

**EEO Public File Report (June 1, 2017-May 31, 2018)**  
**KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM**  
**Arizona Public Media-Tucson, AZ**

<b>Job No</b>	<b>Position Title</b>	<b>Date Open</b>	<b>Date Filled</b>	<b>Recruitment Source(s) utilized to fill the vacancy (**including organizations entitled to notification)</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
A21821	Chief Operating Officer	6/13/2017	10/25/2017	Current.org	1	1
				Arizona Public Media Website	0	0
				Indeed.com	1	0
				University of Arizona	1	0
				Personal Referral	1	0
				Other	3	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
A21869	Account Executive	7/20/2017	9/21/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	0	0
				University of Arizona	2	1
				Personal Referral	0	0
				Arizona Daily Star	0	0
				CareerBuilder.com	1	0
A21924	Producer/Director (TV Public Affairs Producer)	8/30/2017	11/2/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	1	1
				University of Arizona	0	0
				Personal Referral	1	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
S22796	Graphic Artist.	4/4/2017	8/14/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	2	0
				University of Arizona	2	2
				Personal Referral	1	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0

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S23047	Television Producer/Director	4/17/2017	7/25/2017	LinkedIn	1	1
				Arizona Public Media Website	0	0
				Indeed.com	0	0
				University of Arizona	0	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
S23274	Accounting Specialist (Extended Temporary)	5/18/2017	7/5/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	0	0
				University of Arizona	4	1
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
S23713	Radio News & Public Affairs Reporter	8/29/2017	10/11/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	0	0
				University of Arizona	0	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Personal Referral	3	1
				Other	1	0
S23739	Technician (Extended Temporary)	8/3/2017	9/18/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	3	0
				University of Arizona	1	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Personal Referral	1	0
				Other	0	0

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S23764	Membership Program Coordinator	8/3/2017	9/18/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	1	0
				University of Arizona	1	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Personal Referral	1	0
				Other	2	1
S24033	Information Specialist (Social Media Editor)	9/25/2017	12/20/2017	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	3	1
				University of Arizona	1	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Personal Referral	1	1
				Other	1	0
S24199	Administrative Assistant	10/28/2017	1/3/2018	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	2	1
				University of Arizona	4	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Personal Referral	0	0
				Other	1	1
S24240	Graphic Artist	11/13/2017	4/9/2018	Arizona Job Bank	0	0
				Arizona Public Media Website	0	0
				Indeed.com	0	0
				University of Arizona	0	0
				Arizona Daily Star	0	0
				CareerBuilder.com	0	0
				Personal Referral	0	0
				Other	2	1

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**For the period ending 5/31/2018**  
**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		<a href="http://allwomeninmedia.org">http://allwomeninmedia.org</a>	0	No
ArizonaDiversity.com	Phoenix	AZ 85023	info@arizonadiversity.com (800) 984-3775	0	No
Arizona Job Bank	Online		<a href="http://www.ajb.dni.us/az/">http://www.ajb.dni.us/az/</a>	0	No
Arizona Public Media Website P.O. Box 210067	Tucson	AZ 85721-0067	Michael D. Testerman, J.D., SPHR, Human Resources Representative (520) 626-2061	0	No
CareerBuilder			Andrew Cox (TNI) (520) 621-5828	1	No
Chicanos por la Causa	Tucson		520-882-0018	0	No
Corporation for Public Broadcasting (CPB)	Online		<a href="http://www.cpb.org">http://www.cpb.org</a>	0	No
Current.org	Online		<a href="http://www.current.org">http://www.current.org</a>	1	No
Diversity.com			University of Arizona Human Resources Department (520) 626-7657	0	No
Indeed.com 6433 Champion Grandview Way, Building 1	Austin	TX 78750	<a href="http://www.indeed.com">http://www.indeed.com</a>	12	No
Jobertising – Job Fair	Online		Jobertising.com	0	No
Jobing.com	Online		Tucsonjobing.com	0	No
LinkedIn	Online		<a href="https://www.linkedin.com">https://www.linkedin.com</a>	1	No
Personal Referral (UA Employee)/Other				9/10	No
Pima County One-Stop Career Center	Tucson	AZ	520-724-7700	0	No
Project Insight	Tucson	AZ	520-403-0962	0	No
Tucson Indian Center	Tucson	AZ	520-884-7131	0	No
University of Arizona 888 N Euclid Ave.	Tucson	AZ 85721-0158	Human Resources (520) 621-2211	17	No

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**For the period ending 5/31/18**  
**Prong 3 Longer-Term Recruitment Initiatives**  
**Implemented During the Previous Year**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>	<b>Number of Participants</b>
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.	Arlene Islas Producer/Director; Martin Rubio, Manager, Production Services; and Brian Deevers , Graphic Artist.	21
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.	Andrea Kelly, Assistant 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.	Arlene Islas, Producer/Director; Martin Rubio, Manager, Production Services; Brian Deevers, Graphic Artist; and Jim Blackwood, Production Technician.	21
5	8/22/2017 4/5/2018	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 Career Fair, and the University of Arizona Wildcat Student Employment Fair and Spring Career Fair.	Michael Testerman, HR Representative, Mary Paul, Executive Administrative Assistant, Laura Maher, Volunteer Coordinator, Diane Little, Volunteer, Alexander Birch, Administrative Assistant, and Bailey Gibson, Student Employee.	266
6.	Ongoing	Management Training (Option 14)	Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.	UA Online Training, UA Office of Institutional Equity: Preventing Discrimination for Non-Supervisory Employees; Preventing Discrimination and Harassment for Supervisors and Faculty; and Title IX for Employees (Preventing Sexual Misconduct).	Jack Gibson, Kimberly Heath, John Hess, Sara Gromley, Enrique Aldana, Pat Callahan, Sandra Riggins, John Booth, Martin Rubio, Hildy Ko, Frank Fregoso, Jason Katterhenry, Ed	16

					Kesterson, Andrea Kelly, Peter Michaels, Gene Robinson	
7	Ongoing	Management Training (Option 14)	Provide Training to management-level personnel as to the methods of ensuring diversity in Public Broadcasting and general management topics.	PBS General Managers' Meeting & Annual Conference; NPR Collaborative Journalism Meeting.	Jack Gibson, Chief Executive Officer, Vicki Ferguson, Carolyn Yaussy; John Hess	4
8	Ongoing	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.	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