

KPHO, KTVK, KPHE-LD
EEO PUBLIC FILE REPORT
June 1, 2021 - May 10, 2022

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	1-3, 9-10, 15-24, 29-31	16
Photojournalist	1-3, 6, 8-10, 15-24, 30-31	6
Broadcast Maintenance Engineer	1-3, 6, 8-10, 15, 17-19, 21-25, 30-31	6
Account Executive	1-3, 5, 9-10, 15-19, 21-24, 28, 30-31	5
Account Executive	1-3, 10, 15-19, 21-24, 28, 30-31	16
Photojournalist	1-3, 9-10, 15-24, 30-31	16
News Producer	1-3, 9-10, 12, 15-24, 29-31	29
Sales Assistant	1-3, 6, 9-11, 15, 17-19, 21-24, 30-31	6
News Video Editor	1-3, 5, 9-10, 15-24, 30-31	10
Sales Assistant	2-3, 6, 9-11, 15, 17-19, 21-24, 30-31	11
Multimedia Journalist	1-4, 6, 9-10, 15, 17-24, 30-31	6
Multimedia Journalist	1-4, 6, 9-10, 15, 17-24, 30-31	6
Executive Producer	1-3, 5, 9-10, 15, 17-24, 30-31	5
News Video Editor	1-3, 7, 9-10, 15, 17-24, 30-31	7
Technical Producer	1-3, 5, 9-10, 15, 17-24, 30-31	5
News Producer	2-3, 6, 9-10, 15, 17-24, 30-31	6
News Producer	1-3, 9-10, 15, 17-24, 30-31	21
Lifestyle Producer	2, 6, 9-10, 15, 17, 21, 23-24, 30-31	6
Sales Assistant	2, 10, 15, 17-18, 21, 23-24, 30-31	21
Marketing Producer	2, 6, 9-10, 15, 17-18, 21, 23-24, 26, 30-31	26
Sales Assistant	2, 9-10, 15, 18, 21, 23-24, 30-31	10
Senior Marketing Producer	2, 5-6, 9-10, 15, 18, 21, 23-24, 30-31	6
Digital & Social Media Manager	5, 9-10, 15, 17-18, 21, 23-24, 30-31	10
Multimedia Journalist	2, 4, 9-10, 13, 15, 17-18, 21, 23-24, 26, 30-31	13
Digital Content Producer	2, 5-6, 9-10, 15, 17-18, 21, 23-24, 30-31	10
Executive Producer	2, 9-10, 15-18, 21, 23-24, 26, 30-31	26
News Video Editor	2, 9-10, 15, 17-18, 21, 23-24, 26, 30-31	21
News Reporter	2, 4, 9-10, 15, 17-18, 21, 23-24, 30-31	21
Master Control Supervisor	2, 6, 9-10, 15, 17-18, 21, 23-24, 27, 30-31	6

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Master Control Operator FT	2, 7, 9-10, 15, 17-18, 21, 23-24, 27, 30-31	7
Master Control Operator FT	2, 7, 9-10, 15, 17-18, 21, 23-24, 27, 30-31	7
Master Control Operator FT	2, 7, 9-10, 15, 17, 21, 23-24, 27, 30-31	7
Master Control Operator FT	2, 7, 9-10, 15, 17-18, 21, 23-24, 27, 30-31	7
Master Control Operator FT	2, 7, 9-10, 15, 17-18, 21, 23-24, 27, 30-31	7
Marketing Sales Assistant	15-16, 26, 30	26
News Producer	2, 6, 9-10, 13, 15, 17-18, 30-31	6
Technical Producer	2, 15, 18, 21, 23-24, 30-31	21
Technical Producer	2, 10, 13, 15, 21, 23, 30-31	10
News Producer	10, 15, 21, 26, 30-31	26
Sales Assistant	6, 9, 15, 21, 30-31	6
Commercial Production Video Editor	9-10, 15, 17, 21, 30-31	21
Director of Marketing	6, 21, 31	6
Administrative Assistant/H.R. Coordinator	6, 13-14, 21, 31	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	Arizona Broadcasters Associate 555 N. Central Ave. Ste. 302 Phoenix, Arizona 85004 Phone : 6022524833 Url : http://www.azbroadcasters.org/ Chris Kline Manual Posting	N	0
3	CareerBuilder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com/ Oscar Ibarra Manual Posting	N	2
4	Collective Talent, Michaels Media 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Michael Bille Manual Posting	N	0
5	Current Employee	N	8
6	Employee Referral	N	27
7	Former Employee	N	6
8	Glassdoor 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-944-6967 Url : https://www.glassdoor.com/index.htm Molly McKinstry Manual Posting	N	0

