

EEO Public File Report (June 1, 2016-May 31, 2017)
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 |
|---------------|---|------------------|--------------------|--|---------------------------|---------------------|
| S22743 | Secretary, Administrative | 2/8/2017 | 2/13/2017 | Arizona Job Bank | 0 | 0 |
| | | | | Arizona Public Media/Website | 2 | 0 |
| | | | | Indeed.com | 2 | 0 |
| | | | | University of Arizona | 3 | 1 |
| | | | | Personal Referral | 0 | 0 |
| | | | | Arizona Daily Star | 2 | 0 |
| | | | | CareerBuilder.com | 1 | 0 |
| S22164 | Television Production Asst. | 11/7/2016 | 11/29/2016 | Arizona Job Bank | 0 | 0 |
| | | | | Arizona Public Media/Website | 1 | 0 |
| | | | | Indeed.com | 0 | 0 |
| | | | | University of Arizona | 5 | 0 |
| | | | | Personal Referral | 1 | 1 |
| | | | | Arizona Daily Star | 0 | 0 |
| | | | | CareerBuilder.com | 0 | 0 |
| S21917 | Radio/TV Announcer, Senior | 7/21/2016 | 8/4/2016 | Arizona Job Bank | 0 | 0 |
| | | | | Arizona Public Media/Website | 0 | 0 |
| | | | | Indeed.com | 0 | 0 |
| | | | | University of Arizona | 1 | 1 |
| | | | | Arizona Daily Star | 2 | 0 |
| | | | | CareerBuilder.com | 0 | 0 |
| S21658 | Radio News & Public Affairs Reporter (Online) | 6/2/2016 | 6/13/2016 | Arizona Job Bank | 0 | 0 |
| | | | | Arizona Public Media | 3 | 0 |
| | | | | Indeed.com | 0 | 0 |
| | | | | University of Arizona | 3 | 1 |
| | | | | Arizona Daily Star | 0 | 0 |
| | | | | Careerbuilder.com | 0 | 0 |

| 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 |
|---------------|-----------------------------------|------------------|--------------------|--|---------------------------|---------------------|
| S21652 | Production Technician | 5/26/2016 | 6/30/2016 | Arizona Job Bank | 0 | 0 |
| | | | | Arizona Public Media | 0 | 0 |
| | | | | Indeed.com | 0 | 0 |
| | | | | University of Arizona | 4 | 0 |
| | | | | Arizona Daily Star | 0 | 0 |
| | | | | Careerbuilder.com | 0 | 0 |
| | | | | Personal Referral | 1 | 1 |
| A20908 | Associate Director of Development | 6/20/2016 | 8/24/2016 | Indeed.com | 0 | 0 |
| | | | | Invited by Dept. To Apply | 1 | 1 |
| | | | | University of Arizona | 3 | 0 |
| | | | | Referred by UA Employee | 1 | 1 |
| | | | | HigherEds.Jobs.com | 0 | 0 |
| | | | | Other | 0 | 0 |
| A20997 | Content Producer, Promotion | 7/19/2016 | 8/25/2016 | Indeed.com | 1 | 1 |
| | | | | HigherEdsJobs.com | 0 | 0 |
| | | | | Pima County 1-Stop | 0 | 0 |
| | | | | University of Arizona | 0 | 0 |
| | | | | Referred by UA Employee | 0 | 0 |
| | | | | Other | 0 | 0 |

| 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 |
|---------------|-----------------------------|------------------|--------------------|--|---------------------------|---------------------|
| A21148 | Content Producer, Promotion | 9/15/2016 | 11/10/2016 | Indeed.com | 1 | 1 |
| | | | | University of Arizona | 0 | 0 |
| | | | | Careerbuilder.com | 0 | 0 |
| | | | | Referred by UA Employee | 0 | 0 |
| | | | | LinkedIn | 0 | 0 |
| | | | | Other | 1 | 1 |

