

EEO Public File Report
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
54561	Director of Information Technology Services	3/11/2014	4/14/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	4	0
				Indeed.com	0	0
				University of Arizona	4	1
				Personal Referral	0	0
				Arizona Daily Star	0	0
				CareerBuilder.com	1	0
54484	IT Support Specialist (Extended Temporary)	2/22/2014	3/17/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	1	1
				Indeed.com	0	0
				University of Arizona	2	0
				Arizona Daily Star	2	0
				CareerBuilder.com.	0	0
54375	Administrative Assistant (.75 FTE)	2/05/2014	3/10/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	10	0
				Indeed.com	0	0
				University of Arizona	10	1
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
54275	Television Program Coordinator- UA Internal Only	1/21/2014	2/17/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	1	1
				Indeed.com	0	0
				University of Arizona	1	0
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0

54113	Accounting Specialist	12/16/2013	2/24/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	2	0
				Indeed.com	0	0
				University of Arizona	2	1
				Arizona Daily Star CareerBuilder.com.	0	0
53883	Content Producer/Host (Part-Time)	11/04/2013	12/02/2013	Arizona Job Bank	0	0
				Arizona Public Media/Website	1	1
				Indeed.com	0	0
				University of Arizona	1	0
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
53854	Radio/TV News Anchor	11/12/2013	1/21/2014; 1/27/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	2	0
				Indeed.com	0	0
				University of Arizona	2	2
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
53790	Account Executive	11/15/2013	1/02/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	3	1
				Indeed.com	0	0
				University of Arizona	3	0
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
53413	Webmaster	8/23/2013	4/23/2014	Arizona Job Bank	0	0
				Arizona Public Media/Website	2	0
				Indeed.com	0	0
				University of Arizona	0	0
				Personal Referral	1	1
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0

52889	Radio News and Public Affairs Reporter (Part-Time)	7/02/2013	8/21/2013			
				Arizona Job Bank	0	0
				Arizona Public Media/Website	2	1
				Indeed.com	0	0
				University of Arizona	2	0
				Arizona Daily Star	0	0
52718	Account Executive	6/06/2013	7/22/2013	CareerBuilder.com.	0	0
				Arizona Job Bank	0	0
				Arizona Public Media/Website	4	0
				Indeed.com	0	0
				University of Arizona	4	1
52322	Executive Producer	5/13/2013	10/14/2013	Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
				Arizona Job Bank	0	0
				Arizona Public Media/Website	0	0
				Indeed.com	0	0
52319	News Director	5/03/2013	10/21/2013	University of Arizona	2	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Current.org	2	1
				Corporation for Public Broadcasting (CPB).	0	0
				Arizona Job Bank	0	0
				Arizona Public Media/Website	3	1
				Indeed.com	0	0
				University of Arizona	3	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Current.org	0	0
				Corporation for Public Broadcasting (CPB).	0	0

52281	Associate Director of Development	7/02/2013	9/23/2013	Arizona Job Bank	0	0
				Arizona Public Media/Website	3	0
				Indeed.com	0	0
				University of Arizona	3	1
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
52233	Radio/TV/Online Reporter, Senior (Multiple Positions)	4/11/2013	7/08/2013	Arizona Job Bank	0	0
				Arizona Public Media/Website	3	0
				Indeed.com	0	0
				University of Arizona	3	1
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
52158	Radio/TV/Online Reporter (Multiple Positions)	4/02/2013	6/24/2013	Arizona Job Bank	0	0
				Arizona Public Media/Website	4	0
				Indeed.com	0	0
				University of Arizona	4	1
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
52116	Development/Underwriting Coordinator	3/28/2013	9/23/2013	Arizona Job Bank	0	0
				Arizona Public Media/Website	9	0
				Indeed.com	0	0
				University of Arizona	9	1
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0
52030	On-Air Promotions Producer	3/27/2013	7/22/2013	Arizona Job Bank	0	0
				Arizona Public Media/Website	4	0
				Indeed.com	0	0
				University of Arizona	4	1
				Arizona Daily Star	0	0
				CareerBuilder.com.	0	0

47475	Videographer/Editor	5/14/2013	9/16/2013		
				Arizona Job Bank	00
				Arizona Public Media/Website	110
				Indeed.com	00
				University of Arizona	111
				Arizona Daily Star	00
				CareerBuilder.com	00
				Current.org	00
				Corporation for Public Broadcasting (CPB).	00

