

Federal Communications Commission

FCC MB - CDBS Electronic Filing
Account number: 769704

Description: KVOA(TV) 2006 EEO REPORT
Application Reference Number: 20060601AAZ
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Based on the information supplied, no fee is required.

[Menu](#)

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20060601AAZ
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee
KVOA COMMUNICATIONS, INC.

Mailing Address
P.O. BOX 5188

City TUCSON	State or Country (if foreign address) AZ	Zip Code 85703 -
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Telephone Number (include area code) 5207922270	E-Mail Address (if available)
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Facility ID Number 25735	Call Sign KVOA
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TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV
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Application Purpose

- New Program Report
- Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KVOA	25735		TUCSON, AZ	

<input type="radio"/> AM	<input type="radio"/> FM	<input checked="" type="radio"/> TV	
		<input type="radio"/> Yes	<input checked="" type="radio"/> No
CONTACT PERSON IF OTHER THAN LICENSEE			
Name KEVIN P. LATEK, ESQ.		Street Address 1200 NEW HAMPSHIRE AVENUE, NW SUITE 800	
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000
FILING INSTRUCTIONS			
<p>Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.</p>			
<p>A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.</p>			
<p>DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during <input checked="" type="radio"/> Yes <input type="radio"/> No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?</p>			
<p>If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.</p>			
<p>[Exhibit 1]</p>			
<p>Does your station employment unit employ fewer than five full-time employees? <input type="radio"/> Yes <input checked="" type="radio"/> No</p>			
<p>Consider as "full-time" employees all those permanently working 30 or more hours a week.</p>			
<p>If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.</p>			
<p>CERTIFICATION.</p>			
<p>This report must be certified, as follows:</p>			
<p>A. By licensee, if an individual; B. By a partner, if a partnership (general partner, if a limited partnership); C. By an officer, if a corporation or an association; or D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.</p>			
<p>WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).</p>			

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent TREASURER
Title JAMES W. MARTIN	Telephone No. (include area code) 8435777111
Date 5/30/2006	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: GARY NIELSEN	Title: PRESIDENT & GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT

Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 2]

II. NARRATIVE STATEMENT

Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits**Exhibit 1****Description:** DISCRIMINATION COMPLAINT

PLEASE SEE ATTACHED

Attachment 1

Description
Summary of Discrimination Complaint

Exhibit 2**Description:** EEO PUBLIC FILE REPORTS

PLEASE SEE ATTACHED

Attachment 2

Description
2005 EEO Public File Report
2006 EEO Public File Report

Exhibit 3**Description:** NARRATIVE STATEMENT

PLEASE SEE ATTACHED

Attachment 3

Description
EEO Narrative Statement

Exhibit 1

Summary of Complaint

On February 2, 2004, Ms. Janis Furlong filed a complaint with the Equal Employment Opportunity Commission (“EEOC”) (EEOC Charge No. 35A-2004-00162) against KVOA Communications, Inc. in which she alleged that she had been discriminated against on the basis of disability. On April 8, 2004, the EEOC issued a Dismissal and Notice of Rights, stating that it was “unable to conclude that the information obtained establish[ed] violations of the statutes.” No lawsuit was filed in the time allowed, and this matter is closed.

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

June 1, 2004-May 31, 2005

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
1	Producer	4/1/2004	6/7/2004	KVOA.com TV Jobs.com KVOA Website	3	1
2	Associate Producer	5/6/2004	6/7/2004	KVOA Intern Program KVOA Employee Referral	4	1
3	Sports Producer	6/1/2004	10/11/2004	KVOA Employee Referral TV Jobs.com KVOA.com	1 2 1	0 0 0
4	Brand Manager	7/9/2004	10/11/2004	Graham Newell Internet Site TV Jobs.com KVOA.com	3 2 1	1 0 0
5	Photographer	8/12/2004	10/14/2004	KVOA.com TV Jobs.com	1 1	1 0
6	Research Director	7/9/2004	11/8/2004	Spots N Dots Arizona Daily Star	5 1	1 0
7	Anchor	8/1/2004	12/1/2004	Personal Contact	2	1
8	Anchor/Weather	9/1/2004	12/2/2004	TV Jobs.com KVOA Employee Referral Agent	4 1 1	1 0 0

* Please see attached list of recruitment sources contacted for each open position.

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

June 1, 2004-May 31, 2005

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(IES) INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION	NUMBER INTERVIEWED	NUMBER HIRED
9	Producer	7/26/2004	12/15/2004	KVOA Employee Referral Media Line TV Jobs.com KVOA.com	1	1
10	Account Manager	11/15/2004	1/3/2005	KVOA Employee Referral	2	1
11	Account Manager	11/15/2004	1/3/2005	KVOA Employee Referral	2	1
12	News Photographer	11/1/2004	2/14/2005	KVOA Sister Station - KOAA, Colorado Springs KVOA Employee TV Jobs.com	1 1 3	1 0 0
13	Producer	11/17/2004	2/21/2005	TV Jobs.com KVOA Website KVOA Employee	2 4 2	1 0 0
14	Wknd Meteorologist/Reporter	3/11/2005	5/12/2005	KVOA.com Talent Dynamics	2 1	1 0
15	Investigative Producer	3/17/305	5/23/2005	KVOA.com	3	1
16	Associate Producer	4/1/2005	4/22/2005	KVOA Intern program	3	1

* Please see attached list of recruitment sources contacted for each open position.

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KVOA COMMUNICATIONS INC.
TUCSON, AZ

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FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
17	Anchor/Reporter	3/29/2005	6/16/2005	TV Jobs.com Agent Talent Dynamics KVOA.com	2	1
					1	0
					3	0
					1	0
18	Reporter	4/23/2005	5/23/2005	TV Jobs.com KVOA.com	3	1
					1	0

* Please see attached list of recruitment sources contacted for each open position.

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
1	TVJOBS.com	n/a	26	NO
2	Tucson Women's Commission 240 North Court Avenue, Tucson, AZ 85701	Sandy Davenport	0	YES
3	U of A African American Student Affairs 1322 E. 1st Street Rm 209, Tucson, AZ 85719	Carlene Franklin	0	NO
4	Pima Community College 4905C E. Broadway, Tucson, AZ 85711	J. Lifel	0	YES
5	Chicano/Hispanic Student Affairs Economics 23, P.O. Box 210023, Rm 217 Tucson, AZ 85721	Leona R. Puente	0	NO
6	Chicanos Por La Causa-Employment Specialist 200 North Stone, Tucson, AZ 85701	Letty Stadler	0	YES
7	NAACP 2160 N. 6th Avenue, Tucson, AZ 85705	Clarence Boykins	0	YES
8	National Association of Hispanic Journalists 1000 National Press Building 529 14 ST NW Washington DC 20045-2001	NAHJ Job Bank	0	YES
9	Tucson Newspapers	Classifieds	0	NO
10	Emanuel Grace Church 1440 Camino del Sierra, Tucson, AZ 85713	Minister Charles Watkins	0	NO
11	JournalismNext.com Dept of Economic Security 5441 E. 22nd Street, Tucson, AZ 85711	David J. Balderyama	0	NO YES
12	Fred G. Acosta Job Center 901 South Campbell, Tucson Az 85719	Sheri Kolossa	0	YES
13	KQTL 2955 E. Broadway, Tucson, AZ 85716	Richard Rocha	0	NO
14	Arizona Broadcasters Association Post on Internet--Careerepage.org	n/a	0	NO
15	Pascua Yaqui Tribe 7474 S. Camino de Oeste, Tucson, Az 85746	Carmen Thomas HR Director	0	NO
16	Tucson Advertising Federation Marketing@tucsonadfed.org	n/a	0	NO

