

EEO Public File Report

Employment Unit Covered:

KTAR(AM),KTAR-FM,KMVP(AM) & KMVP-FM

REPORTING PERIOD:

05/25/2015 – 05/24/2016

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title	Date Filled	Hire Source	Recruitment Source	Advertising Area
Bonneville Phoenix Executive Project Manager	20-Jul-2015	Market Referral	See Recruitment Source List for Entries on or before 27-Apr-2015 for the following media:	Radio
Bonneville Phoenix Project Manager	21-Jul-2015	KTAR Web Site	See Recruitment Source List for Entries on or before 20-Apr-2015 for the following media:	Radio
Digital Video Producer	10-Aug-2015	Careerbuilder	See Recruitment Source List for Entries on or before 08-May-2015 for the following media:	Radio
KTAR News Reporter	24-Sep-2015	KTAR Web Site	See Recruitment Source List for Entries on or before 03-Aug-2015 for the following media:	Radio
KTAR Morning News Host/Anchor	28-Sep-2015		See Recruitment Source List for Entries on or before 03-Aug-2015 for the following media:	Radio
Bonneville PHX Promotion Director	20-Jan-2016	Employee Referral	See Recruitment Source List for Entries on or before 08-Dec-2015 for the following media:	Radio
KTAR News Traffic Manager	09-Feb-2016	KTAR Web Site	See Recruitment Source List for Entries on or before 21-Jan-2016 for the following media:	Radio
Bonneville Phoenix Project Manager (#8177)	12-May-2016	Indeed Sponsored	See Recruitment Source List for Entries on or before 19-Apr-2016 for the following media:	Radio

KTAR News Reporter (8173)	18-May-2016	KTAR Web Site	See Recruitment Source List for Entries on or before 31-Mar-2016 for the following media:	Radio
Bonneville Phoenix Account Manager	20-May-2016	Employee Referral	See Recruitment Source List for Entries on or before 22-Sep-2015 for the following media:	Radio
Bonneville Phoenix Account Manager	20-May-2016	Employee Referral	See Recruitment Source List for Entries on or before 22-Sep-2015 for the following media:	Radio
Bonneville Phoenix Project Manager	20-May-2016	Employee Referral	See Recruitment Source List for Entries on or before 30-Oct-2015 for the following media:	Radio
Arizona Sports Account Manager	20-May-2016	Employee Referral	See Recruitment Source List for Entries on or before 01-Dec-2015 for the following media:	Radio
Bonneville Phoenix News or Sports Account Manager	20-May-2016	LinkedIn	See Recruitment Source List for Entries on or before 21-Jan-2016 for the following media:	Radio

Total Number of Interviewees For All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
No Source Defined	2
Arizona Broadcasters Association	2
Careerbuilder	1
Employee Referral	13
Indeed Sponsored	1
KTAR Web Site	12
LinkedIn	3
Market Referral	3
Walk In	1
Work In Sports (Sports Jobs Only)	2
Total:	40

Performance Initiatives Undertaken

The Unit provides guided tours to student and public groups. During this reporting period, the Unit gave tours to the following groups; high school students participating in the Andy Harvey Native American High School Broadcast Workshop at NAU (June 19, 2015) and students from the San Marcos Elementary School News Club in Chandler (May 2, 2016).

During the reporting period, the Unit also participated in numerous job fairs including: two City of Phoenix Diversity Employment Day Career Fairs (October 13, 2015 and April 12, 2016), Grand Canyon University's Career Services Job/Internship Fair (March 3, 2016), and the Arizona Broadcaster's Association Career Fair (May 12, 2016).

The Unit maintains an internship program that runs throughout the year including Spring, Summer and Fall semesters of the college school year. The internship program allows college students to gain the necessary skills to acquire employment in the broadcast industry upon graduation. Interns receive academic credit for semester-long internships. The Unit offers internships in multiple departments. During the reporting period, the Unit had a total of 38 interns from six different universities (33 from Arizona State University, 1 from Northern Arizona University, 1 from the University of Michigan, 1 from West Texas A&M, 1 from Loyola Marymount University and 1 from Indiana University).

Personnel from the Unit often speak to students and the public about career opportunities in the broadcast industry. The VP of Sales spoke at the Sun Devil Sports Properties Sponsorship Summit at ASU (April 18 and 19, 2016); two of our Sports Talk Hosts spoke with a group of high school students from across the nation who participated in the ASU Cronkite Sports Broadcast Camp (July 23, 2015); our VP of Programming spoke to the Masters Sports Business class at ASU (April 7, 2016); an On-air Host spoke to the Organization of Non-Profit Executives (March 29, 2016); our Assistant News Director spoke at the Cesar Chavez Leadership Institute - class of 2015 at ASU (June 12, 2015); the Assistant News Director also spoke at the Valley Leadership Conference as a panelist on the Media Panel (February 5, 2016); two of our news Talk Show Hosts spoke at a Soroptimist International of the Kachinas event (February 27, 2016); one of our sports Talk Hosts spoke to small business owners and operators at the Small Business Symposium (March 15, 2016); one of our sports Talk Hosts spoke to students in a Strategic Sports Communication class at ASU's WP Carey School of Business (February 26, 2016); our Assistant News Director spoke to the Arizona School Public Relations Association as a panelist on their Media Panel (February 26, 2016) as well as participating in a Latino Voter Panel as the moderator for the Arizona Hispanic Chamber of Commerce (March 30, 2016); one of our news Talk Hosts spoke at the Arizona Women's Prison (November 10, 2015); and a sports Talk Host

spoke to students in a Strategic Sports Communication class at ASU's Walter Cronkite School (September 17, 2015).

The Unit participated in a job shadow program with a graduate from Saguaro High School who shadowed one of our Board Operators and a Producer and learned the duties of each of their positions and how they participated in a news program and a talk show (June 2, 2015).

In addition, our Digital Content Manager, News Director and Assistant News Director all participated in the mentorship program in conjunction with the ASU Walter Cronkite School of Journalism and Mass Communications. They each mentored a journalism student throughout the school year.

Recruitment Source List

The following sources have requested notification of job openings.

Start Date	End Date	Media Type	Recruitment Source
17-May-2006		Radio	Anthem College (formerly High Tech Institute) Contact: Melissa Estrada Address: 1515 E. Indian School Rd., Phoenix, AZ 85014 Phone: 602-627-1450
17-May-2006		Radio	Area Agency on Aging Contact: Laraine Stewart Address: 1366 E. Thomas Rd., #108, Phoenix, AZ 85014 Phone: 602-241-6179
17-May-2006		Radio	Arizona Broadcasters Association Contact: Jennifer Latko Address: 426 N. 44th St., Ste. 310, Phoenix, AZ 85008 Phone: 602-252-4833
17-May-2006		Radio	Arizona OIC Contact: Betty Lou Long Address: 39 East Jackson Street, Phoenix, AZ 85004 Phone: 602-254-5081
17-May-2006		Radio	ASU Career Services Contact: Job Services Address: PO Box 871312, Tempe, AZ 85287 Phone: 480-968-2355
17-May-2006		Radio	AZ Bridge to Independent Lear Contact: Larry Wanger Address: 5025 E. Washington St., Phoenix, AZ 85034 Phone: 602-443-0710
01-Dec-2004		Radio	AZ Hispanic Chamber of Commerce Contact: Terri Morgan Address: 255 E. Osborn Rd. Ste 201, Phoenix, AZ 85012 Phone: 602-279-8900
01-Dec-2004		Radio	AZ Women Ed. & Employment Contact: Sufina Ricardes Lazo Address: 914 W. Hatcher Rd., Phoenix, AZ 85021 Phone: 602-371-1216

01-Dec-2004	Radio	Chicanos Por La Causa Contact: Maria Dominguez Address: 1112 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-257-0700
01-Dec-2004	Radio	DES Job Services Contact: Steve Berroth Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0630
01-Dec-2004	Radio	DeVry Institute Contact: Ryan K. Jefferson Address: 2149 W. Dunlap Ave., Phoenix, AZ 85012 Phone: 602-870-9222
12-May-2014		Employee Referral Contact: Address: Phone:
17-May-2006	Radio	Fresh Start Women's Foundation Contact: Jamie Starner Address: 1130 E. McDowell Rd., Phoenix, AZ 85006 Phone: 602-261-7161
28-Apr-2005	Radio	Friendly House Contact: Triny Nunez Address: 802 S. 1st Ave., Phoenix, AZ 85030 Phone: 602-615-6413
01-Dec-2004	Radio	Gateway Community College Contact: Jan Davie Address: 108 N. 40th Street, Phoenix, AZ 85034 Phone: 602-286-8500
01-May-2005	Radio	Glendale Community College Contact: Scott Schulz Address: 6000 W Olive Ave., Glendale, AZ 85302 Phone: 623-845-3138
01-Dec-2004	Radio	Governor's Office of Equal Opp Contact: Patricia Campbell Address: 1700 W Washington, Phoenix, AZ 85007 Phone: 602-542-4383
17-May-2006	Radio	Greater Phoenix Black Chamber Contact: Channel

		Address: 201 E. Washington Ave., Phoenix, AZ 85004-2314 Phone: 602-307-5204
01-Dec-2004	Radio	Greater Phoenix Urban League Contact: Mel Hannah Address: 1402 S. 7th Avenue, Phoenix, AZ 85007 Phone: 602-254-5611
22-Apr-2005	Radio	ITT Technical Institute Contact: Jena Matthews Address: 5005 S. Wendler Dr., Tempe, AZ 85282 Phone: 602-437-7511
11-Mar-2005	Radio	Job Service of Arizona Contact: Maria Velasquez Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0624
06-Jan-2014	Radio	KMVP (formerly KPKX) Web Site Contact: Connie Drushel Address: 7740 N 16th Street, Suite 200, Phoenix, AZ 85020 Phone: 602-274-6200
01-Dec-2004	Radio	KTAR Web Site Contact: Connie Drushel Address: 7740 N. 16th Street, #200, Phoenix, AZ 85020 Phone: 602-274-6200
11-May-2012	Radio	LDS Church Contact: Chuck Buckhannon Address: Phone:
22-Apr-2005	Radio	Maricopa County Community College District Contact: Address: 2411 W. 14th St., Tempe, AZ 85251 Phone: 480-731-8526
31-Dec-1969	Radio	Maricopa County Workforce Conn Contact: Randee Reider Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004 Phone: 602-372-4884
22-Apr-2005	Radio	Maricopa Skill Center Contact: Daniel Adonis Address: 1245 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-238-4316

		Market Referral Contact: Address: Phone:
01-Dec-2004	Radio	NAACP Contact: Reverend Oscar Tillman Address: 1818 S. 16th Street, Phoenix, AZ 85034 Phone: 602-252-4064
01-Dec-2004	Radio	NACI Contact: Address: 4520 N Central Ave, Suite 600, Phoenix, AZ 85012 Phone: 602-254-3247
17-May-2006	Radio	NASBA Contact: Michelle Vetterkind Address: Phone:
12-Apr-2013	Radio	Northern Arizona University Contact: MaryLee Brewer Address: 1100 E. Sheldon Street., #129, Prescott, AZ 86301-3 Phone: 928-523-3922
22-Apr-2005	Radio	Paradise Valley Comm. College Contact: Career Services Address: 18401 N. 32nd St., Phoenix, AZ 85032 Phone: 602-787-7073
01-Dec-2004	Radio	Phoenix College Contact: Patricia Morales-Olague Address: 1202 W. Thomas Rd., Phoenix, AZ 85013 Phone:
01-Dec-2004	Radio	Phoenix Indian Center Contact: Karen Thorne Address: 4520 N. Central Ave., Suite 25, Phoenix, AZ 85012 Phone: 602-264-7086
01-Dec-2004	Radio	Phoenix Job Corps Contact: Che' Collins Address: 518 S. 3rd St., Phoenix, AZ 85014 Phone: 602-322-2823
25-May-2013	Radio	Phoenix Workforce Connection Contact: Kathy Miller

		Address: 4732 S Central Ave., Phoenix, AZ 85040 Phone: 602-534-5904
22-Apr-2005	Radio	Scottsdale Community College Contact: Christopher Fonda Address: 9000 E. Chaparral Rd. - SC 123, Scottsdale, AZ 85225 Phone: 480-423-6523
15-Mar-2012	Radio	The Art Institute of Phoenix Contact: Danielle Gognas Address: 2233 W Dunlap Ave., Phoenix, AZ 85021 Phone: 602-331-7515
19-Apr-2006	Radio	TV and Radio Jobs Contact: Michael Madden Address: 227034 Helmond Dr., Calabasas, CA 91301 Phone: 818-879-0858
12-Apr-2013	Radio	University of Arizona (Career Services) Contact: Career Services Address: 1303 E. University Blvd., #411, Tucson, AZ 85721 Phone: 520-621-2588
		Walk In Contact: Address: Phone:
01-Dec-2004	Radio	Women in Communication Contact: Kim Huenecke Address: 18845 N. 42nd Place, Phoenix, AZ 85050-3357 Phone: 480-922-0707
22-Nov-2005	Radio	Work In Sports (Sports Jobs Only) Contact: Robert Oakley Address: 7335 E. Acoma Dr., Ste. 200, Scottsdale, AZ 85260 Phone: 480-905-7231