

EEO Public File Report
KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM
For the period beginning 6/1/2021 ending 5/31/2022
Prong 3 Longer-Term Recruitment Initiatives
Implemented During the Previous Year

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved | Number of Participants |
|------------|--|---|--|---|---|-------------------------------|
| 1 | 9/7/2021 – 10/8/2021 | 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. | <ul style="list-style-type: none"> • Brain Deevers, Marketing & Communications Manager | 1 |
| 2 | 6/1/2021 - 5/31/2022 | 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. | <ul style="list-style-type: none"> • Brian Deevers, Creative Services Manager. • Shawn Teague, Production Manager | 22 |
| 3 | 8/25/2021 4/22/2022 – 4/28/2022 3/29/2022 | 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 <ol style="list-style-type: none"> 1) University of Arizona – Wildcat Employment Fair 2) Diversity Career Fair 3) Brazen job fair | <ul style="list-style-type: none"> • Alex Birch, Volunteer Coordinator • Nina Shelton, Producer • Tanya Gonzales, HR Generalist • Chris Conover, News Director | 114 |
| 4 | 1/1/2022 – 5/31/2022 | Management Training (Option 14) | Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. | <ol style="list-style-type: none"> 1. UA Online Training 2. Preventing Discrimination and Harassment for Supervisors and Faculty | <ol style="list-style-type: none"> 1. Bell, Gary S 2. Bell, Lilibelle K 3. Brown, Andrew E 4. Callahan, Patricia J 5. Conover, Christopher M 6. Dale, Deborah 7. Deevers, Brian Allen 8. Gibson, John H 9. Gonzales, Tanya R 10. Heath, Kimberly S 11. Homer, Christopher L 12. Katterhenry, Jason L 13. Kesterson, Lyle E 14. Ko, Hildy 15. Leader, Betsy Lyn 16. Macspadden, Ian 17. Paul, Mary M 18. Reardon, Marsha E | 20 |

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|---|------------------------------------|--|---|--|---|----|
| | | | | | 19. Robinson,Eugene 20. Teague,Shawn | |
| 5 | 6/1/2021 - 5/31/2022 | Management Training (Option 14) | Provide Training to management- level personnel as to the methods of ensuring diversity in Public Broadcasting and general management topics. | <ul style="list-style-type: none"> • PMBA Annual Meeting • PMBA - Public Media’s Role Advancing Diversity and Inclusion Within Their Organizations • SMPTE’s DEI committee • PMBA Inclusive Leadership • PMDMC: Diversity in Pledge: Building a Diverse Donor Base Through On-Air Fundraising & Diversity in Public Media • April 2002 Greater Public Audience Development Summit • Reflecting Equity in the Arts – DEI and Access at TMA | Jack Gibson, Chief Executive Officer; Gene Robinson, Chief Operating Officer; Kimberly Heath, Chief Financial Officer Deb Dale, Chief Development Officer Ian MacSpadden, CTO | 4 |
| 6 | 2/25/2022 4/28/2022 5/5/2022 | 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. | Andrew Brown, Series Content Manager Chris Conover, News Director David Fenster, Sr. Producer | 20 |