

**EEO Public File Report**  
**KUAT-TV, KUAS-TV, KUAZ (AM), KUAZ-FM, and KUAT-FM**  
**For the period beginning 6/1/2024 ending 5/31/2025**  
**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	8/26/2024 – 05/15/2025	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"> <li>• Brown, Andrew</li> <li>• Conover, Christopher</li> </ul>	3
2	6/1/2024 - 5/31/2025	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"> <li>• Deevers, Brian</li> <li>• Teague, Shawn</li> <li>• Denne, Tom</li> </ul>	12
3	10/10/2024	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.	University of Arizona – School of Journalism, Employment Fair	<ul style="list-style-type: none"> <li>• Brown, Andrew</li> <li>• Conover, Christopher</li> </ul>	8
4	2/20/2025	Hosting Job Fair	Hosting job fair to related to career opportunities in broadcasting and news.	<ul style="list-style-type: none"> <li>• University of Arizona – School of Journalism, Employment Fair</li> </ul>	<ul style="list-style-type: none"> <li>• Brown, Andrew</li> <li>• Conover, Christopher</li> </ul>	5
5	6/1/2024- 5/31/2025	Management Training (Option 14)	Provide training to management-level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.	<ul style="list-style-type: none"> <li>• UA Online Training -Preventing Discrimination and Harassment for Supervisors and Faculty</li> <li>• University of Arizona Search Committee Training</li> <li>• University of Arizona Title IX training</li> </ul>	<ul style="list-style-type: none"> <li>• Bell, Gary</li> <li>• Brown, Andrew</li> <li>• Conover, Christopher</li> <li>• Cox, Nicole</li> <li>• Deevers, Brian Allen</li> <li>• Denne, Tom</li> <li>• Gibson, Jack</li> <li>• Gonzales, Tanya</li> <li>• Katterhenry, Jason</li> <li>• Heath, Kimberly</li> <li>• Macspadden, Ian</li> <li>• Paul, Mary M</li> <li>• Robinson, Eugene</li> <li>• Teague, Shawn</li> <li>• Zachary, Bohdan</li> </ul>	15

6	6/1/2024 - 5/31/2025	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"> <li>• PMBA Annual Meeting</li> <li>• PBS Annual Meeting</li> <li>• NETA Leadership Trainings</li> <li>• Poynter Leadership Trainings</li> <li>• PMBA Talent Review and Succession Planning</li> <li>• How to Build a Culture of Appreciation as a Manager</li> <li>• NPR Data, Trends, Insights</li> <li>• NETA Learns: A New Kind of Diversity: Generational Diversity</li> <li>• Integrated Learning Series: Mid-level Giving</li> <li>• CEO Forum Series - Public Intelligence: Digital Literacy is reading &amp; Writing</li> <li>• CEO Forum Series - Public Intelligence: Digital Literacy is reading &amp; Writing</li> <li>• CEO Forum - Leading Self Through Uncertain Times pt. 1/2</li> <li>• CEO Forum - Leading Self Through Uncertain Times pt. 2/2</li> <li>• People First, People Last - AI Policy for Public Media Stations</li> <li>• The Human Element: Building Culture in a Changing Workplace</li> <li>• Building Today's Public Media Workforce for Tomorrow's Success</li> </ul>	<ul style="list-style-type: none"> <li>• Cox, Nicole</li> <li>• Gibson, Jack</li> <li>• Gonzales, Tanya</li> <li>• Estrada, Irene</li> <li>• Katterhenry, Jason</li> <li>• Heath, Kimberly</li> <li>• Macspadden, Ian</li> <li>• Robinson, Eugene</li> <li>• Zachary, Bohdan</li> </ul>	9
7	Dec. 13, 2024 Jan 23, 2025 Feb 12, 2025	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.	Timna Guerchon, Community Events Coordinator	40