

KPHO, KTVK
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter	1-5, 7-8, 12-16, 18, 21-27, 31-32, 36-38	12
Producer	1-4, 10, 13-16, 18-19, 21-23, 25, 27, 31-32, 36-38	10
Editor	1-4, 12-25, 27-28, 31-32, 36-38	20
Sr. Account Manager	1-4, 7, 10, 13-16, 18-23, 25, 27-29, 31-32, 34, 36-38	29
Account Manager for CBS 5 and 3TV	1-4, 7, 10, 13-16, 18-19, 21-23, 25-29, 31, 34, 36-38	10
Editor	1-4, 9, 12-19, 21-22, 24-25, 27-29, 31, 36-38	9
Content Manager	1-4, 9, 11, 13-16, 18-19, 21-23, 25, 27-28, 31, 37-38	25
Receptionist/Programming Admin	1-4, 10, 13-16, 19, 21-22, 25, 27-28, 31, 35, 37-38	10
Maintenance Engineer	1-4, 13-16, 18-19, 21-23, 25, 27-28, 31, 33, 36-38	33
Graphic Artist	1-4, 7, 11, 13-19, 21-28, 31, 36-38	25
News Producer	1-4, 12-19, 21-23, 25, 27-28, 30-31, 36, 38	12
Technical Producer	1-4, 9, 13-16, 18-19, 21-25, 27-29, 31, 36, 38	25
Director of Sales	1-4, 7, 9, 12-14, 16, 18-19, 21-28, 31-32, 34, 36, 38	9
Technical Producer	1-4, 7, 9-10, 13-14, 16, 18-19, 21-29, 31, 36, 38	9
Account Executive	1-7, 13-14, 16-23, 25-29, 31-32, 34, 36-38	25
Content Producer	1-4, 7, 13-14, 16-19, 21-28, 31, 36-38	17
Content Producer	1-4, 7, 10, 14, 16-17, 21-28, 31, 36-38	25
Content Producer	1-4, 7, 14, 16-17, 19, 21-28, 31, 36-38	17
Content Producer	1-4, 7, 14, 16, 19-29, 31, 36-38	29
Community Relations Manager	1-7, 9, 13-14, 16, 18-19, 21-23, 25-28, 31, 36-38	9
Content Producer	1-5, 7, 13-14, 16-23, 25-29, 31, 36-38	20

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona Broadcasters Associate 426 N. 44th St. Ste. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.azbroadcasters.org/ Jennifer Latko Manual Posting	N	0
2	Art Institute of Phoenix 2233 W. Dunlap Ave. Phoenix, Arizona 85021 Phone : 602-331-7558 Url : https://www.artinstitutes.edu/phoenix Email : lsand@aii.edu Laura Sand	Y	0
3	ASU Career Services P.O. Box 871312 Tempe, Arizona 85287 Phone : 480-965-5112 Url : https://asu-csm.symplicity.com/employers/ Korrie Gernet Manual Posting	Y	0
4	Better Jobs 200 N. LaSalle Ste. 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.betterjobs.com/ Oscar Ibarra Manual Posting	N	0
5	Beyond.com Inc. 1060 1st Ave. Ste. 100 King of Prussia, Pennsylvania 19406 Phone : 866-694-5627 Url : http://www.beyond.com/ David Urban Manual Posting	N	0
6	CareerArc (TweetMyJobs) 2600 W. Olive Ave. Ste. 710 Burbank, California 91505 Phone : 818-260-3232 Url : http://www.careerarc.com/ Karen Vitolo Manual Posting	N	0

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7	CareerBuilder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com/ Oscar Ibarra Manual Posting	N	0
8	Collective Talent, Michaels Media 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Michael Bille Manual Posting	N	0
9	Current Employee	N	12
10	Employee Referral	N	8
11	Former Employee	N	2
12	Former Employee Referral	N	5
13	Glassdoor 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Url : https://www.glassdoor.com/index.htm Molly McKinstry Manual Posting	N	1
14	Goodwill of Central Arizona 417 N. 16th St. Phoenix, Arizona 85006 Phone : 602-254-2222 Url : https://www.goodwillaz.org Email : jobleads@goodwillaz.org Laura Wiers	Y	0
15	Grand Canyon University 3300 W. Camelback Rd. Phoenix, Arizona 85017 Phone : 602-639-6606 Url : https://www.gcu.edu/ Email : alwennet@gcu.edu Alexa Wennet	Y	0