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
17	AWRT--Tucson Chapter Email--katrina@adwiz.com	Katrina@adwiz.com	0	NO
18	Tucson Urban League 2305 S. Park Avenue, Tucson, AZ 85713	Donna Bakerx	0	YES
19	Native American Resources Employment & Training UofA Nugent Bldg. #202, Tucson, AZ 85721	n/a	0	NO
20	Job Assistance Center--Dept of the Army United States Army Intelligence, Fort Huachuca, AZ 85613	Angela Baker	0	YES
21	Tucson Indian Center P.O. Box 2307, Tucson, AZ 85702	Benny M. McCabe Employment Case Mgr Richard Fimbres	0	YES
22	LULAC P.O. Box 2443, Tucson, AZ 85702		0	NO
23	Access Tucson 124 E. Broadway, Tucson, AZ 85701	Sam Barron	0	NO
24	Tohono O'odham Nation P.O. Box 837, Sells, AZ 85634	Judy Burgard HR Manager	0	NO
25	Jackson Employment Center 300 E. 26th, Tucson, AZ 85713	n/a	0	NO
26	KVOA Website	Linda Tremelling	17	NO
27	Cordillera Communications Website	Linda Tremelling n/a	0	NO
28	Jobs Latino-- joblatino.com	joblatino.com	0	NO
29	Community Outreach Program for the Deaf 268 W. Adams Street Tucson, AZ 85705	Angie Garrito	0	YES
30	P.H.A.S.E. 1230 North Park Avenue, #209, Tucson, AZ 85705	Bonnie Garrison	0	YES
31	Tucson Black Chamber of Commerce 1690 North Stone, Tucson, A 85705	Shirley Hockett	0	YES
32	Organization of Chinese Americans 1001 Connecticut Ave. NW ste 707 Washington, D.C. 20036	Keith	0	NO
33	Tucson Hispanic Chamber of Commerce 823 E. Speedway, Tucson, AZ 85719	Marlene Shaw Office Administrator	0	NO

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
34	Goodwill Industries of Southern Arizona Inc. 1940 E. Silverlake #405, Tucson, AZ 85713	Mickie White Job Developer	0	YES
35	D.E.S. Vocational Rehabilitation 400 West Congress #420, Tucson, AZ 85701	Edna M Gilliland	0	YES
36	Pima County One Stop Career Center 825 E. Ft Lowell Road Tucson, AZ 85705	Mario Somaza	0	YES
37	Tetra Corporation 308 W. Glenn Street, Tucson, AZ 85705	Mary Lespron	0	YES
38	Thebackhaul.com	n/a	0	NO
39	Medialine.com	n/a	1	NO
40	Tvnewz.com	n/a	0	NO
41	Emonline.com	n/a	0	NO
42	KXLF Television 1003 South Montana, Butte, Montana 59701	Pat Cooney General Manager	0	NO
43	KRTV Hwy 87-P.O. Box 2989, Great Falls, Montana 59404	Bill Preston General Manager	0	NO
44	KPAX P.O. Box 4827, Missoula, Montana 59801	Bob Hermes General Manager	0	NO
45	KOAA 2200 7th Avenue, Pueblo, Colorado 81003	Evie Hudson Business Manager	0	NO
46	KATC P.O. Box 633333, Lafayette, LA 70506	Kathy Schexnayder Business Manager	0	NO
47	KTVQ Box 2557, Billings, Montana 59103	Monty Wallis General Manager	0	NO
48	KRIS-TV 409 Staples Street, Corpus Christi, Texas 78401	Frank Smith General Manager	0	NO
49	WLEX-TV P.O. Box 1457, Lexington, KY 40591	Sandy Byron Business Manager	0	NO
50	Gospel Rescue Mission 312 West 28th Street, Tucson, AZ 85713	Jenny Coverdale	0	YES

KVOA COMMUNICATIONS INC.
INFORMATION REGARDING RECRUITMENT SOURCES CONTACT FOR FULL TIME VACANCIES

NO.	RECRUITMENT SOURCE	CONTACT	TOTAL INTERVIEWED	ENTITLED TO NOTIFICATION
51	U of A Wildcat Newspaper 615 N. Park Ave., Rm. 101, U of A, Tucson, AZ 85721-0087	Classifieds 520.621.3425	0	NO
52	KVOA Internship Program P.O. Box 5188, Tucson, AZ 85703-0188	Ryan Morris	7	
53	KVOA Referral	n/a	8	
54	Internal Promotion	n/a	1	
55	Arizona Daily Star	Classifieds 1-800-677-3554	1	
56	Spots 'N Dots		5	
57	Graham Newell 6839 Charter Hills Rd., Charlotte, NC 28277	888-884-2630 704-543-17426	3	
58	Agent	n/a	2	
59	KVOA Sister Station (KOAA) 2200 7th Avenue, Pueblo, Colorado 81003	Evie Hudson Business Manager	1	
60	KVOA Employee	n/a	2	
61	Talent Dynamics 600 E. Los Collinas Blvd. Suite 100, Irving, TX 75039	Lou Michaels	4	
62	Personal Contact	n/a	2	

KVOA COMMUNICATIONS INC.

LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2004- MAY 31, 2005

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/2003-ongoing	College Intern Program	Expose college students to broadcasting environment	Host interns from area colleges who are majoring in broadcast-ing for credit hours	Lisa Contreras-News Director Matt Hamada- Intern Coordinator
2	10/6/2004	Job Fair	Participated in Pima Community College job fair	Recruited applicants for Morning Weatherman, producer, photog rapher, Research Director & Part-time Editor	Linda Tremelling-Business Mgr Lisa Contreras-News Director Dave Kerrigan-Operations Mgr Dottie Diaz- Traffic Mgr Ralph Turk-Chief Engineer
3	10/23/2004	Kids Workshop	Conducted workshop for Bare Essentials Annual Workshop	Conduct workshop for 240 kids to learn news reporting Detail agenda on file	Brad Stone-Assistant News Director Patty Weiss--Anchor other News personnel
4	7/24/2004	Middle Management Job Listing	Spots N Dots, AWRT.	Placed ads and interviews prospective applicants for middle management positions in station	Ed Ortelli--GSM/Station Mgr Linda Tremelling/Business MGR
5	2/23/2005	Job Fair	Participated in the Tucson Indian Center Job Fair.	Recruited applicants for two producer positions and reporter/ anchor. Talked with attendees about careers in broadcasting	Linda Tremelling/Business MGR
6	3/30/2005	Job Fair	Participated in Pima Community College job fair	Recruited Applicants for News Producer, Photog, Topical News Producer, Weekend Weather/ Reporter, Editor & Production Assistant	Linda Tremelling/Business Mgr Evan Pappas-LSM Lynn Jeffries-NSM Dottie Diaz-Traffic Mgr
7	5/25/2005	Job Fair	Participated In Tucson Urban League Job Fair	Recruited Applicants for Account Executive Position	Linda Tremelling/Business Mgr

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS INC.
TUCSON, AZ

June 1, 2005-May 31, 2006

FULL TIME POSITIONS

FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
1	Producer	6/7/2005	10/3/2005	Referred by KVOA employee TV Jobs. Com KVOA.com Local Tucson Tv station Other Profession jobsite	1	1
2	Producer	8/1/2005	8/31/2005	U of A Internship Program TV Jobs.com Other Referral	2	1
3	Traffic Assistant	10/15/2005	11/14/2005	AZ Daily Star KVOA Website	1	0
4	News Director	10/20/2005	11/14/2005	Talent Dynamics	3	1
5	PT Editor	10/4/2005	11/21/2005	KVOA.com Internship program	1	1
6	Reporter	10/5/2005	1/3/2005	Employee Referrals Internet Websites	5	1
7	Payroll Clerk	11/11/2005	12/15/2005	Employee ReHire	4	0
8	Writer/Producer	9/1/2005	12/17/2005	KVOA.com Referral	2	1
					1	0

* Please see attached list of Recruitment Sources contacted for each open position.

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9	PT Editor	12/15/2005	12/18/2005	Internship Program	1	1
10	Photographer	7/27/2005	12/27/2005	TV Jobs.com	8	1
11	Sports Producer	12/17/2005	1/3/2006	Temporary Employee	1	1
12	Reporter	10/5/2005	12/27/2005	Employee Referrals Internet Websites	5 4	1 0
13	Internet Sales Director	8/17/2005	1/3/2006	KVOA.Com	3	1
14	Account Executive	4/21/2005	1/3/2006	KVOA.Com Personnel referrals	3 5	1 0
15	Account Executive	11/23/2005	1/3/2006	Kvoa.com Personnel Referral	4 1	1 0
16	Reporter	10/5/2005	1/13/2006	Employee Referrals Internet Websites	5 4	1 0
17	Producer	1/4/2006	2/15/2006	Talent Dynamics KVOA Website Employee Referral TV Jobs.com	4 2 4 2	1 0 0 0

* Please see attached list of Recruitment Sources contacted for each open position.

