

**KPHO, KTVK**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 30, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-3, 6, 9, 12-27, 30, 32	9
Capture Editor	2-3, 6, 8-9, 12-17, 19-27, 32	9
Editor	2-3, 6, 8, 12-17, 19-20, 22-27, 32	8
Executive Producer	2-4, 6, 8-9, 12-17, 19-28, 32	8
Facility Maintenance Tech	2-4, 6, 12-21, 23-29, 32	15
Multi Media Journalist	1-4, 6-7, 9, 11-17, 19-28, 31-33	1
News Admin Assistant	2-3, 9, 12-21, 23-27, 32	15
News Producer	2-4, 6, 9, 12-28, 31-33	9
News Producer	2-3, 6, 9, 12-17, 19-27, 31-32	23
News Producer	2-6, 12-17, 19-28, 31-32	15
News Producer	2-3, 6, 9, 12-17, 19-27, 31-32	9
News Producer	2-3, 6, 8, 12-17, 19-27, 32	8
News Producer	2-3, 6, 12-14, 16-17, 19-20, 22-27, 32	23
News Producer	2-3, 6, 8, 12-13, 16-17, 19, 21-27, 31-32	8
News Video Editor	2-3, 6, 8, 12-14, 16-17, 19-23, 25-27, 32	8
Photojournalist	2-3, 6, 8, 12-14, 16-17, 19-20, 22-27, 32	8
Photojournalist Video	2-3, 6, 8, 12-17, 19-27, 32	8
Photojournalist Video	2-3, 6, 8-9, 12, 14, 16-17, 19-27, 32	8
Reporter	2-3, 6, 12, 14, 16-17, 19-27, 31-32	23
Reporter	2-3, 6-7, 10, 12-14, 16-17, 19-27, 31-33	23
Reporter	2-3, 6-8, 10, 12-14, 16-17, 19-27, 32	8
Technical Producer	2-4, 6-7, 12-17, 19-28, 31-33	23
Technical Producer	2-4, 6, 9, 12-17, 19-21, 23-28, 32	15

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Applied for Previous Posting	N	1
2	Arizona Broadcasters Associate 426 N. 44th St. Ste. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : <a href="http://www.azbroadcasters.org/">http://www.azbroadcasters.org/</a> Mary Kate Lau Manual Posting	N	0
3	Better Jobs 200 N. LaSalle Ste. 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.betterjobs.com/">http://www.betterjobs.com/</a> Oscar Ibarra Manual Posting	N	0
4	Beyond.com Inc. 1060 1st Ave. Ste. 100 King of Prussia, Pennsylvania 19406 Phone : 866-694-5627 Url : <a href="http://www.beyond.com/">http://www.beyond.com/</a> David Urban Manual Posting	N	0
5	CareerArc (TweetMyJobs) 2600 W. Olive Ave. Ste. 710 Burbank, California 91505 Phone : 818-260-3232 Url : <a href="http://www.careerarc.com/">http://www.careerarc.com/</a> Karen Vitolo Manual Posting	N	0
6	CareerBuilder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com/">http://www.careerbuilder.com/</a> Oscar Ibarra Manual Posting	N	3

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7	Collective Talent, Michaels Media 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://collectivetalent.com/">http://collectivetalent.com/</a> Michael Bille Manual Posting	N	0
8	Current Employee	N	17
9	Employee Referral	N	17
10	Former Employee	N	2
11	Former Employee Referral	N	2
12	Glassdoor 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Url : <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a> Molly McKinstry Manual Posting	N	3
13	Goodwill of Central Arizona 417 N. 16th St. Phoenix, Arizona 85006 Phone : 602-254-2222 Url : <a href="https://www.goodwillaz.org">https://www.goodwillaz.org</a> Email : <a href="mailto:jobleads@goodwillaz.org">jobleads@goodwillaz.org</a> Laura Wiers	Y	0
14	Greater Phoenix Urban League 1402 S Seventh Ave. Phoenix, Arizona 85007 Phone : 602-254-5611 Url : <a href="http://gphxul.org/">http://gphxul.org/</a> Fax : 1-602-253-7359 Mel Hannah	N	0
15	Indeed 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : <a href="http://www.indeed.com/">http://www.indeed.com/</a> Salvatore Grillo Manual Posting	N	20

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16	Ladders 55 Water St. New York, New York 10041 Phone : 866-292-7083 Url : <a href="https://www.theladders.com/">https://www.theladders.com/</a> William Taylor II Manual Posting	N	0
17	LDS Employment Resource Services 232 S El Dorado Circle Mesa, Arizona 85202 Phone : 480-829-8999 Url : <a href="http://www.ldsjobs.org/employer">http://www.ldsjobs.org/employer</a> Gloria Scott Manual Posting	Y	0
18	Linkedin 599 N. Mathilda Ave. Sunnyvale, California 94085 Phone : 212-615-6946 Url : <a href="https://www.linkedin.com/">https://www.linkedin.com/</a> Audrey Lowder Manual Posting	N	7
19	Luke Air Force Base Family Support 7282 N. 137th Ave. Bldg. 1113 Luke AFB, Arizona 85303 Phone : 623-856-6781 Url : <a href="http://www.luke.af.mil/">http://www.luke.af.mil/</a> Email : <a href="mailto:james.knuckles@us.af.mil">james.knuckles@us.af.mil</a> James Knuckles	N	0
20	Maricopa Skill Center 1245 E. Buckeye Rd. Buckeye, Arizona 85034 Phone : 602-238-4380 Url : <a href="http://www.gatewaycc.edu">http://www.gatewaycc.edu</a> Katy Mendoza Manual Posting	N	0
21	Media Bistro 457 Park Ave. S., 4th floor New York, New York 10016 Phone : 212-547-7893 Url : <a href="https://www.mediabistro.com/">https://www.mediabistro.com/</a> Rachel LaMariana Manual Posting	N	1

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22	Medialine.com 1209 Nood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Url : <a href="http://www.medialine.com/">http://www.medialine.com/</a> Paul Brewer Manual Posting	N	0
23	Meredith Corporation 5555 N. 7th Ave. Phoenix, Arizona 85013 Phone : 602-207-3306 Url : <a href="http://www.meredith.com/careers">http://www.meredith.com/careers</a> Email : <a href="mailto:lpena@meredith.com">lpena@meredith.com</a> Laura Pena	N	21
24	Monster 133 Boston Post Rd. Weston, Massachusetts 2493 Phone : 978-298-1629 Url : <a href="https://www.monster.com/">https://www.monster.com/</a> Bharat Sigtia Manual Posting	N	5
25	National Academy of Television Arts & Sciences 4317 Camden Ave. San Mateo, California 94403 Phone : 650-341-7786 Url : <a href="http://jobbank.emmyonline.org/listings/">http://jobbank.emmyonline.org/listings/</a> Javier Valencia Manual Posting	N	0
26	National Alliance of State Broadcasters Association 426 N 44th Street Suite 300 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : <a href="http://www.careerpage.org/">http://www.careerpage.org/</a> Art Brooks Manual Posting	N	0
27	Radio and Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : <a href="http://rbr.com/classifieds/submit-a-media-job/">http://rbr.com/classifieds/submit-a-media-job/</a> April McLynn Manual Posting	N	0

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28	Simply Hired 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : <a href="http://www.indeed.com/">http://www.indeed.com/</a> Salvatore Grillo Manual Posting	N	0
29	Society of Broadcast Engineers 9247 N Meridian St. Ste. 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org/">http://www.sbe.org/</a> Scott Jones Manual Posting	N	0
30	SpotsnDots 600 W Peachtree St. NW Suite350 Atlanta, Georgia 30308 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com/">http://www.spotsndots.com/</a> Emily Mckay Manual Posting	N	0
31	TVJobs P.O. Box 4166 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Mark Holloway Manual Posting	N	7
32	Walter Cronkite School of Journalism 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602-496-7430 Url : <a href="https://cronkite.asu.edu/">https://cronkite.asu.edu/</a> Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
33	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>106</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/1/2017	Establishment of training programs for station personnel	New employees participated in the code of Business Conduct and Ethics Web Base Training Program. This program reviewed business practices and procedures, including an overview of the Equal Employment Opportunity regarding harassment and discrimination.	38	
2	7/12/2017	Establishment of training programs for station personnel	Onsite training was offered to News and Promotions employees, so they could learn how to better create and write teasers and promotional copy for air.	66	
3	8/21/2017	Establishment of an intern program designed to assist members of the community	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, Promotions and Production. This program is overseen by News, Promotions and Production leadership.	5	HR Assistant EP Sr. Content Coordinator Promotions Director
4	2/15/2018	Provision of training to management	Anti-harassment training was delivered to management given they have a legal duty to adequately supervise and report instances of illegal harassment.	31	
5	5/10/2018	Participation in Job Fairs	The Arizona Broadcasters Association hosted a job fair in Mesa, AZ. KPHO/KTVK was in attendance. The purpose is to provide information about job opportunities to the general public for possible consideration of hire.	1	HR Director