EEO Public File Report
KUAT-TV, KUAS-TV, KUAZ(AM), KUAZ-FM, and KUAT-FM
For the period ending 5/31/2017
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> |
|---|-------------|----------------------------|---|--------------------------|---------------------------------|
| Alliance for Women in Media | Tucson | | http://allwomeninmedia.org | 0 | No |
| Arizona Daily Star 4850 S. Park Ave. | Tucson | AZ 85726 | Carol Clarke, University of Arizona Human Resources Department (520) 626-7657 | 4 | No |
| Arizona Job Bank | Online | | http://www.ajb.dni.us/az/ | 0 | No |
| Arizona Public Media Website P.O. Box 210067 | Tucson | AZ 85721-0067 | Michael D. Testerman, Human Resources Representative (520) 626-2061 | 7 | No |
| Career Builder | | | Andrew Cox (TNI) (520) 621-5828 | 1 | No |
| Chicanos por la Causa | Tucson | | 520-884-5567 | 0 | No |
| Corporation for Public Broadcasting (CPB) | Online | | http://www.cpb.org | 0 | No |
| Current.org | Online | | http://www.current.org | 0 | No |
| Diversity.com | | | Carol Clarke, University of Arizona Human Resources Department (520) 626-7657 | 0 | No |
| Indeed.com 177 Broad Street, 6 th Floor | Stamford | CT 06901 | http://www.indeed.com | 5 | No |
| Jobertising – Job Fair | Online | | Jobertising.com | 0 | No |
| Jobing.com | Online | | Tucsonjobing.com | 0 | No |
| LinkedIn | Online | | https://www.linkedin.com | 0 | No |
| Personal Referral | | | | 4 | N/A |
| Pima County Regional Re- Employment Center | Tucson | AZ | 520-798-0500 | 0 | No |
| Project Insight | Tucson | AZ | 520-403-0962 | 0 | No |
| Tucson Indian Center | Tucson | AZ | 520-887-7131 | 0 | No |
| University of Arizona 888 N Euclid Ave. | Tucson | AZ 85721-0158 | Human Resources (520) 621-2211 | 17 | No |

EEO Public File Report
KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM
For the period ending 5/31/17
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; and Robert Jaime, Graphic Artist. | 17 |
| 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. | 1 |
| 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. | Gene Robinson, Marketing & Communications Director. | 2 |
| 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. | Jacobo Ramirez, Content Producer; Martin Rubio, Manager, Production Services; Robert Jaime, Graphic Artist; and Jim Blackwood, Production Technician. | 17 |
| 5 | 8/24/2016 2/9/2017 4/6/2017 4/21/2017 4/28/2017 | 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 Tucson International Academy, the Current.org Virtual Job Fair, the University of Arizona Wildcat Student Employment Fair, Arizona Western College, Yuma, Job Fair, and the Altar Valley School District Career Fair. | Michael Testerman, HR Representative, Mary Paul, Executive Administrative Assistant, Laura Maher, Volunteer Coordinator, Deanna Polaski, Administrative Assistant, Alexa Marcano, Student Employee. | 243 |
| 6. | Ongoing | Management Training (Option 14) | Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. | Communications Workshop; New and Mid-Career Development Training. | Enrique Aldana; John Kelley; Sandy Riggins, Gene Robinson; Lili Bell; Pat Callahan; and, Jacobo Ramirez. | 7 |
| 7 | Ongoing | Management Training (Option 14) | Provide Training to management-level personnel as to the methods of diversity in Public Broadcasting. | FCC Online Clock Workshop; PBS Annual Meeting-Chicago. | Jack Gibson, Director & General Manager. | 1 |

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|---|---|---|---|--|--|-----|
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| 8 | 6/1/2016 6/13/2016 9/22/2016 7/7/2016 8/16/2016 9/28/2016 10/25/2016 11/9/2016 11/18/2016 1/17/2017 3/11 & 12/2017 4/19 & 20/2017 4/28/2017 | 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. Tours during this reporting period included the UA Business Affairs Senior Leadership Team, the Tucson Community Transitions Program, St. Cyril's Middle School, and Academy Village. | Laura Maher, Volunteer Coordinator; Diane Little, Volunteer Tour Guide; miscellaneous station staff presenters who discuss skills and education required in various areas visited during these tours. | 226 |