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9	Greater Phoenix Urban League 1402 S Seventh Ave. Phoenix, Arizona 85007 Phone : 602-254-5611 Url : http://gphxul.org/ Fax : 1-602-253-7359 Mel Hannah	N	0
10	Indeed 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting	N	21
11	Indeed.com - Not Directly Contacted by SEU	N	2
12	Internet Ad-not directly contacted by SEU	N	1
13	Job Board	N	6
14	Job Fair	N	1
15	LDS Employment Resource Services 232 S El Dorado Circle Mesa, Arizona 85202 Phone : 480-829-8999 Url : http://www.ldsjobs.org/employer Gloria Scott Manual Posting	Y	0
16	Linkedin 1000 W. Maude Ave. Sunnyvale, California 94085 Phone : 855-655-5653 Url : https://www.linkedin.com/ Sarah Zigman Manual Posting	N	14
17	Luke Air Force Base Family Support 7282 N. 137th Ave. Bldg. 1113 Luke AFB, Arizona 85303 Phone : 623-856-6781 Url : http://www.luke.af.mil/ Email : angelica.johnson.1@us.af.mil Angelica Johnson	N	0

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18	Maricopa Skill/ AZ Pipeline Colleges 108 N 40th St. Phoenix, Arizona 85034 Phone : 602-238-4380 Url : http://www.gatewaycc.edu Katy Mendoza Manual Posting	N	0
19	Media Bistro 825 8th Ave. 29th floor New York, New York 10019 Phone : 213-389-2000 Url : https://www.mediabistro.com/ Chris Johnson Manual Posting	N	0
20	Medialine.com 1209 Nood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Paul Brewer Manual Posting	N	0
21	Meredith Corporation 5555 N. 7th Ave. Phoenix, Arizona 85013 Phone : 602-207-3326 Url : https://gray.tv/careers Email : kim.meader@azfamily.com Kim Meader	N	26
22	Monster Worldwide Inc. 133 Boston Post Rd. Weston, Massachusetts 02493 Phone : 317-616-5121 Url : https://www.monster.com/ Rod Williams Manual Posting	N	0
23	National Academy of Television Arts & Sciences 4317 Camden Ave. San Mateo, California 94403 Phone : 650-341-7786 Url : http://jobbank.emmyonline.org/listings/ Javier Valencia Manual Posting	N	0

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24	National Alliance of State Broadcasters Association 426 N 44th Street Suite 300 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.careerpage.org/ Art Brooks Manual Posting	N	0
25	National Association of Black Journalists 1100 Knight Hall Ste. 3101 College Park, Maryland 20742 Phone : 240-460-5153 Url : https://www.nabjcareers.org/ JoAnne Lyons Wooten Manual Posting	N	0
26	Other Source	N	12
27	Society of Broadcast Engineers 9247 N Meridian St. Ste. 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/ Scott Jones Manual Posting	N	0
28	SpotsnDots 600 W Peachtree St. NW Suite350 Atlanta, Georgia 30308 Phone : 888-884-2630 Url : http://www.spotsndots.com/ Emily Mckay Manual Posting	N	0
29	TVJobs P.O. Box 4166 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	2
30	Walter Cronkite School of Journalism 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602-496-7430 Url : https://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong	Y	0

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31	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			128

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2021	Establishment of an intern program designed to assist members of the community	The student internship program is designed to provide a hands-on work experience in all aspects of our station, specifically in the news and digital news departments.	2	Intern Intern
2	3/17/2022	Establishment of training programs for station personnel	Poynter's Producer Project program: A three day workshop that entails 360-degree feedback to improve a producers writing skills and decision making.	2	Chief Technical Producer Technical Producer
3	4/27/2022	Participation in Job Fairs	Job fair hosted by the East Valley Institute of Technology. Job fair focused on students who are interested in radio/audio production, video production, news/content, 3D animation, graphic design, photography, merchandising, Engineering, Networking, Coding and Cyber Security.	2	News Production Manager Asst. News Director
4	5/4/2022	Establishment of training programs for station personnel	Attended a webinar for Gray Television "The FCC's Equal Employment Opportunity Rules" which provided details about to adhere to regulations.	1	Office Manager