

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	Advertising Area
Digital Integration Specialist	31-Jul-2014	Employee Referral	See Recruitment Source List for Entries on or before 13-Jul-2014 for the following media:	Radio
Bonneville Phoenix Cluster Account Manager Entry Level	13-Jun-2014	KTAR Web Site	See Recruitment Source List for Entries on or before 06-Jun-2014 for the following media:	Radio
Arizona Sports Social Media Producer	08-Jan-2015	Employee Referral	See Recruitment Source List for Entries on or before 25-Nov-2014 for the following media:	Radio
Bonneville Phoenix Graphic Designer	11-Feb-2015	Job Inventory	See Recruitment Source List for Entries on or before 23-Jan-2015 for the following media:	Radio
KTAR News Reporter	08-Mar-2015	KTAR Web Site	See Recruitment Source List for Entries on or before 02-Feb-2015 for the following media:	Radio
Bonneville Phoenix Cluster Account Manager	08-Dec-2014	Employee Referral	See Recruitment Source List for Entries on or before 05-Sep-2014 for the following media:	Radio
Bonneville PHX Account Manager Entry Level	24-Nov-2014	Employee Referral	See Recruitment Source List for Entries on or before 05-Sep-2014 for the following media:	Radio
Bonneville Phoenix Account Service Coordinator	22-Jan-2015	Phoenix Workforce Connection	See Recruitment Source List for Entries on or before 30-Oct-2014 for the following media:	Radio

Bonneville Phoenix Account Service Coordinator	18-Nov-2014	Market Referral	See Recruitment Source List for Entries on or before 30-Oct-2014 for the following media:	Radio
Bonneville Phoenix Account Service Coordinator	09-Dec-2014	LinkedIn	See Recruitment Source List for Entries on or before 30-Oct-2014 for the following media:	Radio
Arizona Sports Account Manager	08-May-2015	Employee Referral	See Recruitment Source List for Entries on or before 18-Mar-2015 for the following media:	Radio
Arizona Sports Account Manager	31-Mar-2015	Employee Referral	See Recruitment Source List for Entries on or before 18-Dec-2014 for the following media:	Radio
Arizona Sports Account Manager	27-Mar-2015	Market Referral	See Recruitment Source List for Entries on or before 18-Mar-2015 for the following media:	Radio

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Arizona Broadcasters Association	1
Careerbuilder	2
Employee Referral	15
Job Inventory	3
KTAR Web Site	8
LDS Church	1
LinkedIn	4
Market Referral	3
Phoenix Workforce Connection	1
Walk In	1
Total:	39

Performance Initiatives Undertaken

The Unit maintains an internship program throughout all semesters of the college school year. The internship program allows college students to gain the necessary skills to acquire employment in the broadcast industry upon graduation. Interns receive academic credit for semester-long internships. The Unit offers internships in multiple departments. During the reporting period, the Unit had a total of 38 interns from three different universities (34 from Arizona State University, 3 from the University of Arizona and 1 from Grand Canyon University).

During the reporting period, the Unit also participated in numerous job fairs including: the Sandy Chamber Job Fair (June 23, 2014), 2 ASU Sports Business Association's Career Fairs (September 9, 2014 and March 24, 2015), 2 City of Phoenix Diversity Employment Day Career Fairs (October 15, 2014 and April 16, 2015), the ASU Walter Cronkite School of Journalism and Mass Communications Internship Day (October 17, 2014), Deseret Management Corporation's Career Fair (October 30, 2014), Grand Canyon University's Career Services Job/Internship Fair (March 5, 2015), and the Arizona Broadcaster's Association Career Fair (May 13, 2015).

During the reporting period, two part-time employees from our Promotions Department took part in a Job Shadow Program where they were invited to follow members of the Sales Department for a day to learn what that position entailed. They were able to gain insightful knowledge of an Account Manager's position.

In addition, our Digital Content Manager participated in a mentorship program in conjunction with the ASU Walter Cronkite School of Journalism and Mass Communications. He mentored a journalism student in sports writing throughout the school year.