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TUCSON, AZ

June 1, 2005-May 31, 2006

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FULL TIME POSITION	POSITION TITLE	DATE OPENED	DATE FILLED	RECRUITMENT SOURCE(S) UTILIZED TO FILL THE VACANCY(INCLUDING ORGANIZATIONS ENTITLED TO NOTIFICATION)	NUMBER INTERVIEWED	NUMBER HIRED
18	A/R Clerk	1/16/2006	2/27/2006	KVOA Website	1	1
19	PT Graphic Artist	1/24/2006	3/6/2006	Career Builder website(AZ Daily Star)	2	0
20	MC Operator	1/9/2006	3/21/2006	KVOA Website	3	1
21	PT Production Asst.	3/1/2006	3/13/2006	KVOA Website	5	1
22	Production Asst	3/6/2006	3/20/2006	KVOA Website	1	1
23	Morning Weather	1/13/2006	3/20/2006	Talent Dynamics Employee Referral Temporary Employee Agent Referral	2 1 2	1 0 0
24	PT Production Asst.	3/1/2006	4/18/2006	Pima Community College	2	1
25	PT Studio Prod Asst.	3/1/2006	4/20/2006	University of Arizona	1	1
26	Executive Producer	1/13/2006	5/22/2006	Employee Referral KVOA Employees TV Jobs. Com KVOA.com	4 2 2 1	1 0 0 0

* Please see attached list of Recruitment Sources contacted for each open position.

Recruitment Sources	Contact	Entitled to Notification	Interviewed
E-Mail			
Tucson Women's Commission 240 N Court Ave Tucson AZ 85701	Sandy Davenport FAX: 624-5599 TEL: 624-8318 PCTWC@MINDSPRING.COM	YES	0
Chicanos Por La Causa- Employment Specialist 200 N Stone Ave Tucson AZ 85701	Christine Abeyta FAX: 884-9007 TEL: 882-0018 EXT#279 Christine.abey@cplc.org	YES	0
NAAACP Tucson Branch 2160 N 6TH Ave Tucson AZ 85705	Clarence Boykins CLARENCE540@AOL.COM	YES	0
Tucson Urban League 2305 S Park Ave Tucson AZ 85713	Donna Bakerx FAX: 623-9364 TEL: 791-9522 dbakerx@csd.pima.gov	YES	0
Tucson Indian Center 705 N Main Ave Tucson AZ 85705	Benny M McCabe FAX: 884-0240 TEL: 884-7131 Benmccabe@hotmail.com	YES	0
National Association of Hispanic Journalists 1000 National Press Bld 529 14st NW Washington DC 20045-2001	NAHJ Job Bank TEL: 202-662-7168 FAX: 202-662-7144 Jobbank@nahj.org	YES	0
Family Support Center 3500 S.Craycroft Rd. Bldg.3210 Davis-Monthan AFB, AZ 85707	Tom E. Rearden, MA, CFLE TEL: 228-5690 FAX: 228-5622 Tommie.Rearden@dm.af.mil	YES	0

Recruitment Sources	Contact	Entitled to Notification	Interviewed
Mail			
D.E.S. Vocational Rehabilitation 400 W Congress #420 Tucson AZ 85701	Edna M Gilliland Tel: 628-6810	YES	0
Fred G Acosta Job Center 901 S Campbell Ave Tucson AZ 85719	Sheri Kolossa Tel: 792-3015	YES	0
Goodwill Industries of So Arizona Inc. 1940 W Silverlake #405 Tucson AZ 85713	Mickie White Tel: 623-5174	YES	0
Tetra Corporation PO Box 50544 Tucson AZ 85703	Mary Lespron Tel: 622-4874 ext 130	YES	0
Tucson Black Chamber of Commerce 1630 N Stone Ave Tucson AZ 85705	Shirley Hockett	YES	0
Community Outreach Prog for the Deaf & Blind 268 W Adams St Tucson AZ 85705	Jane Kiser-Schmidt	YES	0

