

**Exhibit 1(A)**

2016-2017 EEO Public File Report

# EEO PUBLIC FILE REPORT

KVOA Communications, Inc.  
Tucson, AZ

June 1, 2016 - May 31, 2017  
FULL-TIME POSITIONS

Full Time Position	Position Title	Date Opened	Date Filled	Recruitment Source(s) Which Provided Interviewees	Number Interviewed	Number Hired
1	MMJ	3/11/16	6/6/16	KVOA.COM	1	1
				TV Jobs.com	2	0
2	MMJ	3/11/16	6/6/16	TV Jobs.com	3	1
3	Web Producer	4/8/16	6/6/16	KVOA.COM	2	1
4	Account Executive	5/1/16	6/1/16	KVOA Employee Referral	2	1
5	MMJ	3/11/16	6/27/16	TV Jobs.com	2	1
6	Photographer	3/11/16	8/8/16	TV Jobs.com	2	1
				KVOA.com	1	0
7	Broadcast Engineer	5/12/16	8/3/16	KVOA.com	1	1
8	MMJ/Producer	7/18/16	9/8/16	TV Jobs.com	2	1
				Employee reference	1	0
				KVOA.com	1	0
9	Digital Ad Ops	7/11/16	9/6/16	KVOA Employee Referral	2	1
				U of A	1	0
10	Digital Interactive Sales Specialist	10/17/16	12/7/16	Industry Awareness	1	1

## 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	Lillian 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
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 <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			No
www.kvoa.com KVOA Communications, Inc. Gabriella Trejo P.O. Box 5188 Tucson, AZ 85703		6	No
KVOA Employees P.O. Box 5188 Tucson, AZ 85703			No
KVOA Employee Referral P.O. Box 5188 Tucson, AZ 85703		5	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			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>		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		11	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>		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		1	No
Industry Awareness		1	No

**TOTAL INTERVIEWED:**

## KVOA Communications, Inc.

### Longer Term Recruitment Initiatives Implement for Period June 1, 2016 - May 31, 2017

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	9/30/16-4/27/17	Weather IQ	School Visits	Fun, Educational, Dynamic Game about weather. During the school year 17 schools were visited. This was presented to 3rd-5th graders. This program was present to approximately 200 children during the school year.	Matt Brode-Chief Meteorologist
4	7/27/16	Station Tour (1 of 2)	Eller School of Management	38 students toured station learning about marketing of the television station	Jeff Dauenhauer--LSM
5	7/28/16	Station Tour (2 of 2)	Eller School of Management	34 Students toured station learning about marketing of the television station	Jeff Green-General Sales Manager
6	7/29/16	Station Tour	Mike Olbinsky Photography	4 adults visited the station in regards to weather watching and photography of the weather	Jeff Beamish-Morning Meteorologist
7	8/26/16	Station Tour	Fellowship Square	19 Adults toured the station learning about broadcasting	Bill Shaw/General Manager
8	9/8/16	Career Fair	KVOA Career Fair in conjunction with the Arizona Broadcasters Association	Recruited applicants for PT Production Assistant, Executive Producer	Linda Tremelling/Business Manager
9	9/27/16	Station Tour	Alpha Zeta Master Group	10 ladies from the organization toured the station learning about broadcast television	Jeff Beamish-Morning Meteorologist



No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
10	10/23/16	Children's Mentoring Program	Bear Essential News for Kids	KVOA hosted a weekend workshop in our studio for 62 kids. KVOA Staff and Management taught 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; Jeff Davis-Engineering; Jeff Beamish-Morning Meteorologist
11	11/29/16	Station Tour	Santa Rita High School	10 students toured the station learning about broadcasting	Jason Fenwick--Assistant News Director
12	12/8/16	Station Tour	Sonoran Science Academy	4 students toured the station learning about news weather and broadcasting	Jeff Beamish-Morning Meteorologist
13	1/2/17	School Visit	Aqua Caliente Elementary	Spoke about climate & weather with about 75 4th grade students	Jeff Beamish-Morning Meteorologist
14	1/5/17	School Visit	Sky Islands Public High School	Spoke with 12 students from the government/civics class about investigative reporting	Matthew Schwartz-Investigative Reporter
15	1/10/17	Web Ex	EEOC Compliance Webinar	Joined Webinar provided by Cooley LLC for refresher of EEOC/FCC Compliance	Linda Tremelling/Business Manager, Bill Shaw-President/General Manager
16	1/16/17	Station Tour	St. Cyril-Girls Scouts #248	Members of Girl Scout #248 toured the station learning about television. They stayed and watch the 4PM newscast live	Cathie Batbie-News Director
17	1/23/17	Marketing Speech	Eller School of Business	Gave a speech to about 40 students from the Eller School of Business at the U of A about Television Marketing	Bill Shaw/General Manager
18	1/25/17	Career Fair	Tucson Indian Center	Spoke with several hundred prospective employees. Recruited for News Producers and MMJ position.	Linda Tremelling/Business Manager/HR Director
19	1/27/16	Station Visit	Learning Explorer Preschool Coop	11 Children toured the station learning about weather	Jeff Beamish-Morning Meteorologist
20	2/6/17	Station Visit	International School of Tucson	1 children toured the station learning about broadcasting	Lupita Murillo-MMJ
21	2/6/17	School Visit	Homer Davis Elementary	Spoke to about 60 4th graders about weather	Jeff Beamish-Morning Meteorologist

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
22	2/16/17	School Visit	Tortolita Middle School	Attended their career day. Spoke to about 75 children about being a meteorologist	Jeff Beamish-Morning Meteorologist
23	3/3/17	Station Tour	Amphi High School Media Club	9 students toured the station learning about television broadcasting. The students watch the 5PM news live in the studio	Kristi Tedesco-Anchor
24	3/9/17	Station Tour	Pueblo High School Film/TV	19 students toured the station learning about television broadcasting.	Jason Fenwick--Assistant News Director
25	3/9/17	School Visit	Henry Elementary	Spoke with 70 2nd graders about weather and television	Jeff Beamish-Morning Meteorologist
26	3/23/17	Station Tour	Calvary Chapel Christian School	14 Second graders toured the station learning about television and broadcasting weather	Jeff Beamish-Morning Meteorologist
27	3/28/17	School Visit	Gracepoint Christian School	Talked about weather and television with 16 1st graders	Jeff Beamish-Morning Meteorologist
28	3/31/17	Station Tour	Eller College of Management	21 U of A Students from the Eller College of Business visited the station learning about television Marketing & News	Jeff Dauenhauer-LSM, Jason Fenwick-Assistant News Director
29	4/11/17	Station Tour	St. Albans Preschool	3 children and 2 adults toured the station learning about weather.	Anne Moral-Newscast Director
30	4/17/17	Station Tour	Wilcox Middle School	20 Students toured the station learning about broadcasting. The students watch the noon newscast live in the studio	Sean Mooney-Morning Anchor
31	4/19/17	Station Tour	Young Einstein's Preschool Academy	13 students toured the station learning about television and weather.	Jeff Beamish-Morning Meteorologist
32	4/24/17	Station Tour	Girl Scout Troop #2153	Five 8th graders toured the television station learning about TV and weather	Cathie Batbie-News Director
33	4/27/17	School Visit	Grijalva Elementary	Spent an hour talking about weather with 105 2nd graders	Jeff Beamish-Morning Meteorologist
34	5/4/17	Station Tour	Arizona Bilingual School	5 children toured the station learning about television broadcasting	Paul Cicala-Sports Anchor