The Unit provides guided tours to student and public groups. During this reporting period, the Unit gave tours to the following groups; the Peoria Student Broadcasting Network Summer Camp students from Liberty High School in Peoria (June 3, 2014), high school students participating in the Andy Harvey Native American High School Broadcast Workshop at NAU (June 19, 2014), Tiger Cub Scout Pack 918 from Phoenix (December 17, 2014), Girl Scout Troop 2692 from Phoenix (April 6, 2015), Tiger Cub Scout Pack 531 from Phoenix (April 13, 2015), Girl Scout Troop 2056 from Phoenix (April 21, 2015), and students from the San Marcos Elementary School News Club in Chandler (May 6, 2015).

Personnel from the Unit often speak to students about career opportunities in the broadcast industry. The Sales Manager spoke at the NAB Education Foundation Media Sales Institute Conference at ASU

(May 30 and June 6, 2014); two of our Sports Talk Hosts spoke with a group of high school students from across the nation who participated in the ASU Cronkite Sports Broadcast Camp (July 24, 2014); one of our Sports talk hosts spoke to middle school students who participated in the MVP Foundation's Lost Canyon Camp (March 2015); the Digital Integration Specialist spoke to student members of the ASU Sports Business Association during a digital analytics symposium (April 10, 2015); a Sports Talk Host spoke to students at Desert Mirage Elementary School (April 10, 2015); and our Production Director participated in the Abraham Lincoln Traditional School's 8th Grade mock interview day (April 30, 2015).

Recruitment Source List

The following sources have requested notification of job openings.

Start Date	End 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
	Radio	Careerbuilder Contact: Brian Lahey Address: Phone: 602-325-6013
01-Dec-2004	Radio	Chicanos Por La Causa Contact: Maria Dominguez Address: 1112 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-257-0700
01-Dec-2004	Radio	DES Job Services Contact: Steve Berroth Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0630
01-Dec-2004	Radio	DeVry Institute Contact: Ryan K. Jefferson Address: 2149 W. Dunlap Ave., Phoenix, AZ 85012 Phone: 602-870-9222
		Eluta Contact: Address: Phone:
12-May-2014		Employee Referral Contact: Address: Phone:
17-May-2006	Radio	Fresh Start Women's Foundation Contact: Jamie Starnier Address: 1130 E. McDowell Rd., Phoenix, AZ 85006 Phone: 602-261-7161
28-Apr-2005	Radio	Friendly House Contact: Triny Nunez

		Address: 802 S. 1st Ave., Phoenix, AZ 85030 Phone: 602-615-6413
01-Dec-2004	Radio	Gateway Community College Contact: Jan Davie Address: 108 N. 40th Street, Phoenix, AZ 85034 Phone: 602-286-8500
		Glassdoor Contact: Address: Phone:
01-May-2005	Radio	Glendale Community College Contact: Scott Schulz Address: 6000 W Olive Ave., Glendale, AZ 85302 Phone: 623-845-3138
01-Dec-2004	Radio	Governor's Office of Equal Opp Contact: Patricia Campbell Address: 1700 W Washington, Phoenix, AZ 85007 Phone: 602-542-4383
17-May-2006	Radio	Greater Phoenix Black Chamber Contact: Channel Address: 201 E. Washington Ave., Phoenix, AZ 85004-23 Phone: 602-307-5204
01-Dec-2004	Radio	Greater Phoenix Urban League Contact: Mel Hannah Address: 1402 S. 7th Avenue, Phoenix, AZ 85007 Phone: 602-254-5611
22-Apr-2005	Radio	ITT Technical Institute Contact: Jena Matthews Address: 5005 S. Wendler Dr., Tempe, AZ 85282 Phone: 602-437-7511
		Job Inventory Contact: Address: Phone:
11-Mar-2005	Radio	Job Service of Arizona Contact: Maria Velasquez Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0624