Recruitment Sources	Contact	Entitled to Notification	Interviewed
Fax			
Dept of Economic Security 5441 E 22nd St Tucson AZ 85711	David J Balderyama FAX: 584-9567 Tel: 584-8172	YES	0
Gospel Rescue Mission 312 W 28th St Tucson, Az 85713	Jenny Coverdale FAX: 622-5880 Tel: 622-3495	YES	0
Pima Community College 4905 C E Broadway Blvd Tucson Az 85711	Mary Holmes FAX: 206-4566 Tel: 206-4596	YES	2
Pima County One Stop Career Center	Mario Somaza FAX: 798-0599 Tel: 798-0500	YES	0
P.H.A.S.E 1230 n Park Ave #209 Tucson Az 85705	Bonnie Garrison FAX: 621-5008 Tel: 621-3902	YES	0
ACAP Job Assistance Center-Dept of the Army United States Army Intelligence Fort Huachuca AZ 85613	Angela Baker FAX: 520-533-7059 Tel: 520-533-5764	YES	0

Recruitment Sources	Contact	Entitled to Notification	Interviewed
E-Mail			
AWRT-Tucson Chapter katrina@adwiz.com Tucson Advertising Federation membership@tucsonadfed.org	katrina@adwiz.com membership@tucsonadfed.org	NO NO	0 0
Mail			
Chicano/Hispanic Student Affairs Economics 23 PO Box 210023 Tucson AZ 85721	Leona R. Puente		
LULAC PO Box 2443 Tucson AZ 85702	Richard Fimbres	NO	0
Access Tucson 124 E Broadway Blvd Tucson AZ 85701	Sam Barron	NO	0
Tohono O'adham Nation PO Box 837 Sells AZ 85634	Judy Burgard	NO	0
Jackson Employment Center 300 E 26th St Tucson AZ 85713	n/a	NO	0
KQTL 2955 E Broadway Blvd Tucson AZ 85716	Richard Rocha	NO	0
Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Az 85746	Carmen Thomas HR Director	NO	0
Emanuel Grace Church 1440 Camino del Sierra Tucson Az 85713	Minster Charles Watkins	NO	0
Native American Student Affairs Old Main Bldg, Rm. #111 Tucson Az 85721	n/a	NO	0

Recruitment Sources-Sister Stations

Fax	Contact	Interviewed
KVOA BOX 5188 TUCSON, AZ 85710	Linda Tremelling Business Manager	1
KXLF 1003 S Montana Butte MT 59701	Pat Cooney General Manager FAX: 406-782-8906 Tel: 406-496-8400	0
KRTV Hwy 87 PO Box 2989 Great Falls MO 59404	Bill Preston General Manager FAX: 406-791-5479 Tel: 406-453-2431	0
KPAX PO Box 4827 Missoula MT 59801	Bob Hermes General Manager FAX: 406-543-7111 Tel: 406-543-7106	0
KTVQ Box 2557 Billings MT 59103	Monty Wallis General Manager FAX: 406-252-9938 Tel: 406-252-5611	0
KOAA 2200 7TH Ave Pueblo CO 81003	Evie Hudson Business Manager FAX: 719-295-6685 Tel: 719-544-5781	0
KATC PO Box 63333 Lafayette LA 70506	Kathy Schexnayder Business Manager FAX: 337-235-9363 Tel: 337-235-3333	0
KRIS 409 Staples St Corpus Christi TX 78401	Frank Smith General Manager FAX: 361-887-6666 Tel: 361-886-6100	0
WLEX PO Box 1457 Lexington KY 40591	Sandy Byron Business Manager FAX: 859-254-1272 Tel: 859-226-7600	0
KSBY 1772 Calle Joaquin San Luis Obispo CA 93405	Kathy Yeakel Business Manager FAX: 805-541-5142 Tel: 805-541-6666	0

