

## EEO Public File Report

Employment Unit Covered:   
 KTAR(AM),KTAR-FM,KMVP(AM) & KMVP-FM

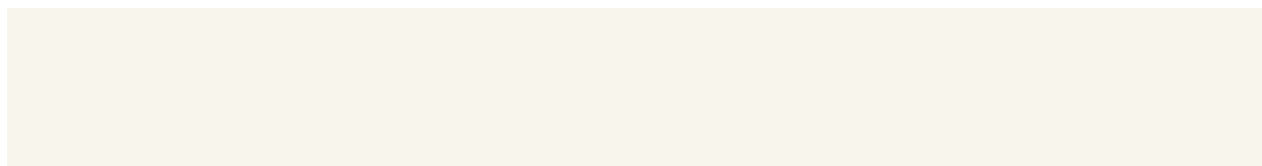
### REPORTING PERIOD:

05/25/2016 - 05/24/2017

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
KTAR News Editor #8178	31-May-2016	LinkedIn	See Recruitment Source List for Entries on or before 22-Apr-2016 for the following media:	Radio
Bonneville Phoenix Project Manager (#8177)	22-Jun-2016	Employee Referral	See Recruitment Source List for Entries on or before 19-Apr-2016 for the following media:	Radio
Bonneville Phoenix Staff Accountant (8180)	23-Jun-2016	Arizona Broadcasters Association	See Recruitment Source List for Entries on or before 01-Jun-2016 for the following media:	Radio
Bonneville Phoenix Staff Accountant (8190)	16-Sep-2016	Arizona Broadcasters Association	See Recruitment Source List for Entries on or before 23-Aug-2016 for the following media:	Radio
KTAR Talk Show Host (8186)	01-Nov-2016	Employee Referral	See Recruitment Source List for Entries on or before 03-Aug-	Radio

Job Title	Date Filled	Hire Source	Recruitment Source	Advertising Area
			2016 for the following media:	
Bonneville Phoenix Account Manager (8193)	16-Nov-2016	Employee Referral	See Recruitment Source List for Entries on or before 14-Sep-2016 for the following media:	Radio
Bonneville Phoenix Account Manager (8200)	09-Jan-2017	Market Referral	See Recruitment Source List for Entries on or before 15-Dec-2016 for the following media:	Radio
Bonneville Phoenix Digital Advertising Coordinator (8196)	09-Jan-2017	Work In Sports (Sports Jobs Only)	See Recruitment Source List for Entries on or before 08-Dec-2016 for the following media:	Radio
KTAR News Reporter (8199)	07-Feb-2017	KTAR Web Site	See Recruitment Source List for Entries on or before 15-Dec-2016 for the following media:	Radio
Bonneville Phoenix Account Manager (8200)	06-Mar-2017	Employee Referral	See Recruitment Source List for Entries on or before 15-Dec-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
Arizona Broadcasters Association	3
Employee Referral	9
Indeed Sponsored	2
KTAR Web Site	4
LinkedIn	1
Market Referral	1
TV and Radio Jobs	1
Work In Sports (Sports Jobs Only)	1
<b>Total:</b>	<b>22</b>

## Performance Initiatives Undertaken

During the reporting period, the Unit participated in numerous job and intern fairs including: the National Association of Broadcasters Education Foundation Media Sales Institute Recruitment Day (June 15, 2016), two Arizona State University Walter Cronkite School Sports Career Fairs (September 13, 2016 and January 17, 2017), ASU Cronkite School Internship Days (October 21, 2016, November 18, 2016, March 24, 2017 and April 7, 2017), Grand Canyon University Job/Internship Fair (March 2, 2017), Glendale Community College Job Fair (March 22, 2017), City of Phoenix Diversity Employment Day Career Fair (April 12, 2017) and Arizona Broadcasters Association Career Fair (May 11, 2017).

Staff members from the Unit participated in speaking engagements educating students and organizations about career opportunities in radio broadcasting. Three of our morning drive sports hosts spoke to students participating in the ASU Sports Broadcast Camp about careers in sports broadcasting (June 23, 2016). The News Director/Assistant Program Director spoke to students at ASU about the broadcast journalism profession (August 23, 2016). In addition, he also spoke at a Phoenix Ad Club news branding panel (October 26, 2016). The VP of Business Development, the Director of Client and Community Services, the Systems Administrator, the Digital Services Manager, the News Director/Assistant Program Director and the Promotions Director all spoke to three groups of students from Barry Goldwater High School who are focusing on Media Studies, Marketing, Information Technology and Web Design

(February 3, 2017). Our Digital Content Director spoke to ASU News Sports Bureau students at the Walter Cronkite School of Journalism and Telecommunications about covering Arizona Diamondbacks baseball, spring training and using WordPress (February 15, 2017). Our Assistant News Director spoke to students participating in the Arizona Latino Media Association and ASU High School Multimedia Workshop (March 3, 2017).