		Jooble Contact: Address: Phone:
01-Dec-2004	Radio	KPKX (formerly KKLTV) Web Site Contact: Connie Drushel Address: 7740 N 16th Street, Suite 200, Phoenix, AZ 8502 Phone: 602-274-6200
01-Dec-2004	Radio	KTAR Web Site Contact: Connie Drushel Address: 7740 N. 16th Street, #200, Phoenix, AZ 85020 Phone: 602-274-6200
11-May-2012	Radio	LDS Church Contact: Chuck Buckhannon Address: Phone:
		LinkedIn Contact: Address: Phone:
22-Apr-2005	Radio	Maricopa County Community College District Contact: Address: 2411 W. 14th St., Tempe, AZ 85251 Phone: 480-731-8526
31-Dec-1969	Radio	Maricopa County Workforce Conn Contact: Randee Reider Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004 Phone: 602-372-4884
22-Apr-2005	Radio	Maricopa Skill Center Contact: Daniel Adonis Address: 1245 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-238-4316
		Market Referral Contact: Address: Phone:
01-Dec-2004	Radio	NAACP Contact: Reverend Oscar Tillman

		Address: 1818 S. 16th Street, Phoenix, AZ 85034 Phone: 602-252-4064
01-Dec-2004	Radio	NACI Contact: Address: 4520 N Central Ave, Suite 600, Phoenix, AZ 850 Phone: 602-254-3247
17-May-2006	Radio	NASBA Contact: Michelle Vetterkind Address: Phone:
12-Apr-2013	Radio	Northern Arizona University Contact: MaryLee Brewer Address: 1100 E. Sheldon Street., #129, Prescott, AZ 8630 Phone: 928-523-3922
		Oodle.com Contact: Address: Phone:
22-Apr-2005	Radio	Paradise Valley Comm. College Contact: Career Services Address: 18401 N. 32nd St., Phoenix, AZ 85032 Phone: 602-787-7073
01-Dec-2004	Radio	Phoenix College Contact: Patricia Morales-Olague Address: 1202 W. Thomas Rd., Phoenix, AZ 85013 Phone:
01-Dec-2004	Radio	Phoenix Indian Center Contact: Karen Thorne Address: 4520 N. Central Ave., Suite 25, Phoenix, AZ 850 Phone: 602-264-7086
01-Dec-2004	Radio	Phoenix Job Corps Contact: Che' Collins Address: 518 S. 3rd St., Phoenix, AZ 85014 Phone: 602-322-2823
25-May-2013	Radio	Phoenix Workforce Connection Contact: Kathy Miller Address: 4732 S Central Ave., Phoenix, AZ 85040 Phone: 602-534-5904

		Recruit.net Contact: Address: Phone:
22-Apr-2005	Radio	Scottsdale Community College Contact: Christopher Fonda Address: 9000 E. Chaparral Rd. - SC 123, Scottsdale, AZ 8 Phone: 480-423-6523
15-Mar-2012	Radio	The Art Institute of Phoenix Contact: Danielle Goggnas Address: 2233 W Dunlap Ave., Phoenix, AZ 85021 Phone: 602-331-7515
		Trovit Contact: Address: Phone:
19-Apr-2006	Radio	TV and Radio Jobs Contact: Michael Madden Address: 227034 Helmond Dr., Clabaras, CA 91301 Phone: 818-879-0858
12-Apr-2013	Radio	University of Arizona (Career Services) Contact: Career Services Address: 1303 E. University Blvd., #411, Tucson, AZ 8572 Phone: 520-621-2588
		Walk In Contact: Address: Phone:
01-Dec-2004	Radio	Women in Communication Contact: Kim Huenecke Address: 18845 N. 42nd Place, Phoenix, AZ 85050-3357 Phone: 480-922-0707
22-Nov-2005	Radio	Work In Sports (Sports Jobs Only) Contact: Robert Oakley Address: 7335 E. Acoma Dr., Ste. 200, Scottsdale, AZ 852 Phone: 480-905-7231
		Wowjobs Contact:

Address:
Phone: