

KAZT-TV and KAZT-CD  
Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KAZT-TV, Prescott Arizona and KAZT-CD, Phoenix, Arizona and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in this Report covers the time period beginning June 1, 2021 to and including May 31, 2022 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree 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 80(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to  
Annual EEO Public File Report Form  
Covering the Period from June 1, 2021 to May 31, 2022  
Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CD

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1	Account Executive	I
2	Producer	I
3	Executive Assistant	I
4	Local Sales Manager	I
5	Account Executive	I

Total Number of Persons Interviewed During Applicable Period: 66

Appendix 2 to  
Annual EEO Public File Report Form  
Covering the Period from June 1, 2021 to May 31, 2022  
Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CD

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Prescott Chamber of Commerce newsletter & website	1	1
B	Yavapai College 1100 Sheldon Street Prescott, AZ 86301 928- 445-7300	0	1
C	Maricopa Community Colleges job site	0	2
D	ASU Career Link 480- 965-2350 <a href="mailto:www.careerservices@asu.edu">www.careerservices@asu. Edu</a>	0	5
E	ABA Job Bank* 426 N. 44 <sup>th</sup> street, ste. 310 Phoenix, AZ 85004	1	5
F	<a href="http://www.linkedin.com">www.linkedin.com</a> job site	50	2
G	<a href="http://www.Indeed.com">www.Indeed.com</a> job site	6	4
H	Society of Broadcast Engineers website & newsletter	0	0

I	Referral	5	5
J	Northern AZ Univ Jobs.com	0	2
K	KAZT-TV web: aztv.com	2	4
L	Spots and Dots.com website	0	1
M	Better Prescott Jobs.com	1	1

\*Indicates sources that have requested notification of job openings.

Appendix 3 to  
Annual EEO Public File Report Form

Covering the Period from June 1, 2021 to May 31, 2022

Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CD

Section 3: Supplemental (Non-Vacancy Specific\_ Recruitment Activities Undertaken by KAZT)

1. KAZT Fall Internship Program

KAZT-TV conducted an on-going internship program to provide students with an opportunity to learn about our industry and to challenge them to consider further education/and or careers in the television industry.

During the fall of 2021, KAZT-TV conducted an outreach to student interns from Arizona State University's Walter Cronkite School of Journalism and Mass Communications.  
Personnel involved: Creative Services Director

2. KAZT Spring Internship Program

Between January 2022 and May 2022, KAZT-TV had two student interns from Arizona State University's Walter Cronkite School of Journalism and Mass Communications.  
Personnel involved: Creative Services Director, Talent, Editor, Director and Executive Producer

3. Internship/Mentoring Program

In July 2021 to August 2021, KAZT-TV hosted an internship/mentoring program with Agua Fria High School through their CTE program. The student has since applied and been accepted into ASU as a result. Personnel involved: Creative Services Director

4. Participation in Scholarship Program

On March 1, 2022, KAZT-TV co-sponsored the Cronkite Award for Excellence in Journalism event. The Station provided financial support for local business leaders to attend as well as Station Management and other personnel. The sponsorship enables high-performing high school students to participate in Cronkite high school programs and summer camps. Personnel involved: CEO, Director of Sales, Creative Services Director and Local Sales Manager

5. Participation in Career Fair

KAZT-TV participated with the Arizona Broadcasters Association to hold a career fair at the East Valley Institute of Technology in April 2022. The event was later postponed due to Covid restrictions. Personnel involved: Creative Services Director

6. Community Event Designed to Inform and Educate as to Employment Opportunities in Broadcasting

KAZT-TV made its Prescott studio and Broadcast Center available for high school students through the Arizona Center for Rural Leadership to learn about the broadcast industry and the importance of effective communications. Students and advisors toured our station and met with representatives from various departments. Additionally, a workshop was held where students learned how to conduct on-camera interviews with one of our station personalities. Dates: August 2021. Personnel involved: Creative Services Director, Talent and Production Crew

7. Training Program

A program of study and practical learning was implemented by the Stations' Chief Engineer over an 18-month period beginning in January 2022. The purpose was to teach and mentor an internal associate in Broadcast / RF Engineering as well as Information Technology.

8. Internal Administrative Training

KAZT-TV utilizes the training program "P1 Learning" to train and mentor entry level associates and other sales associates in account management and other skills in the broadcast industry. Dates: March - June, 2022. Personnel involved: Director of Sales, Local Sales Manager

9. Management-Level Personnel EEO Training

Management-Level Personnel (Chief Executive Officer) reviewed the FCC's EEO FAQ at <https://www.fcc.gov/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies, including recruitment, initiatives, recordkeeping, and audits. Date: May 2022.