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16	Greater Phoenix Urban League 1402 S Seventh Ave. Phoenix, Arizona 85007 Phone : 602-254-5611 Url : http://gphxul.org/ Fax : 1-602-253-7359 Mel Hannah	N	0
17	Indeed 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting	N	13
18	Ladders 55 Water St. New York, New York 10041 Phone : 866-292-7083 Url : https://www.theladders.com/ William Taylor II Manual Posting	N	0
19	LDS Employment Resource Services 232 S El Dorado Circle Mesa, Arizona 85202 Phone : 480-829-8999 Url : http://www.ldsjobs.org/employer Gloria Scott Manual Posting	Y	0
20	Linkedin 599 N. Mathilda Ave. Sunnyvale, California 94085 Phone : 212-615-6946 Url : https://www.linkedin.com/ Audrey Lowder Manual Posting	N	6
21	Luke Air Force Base Family Support 7282 N. 137th Ave. Bldg. 1113 Luke AFB, Arizona 85303 Phone : 623-856-6781 Url : http://www.luke.af.mil/ Email : james.knuckles@us.af.mil James Knuckles	N	0

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EEO PUBLIC FILE REPORT
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22	Maricopa Skill Center 1245 E. Buckeye Rd. Buckeye, Arizona 85034 Phone : 602-238-4380 Url : http://www.gatewaycc.edu Katy Mendoza Manual Posting	N	0
23	Media Bistro 457 Park Ave. S., 4th floor New York, New York 10016 Phone : 212-547-7893 Url : https://www.mediabistro.com/ Rachel LaMariana Manual Posting	N	1
24	Medialine.com 1209 Nood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Paul Brewer Manual Posting	N	0
25	Meredith Corporation 5555 N. 7th Ave. Phoenix, Arizona 85013 Phone : 602-207-3306 Url : http://www.meredith.com/careers Email : lpna@meredith.com Laura Pena	N	25
26	Monster 133 Boston Post Rd. Weston, Massachusetts 2493 Phone : 978-298-1629 Url : https://www.monster.com/ Bharat Sigtia Manual Posting	N	0
27	National Academy of Television Arts & Sciences 4317 Camden Ave. San Mateo, California 94403 Phone : 650-341-7786 Url : http://jobbank.emmyonline.org/listings/ Javier Valencia Manual Posting	N	0

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28	National Alliance of State Broadcasters Association 426 N 44th Street Suite 300 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.careerpage.org/ Art Brooks Manual Posting	N	0
29	Non-Employee Referral	N	10
30	Phoenix Indian Center 4520 N. Central Ave. #250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : http://www.phxindcenter.org/ Email : kthorne@phxindcenter.org Karen Thorne	N	0
31	Radio and Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : http://rbr.com/classifieds/submit-a-media-job/ April McLynn Manual Posting	N	0
32	Simply Hired 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting	N	0
33	Society of Broadcast Engineers 9247 N Meridian St. Ste. 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/ Scott Jones Manual Posting	N	2

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34	SpotsnDots 600 W Peachtree St. NW Suite350 Atlanta, Georgia 30308 Phone : 888-884-2630 Url : http://www.spotsndots.com/ Emily Mckay Manual Posting	N	2
35	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg. 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : http://www.tdga.org Larry Keene Manual Posting	N	0
36	TVJobs P.O. Box 4166 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	4
37	University of Arizona Wild Cat Link 1303 E. University Blvd. Suite 411 Tucson, Arizona 85721 Phone : 520-621-8144 Url : http://www.career.arizona.edu/ Cindy Shriver Manual Posting	N	0
38	Walter Cronkite School of Journalism 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602-496-7430 Url : https://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			91

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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	6/7/2016	Establishment of a mentoring program	The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News and Production. This program is overseen by Production and News leadership.	5	HR Director HR Assistant Sr. Content Coordinator Digital Managing Editor
2	8/29/2016	Establishment of an intern program designed to assist members of the community	In partnership with the James Alan Cox Foundation for Student Photojournalists a Fall 2017 internship was offered. The mentor will teach the intern all there is to know about the fascinating world of television and development of photojournalism (video) skills. Program will include traditional television news photojournalism, editing, sports - and more. This is a paid position (15 hours per week maximum schedule) and the student must be pre-approved for college credit.	4	HR Director HR Assistant News Operations Manager Chief Photojournalist
3	1/19/2017	Provision of training to management	Positive Employee Management Training provides guidance in handling collaboration and communication with employees.	30	
4	5/11/2017	Participation in Job Fairs	Participated in a Broadcasters Career Fair 5/11/17. The fair provided information about careers and job openings in radio and television.	1	HR Director