****Reflects number of candidates interviewed who learned about the position from multiple recruitment sources***

**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies
KUAT-TV, KUAS-TV, KUAZ(AM), KUAZ-FM, and KUAT-FM
Arizona Public Media-Tucson, AZ**

<u>Recruitment Source</u>	<u>City</u>	<u>State, Zip Code</u>	<u>Contact</u>	<u>Total Interviewed</u>	<u>Entitled to Notification</u>
Arizona Job Bank	Online		http://www.ajb.dni.us/az/	1	No
Arizona Public Media Website P.O. Box 210067	Tucson	AZ 85721-0067	Michael Testerman, Human Resources Coordinator (520) 621-5828	113	No
Arizona Republic 200 East Van Buren Street	Phoenix	AZ 85004	Erich B. Smith (602) 444-8708	0	No
Arizona Star 4850 S. Park Ave.	Tucson	AZ 85726	Carol Clarke, University of Arizona Human Resources Department (520) 626-7657	18	No
Career Builder (Available through TNI)			Andrew Cox (TNI) (520) 621-5828	0	No
Corporation for Public Broadcasting (CPB)	Online		http://www.cpb.org	7	No
Current.org	Online		http://www.current.org	11	No
Indeed.com 177 Broad Street, 6 th Floor	Stamford	CT 06901	http://www.indeed.com	0	No
University of Arizona 888 N Euclid Ave.	Tucson	AZ 85721-0158	Human Resources (520) 621-2211	113	No

EEO Public File Report
KUAT-TV, KUAS-TV, KUAZ(AM), KUAZ-FM, and KUAT-FM
For the period ending 5/31/14
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.	Jacobo Ramirez, Content Producer; Martin Rubio, Manager, Production Services; Ian Hubbell, Post-Production Manager; and Robert Jaime, Graphic Artist.	6
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.	Michael Chihak, News Director	4
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.	Sue DeBenedette, Marketing Manager	1
4	Ongoing	Student Employee Training Programs (Option 8)	Student Employee Training Programs designed to provide interested students 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.	Jacobo Ramirez, Content Producer; Martin Rubio, Manager, Production Services; Ian Hubbell, Post-Production Manager; Sandra Westdahl, Production Technician; Robert Jaime, Graphic Artist; and Jim Blackwood, Production Technician.	42
5	4/04/2013 8/21/2013 8/28/2013 10/23/2013 4/03/2014	Participation in Career Opportunity Events/Programs (Option 10)	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 Art Institute of Tucson, the Tucson International Academy, and the University of Arizona Wildcat Student Employment Fair.	Michael Testerman, Human Resources Coordinator, Mary Paul, Volunteer Coordinator, Hillary Rosenfeld, and Diane Little	5
6.	Ongoing	Management Training (Option 14)	Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing	Participate in "Management the UA Way" seminar presented by University of Arizona Human Resources Department; National Certification as Senior Professional in Human Resources (SPHR); "Diversity Benefits" webinar.	Martin Rubio, Manager, Production Services; Ian Hubbell, Post-Production Manager; Michael Testerman, Human Resources Coordinator	3
7	10/02/2013 10/03/2013 to 10/04/2013	Management Training (Option 14)	Provide Training to management-level personnel as to the methods of diversity in Public Broadcasting.	Digital Media Workshop Participation in 2013 CPB/PBS GM Strategy Meeting, Arlington, VA	Jack Gibson, Director and General Manager	1
8	Ongoing;	Career	Community events designed to inform	Host tours of the radio and television stations to	Mary Paul, Volunteer	250

7/13/2013 (High School Students); 7/19/2013 (Cub Scouts); 10/09/2013 ("Behind the Scenes"-Major Donors); 10/23/2013 (Teri Thompson, Senior VP, University Relations VIP Tour); 12/10/2013 (Cub Scouts); 2/7/2014 (OLLI-Osher Lifelong Learning Institute); 2/10/2014 (PEO-Philanthropic Education Organization); 2/24/2014 (Saddlebrook Rotary/Saddlebrook Homeowners Association); 3/28/2014 (Guest Tour-KC Frahm, Membership/Traffic Director, KMST Public Radio); 4/08/2014 (University of Arizona Journalism Students)	Development Tours/Public Outreach (Option 16)	and educate public about broadcasting career opportunities.	school groups interested in learning about broadcasting/career outreach/networking.	Coordinator; Diane Little, Volunteer Tour Guide; miscellaneous station staff presenters who discuss skills and education required in various areas visited during these tours.	
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