

ANNUAL EEO PUBLIC FILE REPORT  
**KASW**  
**June 1, 2016 through May 31, 2017**

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KASW

The information contained in this Report covers the time period beginning June 1, 2016 to and including May 31, 2017 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hire began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from June 1, 2016 through May 31, 2017

Station(s) Comprising the Station Employment Unit: KASW

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive, Sales	6/15/16	Nexstar.TV (YourPHX.com)	4	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
2	Receptionist	6/20/16	Employee Referral	3	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
3	Assistant, Sales	6/28/16	Employee Referral	1	Yourphx.com; Indeed.com; azbroadcasters.org; Facebook; employee referral; Arizona State University Job Board
4	Account Executive, Sales	6/29/16	Employee Referral	3	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
5	Account Executive, Sales	7/5/16	Employee Referral	1	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
6	Producer, News	8/26/16	Employee Referral	1	Yourphx.com; Indeed.com; azbroadcasters.org; Facebook; employee referral; Arizona State University Job Board
7	Account Executive, Sales	10/24/16	Employee Referral	4	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
8	Assistant, Sales	10/26/16	Employee Referral	1	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
9	Director III, Creative Services	10/31/16	Employee Referral	3	Yourphx.com; Indeed.com; azbroadcasters.org; Facebook; employee referral; Arizona State University Job Board
10	Vice President/General Manager	11/24/16	Employee Referral / Word of Mouth	3	Employee referral; Word of Mouth

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
11	Account Executive, Sales	12/12/16	Employee Referral	3	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
12	Commercial Video Editor	12/19/16	Nexstar.TV (YourPHX.com)	6	Yourphx.com; Indeed.com; azbroadcasters.org; Facebook; employee referral
13	Multimedia Journalist	12/28/16	TVJobs.com	5	Yourphx.com; Indeed.com; azbroadcasters.org; TVJobs.com; Facebook; employee referral
14	Account Executive, Sales	2/6/17	Employee Referral	4	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
15	Account Executive, Sales	2/7/17	Nexstar.TV (YourPHX.com)	4	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral
16	Sales Manager, National	3/20/17	Employee Referral	4	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral; SpotsNDots.com
17	Integrated Digital Specialist	4/4/17	Nexstar.TV (YourPHX.com)	3	Yourphx.com; Indeed.com; azbroadcasters.org; Facebook; employee referral
19	Account Executive, Sales	5/30/17	Employee Referral	1	Yourphx.com; Indeed.com; azbroadcasters.org; employee referral

Total Number of Persons Interviewed During Applicable Period: 54

Appendix 2 to Annual EEO Public File Report  
Covering the Period from June 1, 2016 through May 31, 2017  
Station(s) Comprising the Station Employment Unit: KASW  
Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Arizona Broadcasters Association	Jennifer Latko	426 N. 44th Street Suite 310 Phoenix, AZ 85008	602-252-4833	N	0
B	Indeed, Inc.	Marianthe Kolivas	6433 Champion Grandview Way Bldg. 1 Austin, TX 78750		N	0
C	Spots N Dots	ads@spotsndots.com	1635 Old Highway 41 Suite 112-338 Kennesaw, GA 30152	888-884-2630	N	0
D	Grand Canyon University	careerservices@gcu.edu	3300 W Camelback Rd. Phoenix, AZ 85017	602-639-6606	N	0
E	Arizona State University	mike.wong@asu.edu	555 N Central Ave Suite 302 Phoenix, AZ 85004	602-496-7430	N	0
F	Direct Employers Association	info@us.jobs	9002 N Purdue Road Indianapolis, IN 46268	317-874-9000	N	0
G	LinkedIn	Online	<a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N/A	N	0
H	Facebook	Online	<a href="https://www.facebook.com/">https://www.facebook.com/</a>	N/A	N	0
I	Nexstar Employment Listing	Online	<a href="http://www.yourphx.com/work-for-us">http://www.yourphx.com/work-for-us</a>	N/A	N	17
J	TVJobs.com	Online	<a href="http://www.tvjobs.com/postjobs/">http://www.tvjobs.com/postjobs/</a>	N/A	N	5
K	Monster.com	Online	<a href="https://hiring.monster.com/">https://hiring.monster.com/</a>	N/A	N	0
L	Employee Referral	N/A	N/A	N/A	N	32

Appendix 3 to Annual EEO Public File Report

Covering the Period from June 1, 2016 through May 31, 2017

Station(s) Comprising the Station Employment Unit: KASW

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KASW

	Recruitment Initiative	Description
1	Walter Cronkite School at ASU – Job Fair	October 2016 and April 2017: Conducted internship interviews for Multi-Media Journalist interns. Resulted in a total of 11 Multi Media Journalist interns on staff in the news department. Spring interns (6) provided their services from mid-January 2017-May 2017. Summer interns (2) reported from June 2016-July 2016 and Fall interns (3) reported from August 2016-December 2016.
2	Vacancy notices provided to a media trade group whose membership includes substantial participation of women and minorities	Listing of upper-level category openings to the Arizona Broadcasters Association.