During the reporting period, the Unit provided guided tours to three groups of high school students in media programs. The three groups included students from the ASU Sports Broadcast Camp (June 23, 2016), students from the Andy Harvey Native American High School Broadcast Workshop at NAU (June 24, 2016), and students from Barry Goldwater High School (February 3, 2017).

The Unit maintains an internship program that runs throughout the year including the Spring, Summer and Fall semesters. College students are able to gain the necessary hands on skills to acquire employment in the radio broadcast industry upon graduation. Interns receive college credit for their semester-long internships. Internships are offered in multiple departments of the Unit. During the reporting period, the Unit had a total of 33 interns from two different universities (31 from Arizona State University and one from Arizona Christian University).

### 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

Start Date	End Date	Media Type	Recruitment Source
			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
			Beyond Organic Contact: Address: Phone:
		Radio	Careerbuilder Contact: Brian Lahey Address: Phone: 602-325-6013
01-Dec-2004		Radio	Chicanos Por La Causa Contact: Maria Dominguez Address: 1112 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-257-0700
			Craigslist Contact: Address: Phone:

Start Date	End Date	Media Type	Recruitment Source
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: Wendell Myers Address: 2490 Paseo Verde Parkway, Henderson, NV 89074 Phone: 702-492-3720
			Eluta Contact: Address: Phone:
12-May-2014			Employee Referral Contact: Address: Phone:
			Facebook 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
			Glassdoor Contact:

Start Date	End Date	Media Type	Recruitment Source
			Address: Phone:
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
			Indeed Sponsored Contact: Address: Phone:
22-Apr-2005		Radio	ITT Technical Institute Contact: Jena Matthews Address: 5005 S. Wendler Dr., Tempe, AZ 85282 Phone: 602-437-7511
			Job Inventory Contact: Address: Phone:
11-Mar-2005		Radio	Job Service of Arizona Contact: Maria Velasquez Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-771-0624

Start Date	End Date	Media Type	Recruitment Source
			<p>Jooble  Contact:  Address:  Phone:</p>
			<p>Juju.com (USA Only)  Contact:  Address:  Phone:</p>
01-Dec-2004		Radio	<p>KPKX (formerly KKLTV) Web Site  Contact: Connie Drushel  Address: 7740 N 16th Street, Suite 200, Phoenix, AZ 85020  Phone: 602-274-6200</p>
01-Dec-2004		Radio	<p>KTAR Web Site  Contact: Connie Drushel  Address: 7740 N. 16th Street, #200, Phoenix, AZ 85020  Phone: 602-274-6200</p>
11-May-2012		Radio	<p>LDS Church  Contact: Chuck Buckhannon  Address:  Phone:</p>
			<p>LinkedIn  Contact:  Address:  Phone:</p>
22-Apr-2005		Radio	<p>Maricopa County Community College District  Contact:  Address: 2411 W. 14th St., Tempe, AZ 85251  Phone: 480-731-8526</p>
31-Dec-1969		Radio	<p>Maricopa County Workforce Conn  Contact: Randee Reider  Address: 234 N. Central Ave., 3rd Fl, Phoenix, AZ 85004  Phone: 602-372-4884</p>



Start Date	End Date	Media Type	Recruitment Source
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:
			Monster Controlled (USA Only) 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 86301-3220 Phone: 928-523-3922
			Oodle.com Contact: Address: Phone:

Start Date	End Date	Media Type	Recruitment Source
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
			Recruit.net Contact: Address: Phone:
			Regional Help Wanted Organic Contact: Address: Phone:
22-Apr-2005		Radio	Scottsdale Community College Contact: Christopher Fonda Address: 9000 E. Chaparral Rd. - SC 123, Scottsdale, AZ 85256 Phone: 480-423-6523

Start Date	End Date	Media Type	Recruitment Source
15-Mar-2012		Radio	The Art Institute of Phoenix Contact: Danielle Gognas Address: 2233 W Dunlap Ave., Phoenix, AZ 85021 Phone: 602-331-7515
			TopUSAJobs Contact: Address: Phone:
			Trovit Contact: Address: Phone:
19-Apr-2006		Radio	TV and Radio Jobs Contact: Michael Madden Address: 227034 Helmond Dr., Clabaras, CA 91301 Phone: 818-879-0858
			Twitter Contact: Address: Phone:
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
			US Jobs Contact: Address: Phone:
			Walk In Contact: Address: Phone:
01-Dec-2004		Radio	Women in Communication Contact: Kim Huenecke Address: 18845 N. 42nd Place, Phoenix, AZ 85050-

Start Date	End Date	Media Type	Recruitment Source
			3357 Phone: 480-922-0707
22- Nov- 2005		Radio	Work In Sports (Sports Jobs Only) Contact: Megan Eaton Address: 7335 E. Acoma Dr., Ste. 200, Scottsdale, AZ 85260 Phone:
			Wowjobs Contact: Address: Phone:
			ZipRecruiter Organic Contact: Address: Phone: