### Prong 3 Longer-Term Recruitment Initiatives Implemented During the Previous Year

<table>
<thead>
<tr>
<th>No.</th>
<th>Date</th>
<th>Initiative</th>
<th>Description</th>
<th>Scope of Involvement</th>
<th>Personnel Involved</th>
<th>Number of Participants</th>
</tr>
</thead>
</table>
| 1   | 8/22/2022 – 05/11/2023 | 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.    | **Andrew Brown, Series Content Manager** - Allison Fagan (1/11/2023 – 5/3/2023)  
**Chris Conover, News Director**  
Hannah Cree, August – December (2022),  
JT Thorpe August – December (2022),  
Alecia Vasquez January-May (2023).  | 4                      |
| 2   | 6/1/2022 – 5/31/2023 | 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. | **Brian Devers, Creative Services Manager.**  
**Shawn Teague, Production Manager**  
**Tanya Gonzales, HR Generalist**  
**Chris Conover, News Director**  
**Alexia Aguilar - HR Assistant III**                                                        | 22                     |
| 3   | 3/24/2023 3/29/2023 5/4/2023 | 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  
1) University of Arizona – School of Journalism, Employment Fair (5)  
2) Brazen job fair (26)  
3) KVOA – job fair (200)  
 | **Tanya Gonzales, HR Generalist**  
**Chris Conover, News Director**  
**Alexia Aguilar - HR Assistant III**  | 235                    |
| 4   | 1/1/2023 – 5/31/2023  | Management Training (Option 14)                 | Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. | 1. UA Online Training  
2. Preventing Discrimination and Harassment for Supervisors and Faculty  
3. UA DEI Symposium - Opening Plenary with DR. Jonathan Higgins: Beyond the Acronym: Doing the Work to Create Real Impact Diversity Creates Diverse Ideas: RII is Harnessing the Power of Diversity Opening Plenary  
4. UA DEI Networking Lunch  
5. UA DEI Workshop with Dr. Jonathan Higgins: Working at the Intersections - A Conversation in Authenticity in Media  
6. DEI Committee: Structure, Functions, and Accountability Practices  | 1. Bell, Gary S  
2. Brown, Andrew E  
3. Conover, Christopher M  
4. Cox, Nicole  
5. Dale, Deborah  
6. Devers, Brian Allen  
7. Gibson, John H  
8. Gonzales, Tanya  
9. Heath, Kimberly S  
10. Homer, Christopher L  
11. Katterhenry, Jason L  
12. Kesterson, Lyle E  
13. Ko, Hildy  
14. Leader, Betsy Lyn  
15. Macspadden, Ian  
16. Paul, Mary M  
17. Reardon, Marsha E                          | 18                      |
<table>
<thead>
<tr>
<th>Option</th>
<th>Date</th>
<th>Program</th>
<th>Activities</th>
<th>Contacts</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>6/1/2022-5/31/2023</td>
<td>Management Training</td>
<td>Provide Training to management-level personnel as to the methods of ensuring diversity in Public Broadcasting and general management topics.</td>
<td>Jack Gibson, Chief Executive Officer; Gene Robinson, Chief Operating Officer; Kimberly Heath, Chief Financial Officer; Deb Dale, Chief Development Officer; Ian MacSpadden, CTO</td>
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<tr>
<td>16</td>
<td>3/24/2023</td>
<td>Career Development Tours/Public Outreach</td>
<td>Community events designed to inform and educate public about broadcasting career opportunities.</td>
<td>Timna Guerchon, Community Events Coordinator</td>
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