

EEO Public File Report (June 1, 2020-May 31, 2021)
KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM
Arizona Public Media-Tucson, AZ

Job No	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)	Number Interviewed	Number Hired
Req979	Chief Development Officer	03/11/2020	5/22/2020	Arizona Public Media Website	0	0
				ArizonaDiversity.com	0	0
				AZ Job Connection	0	0
				CPB.org	1	0
				HigherEdJobs.com	0	0
				Indeed.com*	1	0
				Inside Higher Ed	0	0
				Linkages	0	0
				LinkedIn*	1	0
				Local Job Banks	0	0
				Other	0	0
				Personal Referral	3	1
				University of Arizona	0	0
Req873	Marketing Communications Mgr.	3/6/2020	2/9/2021	Arizona Public Media Website	0	0
				ArizonaDiversity.com	0	0
				AZ Job Connection	0	0
				HigherEdJobs.com	0	0
				Indeed.com*	1	1
				Inside Higher Ed	0	0
				Linkages	0	0
				LinkedIn*	2	0
				Local Job Banks	0	0
				Other	0	0
				Personal Referral	1	0
				University of Arizona	2	0

<i>Job No</i>	<i>Position Title</i>	<i>Date Open</i>	<i>Date Filled</i>	<i>Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)</i>	<i>Number Interviewed</i>	<i>Number Hired</i>
req946	Human Resource Generalist III	12/1/2020	2/18/2021	Arizona Public Media Website	0	0
				ArizonaDiversity.com	0	0
				AZ Job Connection	0	0
				HigherEdJobs.com	0	0
				Indeed.com *	3	0
				Inside Higher Ed	0	0
				Linkages	0	0
				LinkedIn*	0	0
				Local Job Banks	0	0
				Other	1	0
				Personal Referral	1	1
				University of Arizona	0	0
Req4230	Director, Technology/ CTO	2/15/2021	4/21/2021	Arizona Public Media Website	0	0
				Arizona Republic	0	0
				ArizonaDiversity.com	0	0
				AZ Job Connection	0	0
				Current.com	0	0
				HigherEdJobs.com	0	0
				Indeed.com*	2	0
				Inside Higher Ed	0	0
				Jobmonkey.com/broadcastjobs	0	0
				Local Job Banks	0	0
				Other	1	0
				Personal Referral	1	1
				University of Arizona	0	0

* not a direct source used by AZPM

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For the period beginning 6/1/2020 ending 5/31/21
Information Regarding Recruitment Sources

<u>Recruitment Source</u>	<u>City</u>	<u>State, Zip Code</u>	<u>Contact</u>	<u>Total Interviewed</u>	<u>Entitled to Notification</u>
UA/Free ArizonaDiversity.com	Phoenix	AZ 85023	info@arizonadiversity.com (800) 984-3775	0	No
UA/Free Arizona Job Bank (Local Job Banks)	Online		http://www.ajb.dni.us/az/	0	No
AZPM/ Free Arizona Public Media Website P.O. Box 210067	Tucson	AZ 85721	Tanya Gonzales, Human Resources Generalist (520) 626-2061	0	No
Cost Arizona Republic	Online		Suzana Diaz (602) 616-6384	0	No
cost Brazen.com – Job Fair	Online		Brazen.com	0	No
Cost Corporation for Public Broadcasting (CPB)	Online		http://www.cpb.org	1	No
Cost Current.org (Publicmedicajobs.com)	Online		http://www.current.org	0	No
UA/Free HigherEdJobs.com	Online		www.higheredjobs.com	0	No
UA/ Free Inside HigherEd	Online		insidehighered.com	0	No
Free Indeed.com*	Online		http://www.indeed.com	7	No
cost Jobertising – Job Fair	Online		Jobertising.com	0	No
cost Jobmonkey.com	online		Jobmonkey.com	0	No
UA/Free Linkages	Online		https://www.linkagesarizona.org/	0	No
cost LinkedIn	Online		https://www.linkedin.com	3	No
Free Personal Referral (UA Employee)/Other				6	No
UA/Free Pima County One-Stop Career Center	Tucson	AZ	520-724-7700	0	No
UA/Free University of Arizona 888 N Euclid Ave.	Tucson	AZ 85721-0158	Human Resources (520) 621-2211	2	No

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For the period beginning 6/1/2020 ending 5/31/2021
Prong 3 Longer-Term Recruitment Initiatives
Implemented During the Previous Year

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved	Number of Participants
1	Ongoing	Internship Programs (Option 5)	Internship Programs designed to expose students to the art of producing and production elements of broadcast television, broadcast graphics, web graphics, motion graphics, and art direction experience.	Students interested in broadcasting develop producing and production skills while assisting with AZPM productions including UA Journalism Department interns. Students interested in developing technical and creative skills to produce graphic content for television, print, online, and other forms of digital media.		0
2	Ongoing	Internship Program (Option 5)	Internship Program designed to introduce interested students to the basics of researching, writing, and producing news stories.	Internship Program designed for students interested in developing research and reporting skills related to Public Broadcasting including UA Journalism Department interns.	<ul style="list-style-type: none"> • Duncan Moon, Interim News Director 	<i>*1 Never finished the semester because of the pandemic</i>
3	Ongoing	Internship Program (Option 5)	Internship Program designed to introduce interested students to communications and marketing essentials and strategies employed in the marketing of public broadcasting.	Students interested in acquiring and developing communication and marketing skills and experience.	<ul style="list-style-type: none"> • Gene Robinson, Chief Marketing Officer • Amanda Gormley, Marketing & Communications Manager 	0
4	Ongoing	Student Employee Training Programs (Option 8)	Student Employee Training Programs designed to provide interested student employees with skills and professional-grade broadcast production, broadcast graphics, web graphics, motion graphics, and art direction experience that could qualify them for higher-level positions.	Student employees are taught studio production techniques which include running the control board, camera, lighting, audio, technical directing, and editing. Field production training includes sound, lighting, and camera operation. Student employees who are interested in developing technical and creative skills to produce graphic content for television, print, online and other forms of digital media.	<ul style="list-style-type: none"> • Brian Deevers , Creative Services Manager. • Amanda Gormley, Marketing & Communications Manager 	22
5	2/10/2021 2/24 - 3/07/2021 3/30/2021	Participation in Career Opportunity Events/Programs (Option 10) (Ongoing)	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Attended events relating to opportunities in broadcasting presented by the Handshake Student Employment Fair, Arizona Daily Star job fair, and Brazen job fair.	<ul style="list-style-type: none"> • Alex Birch, Volunteer Coordinator • Tanya Gonzales, HR Generalist • John Booth, Executive Producer • Brian Deevers, Manager, Broadcast Marketing • Elena Lopez, Multimedia Specialist • Sara Gromley, Manager, Membership • Andrea Corona, Production Technician 	120
6.	Ongoing	Management Training (Option 14)	Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.	<ol style="list-style-type: none"> 1. UA Online Training, 2. UA Office of Institutional Equity: Preventing Discrimination for Non-Supervisory Employees 3. Preventing Discrimination and Harassment for Supervisors and Faculty 4. Title IX for Employees (Preventing Sexual Misconduct) 	<ol style="list-style-type: none"> 1. Jack Gibson 2. Kimberly Heath 3. Sara Gromley 4. Enrique Aldana 5. Pat Callahan 6. John Booth 7. Hildy Ko 	20

					8. Frank Fregoso, 9. Jason Katterhenry 10. Ed Kesterson 11. Gene Robinson 12. Mary Paul 13. Brian Deevers 14. Duncan Moon 15. Deb Dale 16. Tanya Gonzales 17. Amanda Gormley 18. Pat Schallenbarger 19. Lili Bell 20. Ian MacSpadden	
7	Ongoing	Management Training (Option 14)	Provide Training to management-level personnel as to the methods of ensuring diversity in Public Broadcasting and general management topics.	PMBA Annual Meeting PBS Annual Meeting PMDMC conference sessions The Imperative of Inclusion: Hiring & Retention Leading With Empathy NETA Resource Round-Up	Jack Gibson, Chief Executive Officer; Gene Robinson, Chief Operating Officer; Kimberly Heath, Chief Financial Officer Deb Dale, Chief Development Officer	4
8	Ongoing	Career Development Tours/Public Outreach (Option 16)	Community events designed to inform and educate public about broadcasting career opportunities.	Host tours of the radio and television stations to school groups interested in learning about broadcasting/career outreach/networking.		Station closed to the public due to COVID-19 Pandemic