RECRUITMENT SOURCES

RECRUITMENT SOURCES

INTERVIEWED

KVOA.COM	29
Cordillera.tv/admin	0
Careerpage.org	0
TVJOBS.com	14
WWW.medialine.com	0
WWW.CAREER.ARIZONA.EDU	0
Spots 'N Dots	0
EMPLOYEE REFERRALS	34
LOCAL TUCSON STATION	1
ARIZONA DAILY STAR	4
U OF A INTERNSHIP PROGRAM	4
OTHER REFERRAL	2
TALENT DYNAMICS	9
GRAEME NEWELL'S	0
PROMAX.ORG	0
Other Profession Jobsite	1
Internet Websites	14
Promotion within Station	0
Pima Community College	2
University of Arizona	1
Employee Rehire	1
Temp Employee	2
Agent Referral	2

KVOA COMMUNICATIONS INC.
LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2005- MAY 31, 2006

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/2003-ongoing	College Intern Program	Expose college students to television news environment	Host interns from area colleges who are majoring in broadcasting for credit hours. Involve in writing, producing and editorial process	Lisa Contreras-News Director News Producers-Intern Cord.
2	9/29/2005	Job Fair	Participated in Pima Community College job fair	Recruited applicants for News Producer, Photog, Research Director; A/E, Internet Sales Director, Topical Producer, Senior Promotions Producer	Linda Tremelling-Business Mgr Jeff Green-LSM; Cathie Baibie Assignment Editor; Paul Hanke-Chief Photog, Dave Kerrigan-Operations Manager; Lynn Jeffries-NSM
3	10/17/2005	Career Day	Mentored students on Broadcast Careers Cochise Community College	Spoke to college students about Art Careers(ie: Computer graphics, graphic Technology) See file for detailed report	Yolanda Deleon-Art Director
4	10/22/2005	Bear Essential News for Kids Workshop	Kids Mentoring program	KVOA hosts a weekend workshop in our studio for over 250 kids. KVOA Staff and Management teach them the basics of reporting and anchoring. Then throughout the year, the kids return to the station on a monthly basis to tape their reports which air on KVOA every week. This year over half the kids were minorities from schools throughout the metro area.	Lacee Collins-Sports and Producer Jennifer Reardon-Vknd Anchor Gary Nielsen-Pres/GM Ray Montano-Director Kevin Yockey-Studio Asst
5	3/29/2006	Job Fair	Participated in Pima Community College Job Fair	Recruited applicants for Executive producer, Producer, A/E, PT Audio and PT Prod. Assistant	Linda Tremelling-Business Mgr Dave Kerrigan-Operations Mgr
6	4/5/2006	Career Fair	U of A Spring Career Days Job Fair	Recruited applicants for Executive producer, Senior Producer, A/E, PT Audio and PT Prod. Assistant	Linda Tremelling-Business Mgr Jeff Green-Local Sales Mgr
7	4/17/2005	Career Fair	Sponsored KVOA Career Fair at Scottsdale Community College	Recruited Applicants for A/E, Traffic Assistant PT Audio, and PT Prod Assist. and Promotion Producer	Gary Nielsen-General Manager Kathleen Choal-News Director

KVOA COMMUNICATIONS INC.
 LONGER TERM RECRUITMENT INITIATIVES
 IMPLEMENT FOR PERIOD JUNE 1, 2005- MAY 31, 2006

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
8	5/25/2006	Career Fair	Sponsored Career Fair with Tucson Urban League, Comcast and AOL	Recruited applicants for Senior Writer/Producer, Topical Writer/Producer, (2) PT Editors, News Reporter, News Photographer, and News Producer	Linda Tremelling-Business Mgr Yvette Perez-Director of Mkg & Comm Kathleen Choal-News Director Dave Kerrigan-Operations Manager

KVOA EEO Program Report - EEO Narrative Statement

In 2003 KVOA identified organizations and methods that could assist KVOA in reaching out to the community in a broad and inclusive manner for recruitment of job applicants for the station. Correspondence and discussion with community organizations identified their interest in receiving job opening information from KVOA as well as their preferred method of receiving the information. Every job opening is sent to these organizations. In addition to sending notification of job openings to identified organizations, KVOA also publicizes its open positions via Internet postings, print publications, job fairs, and other sources.

In addition to engaging in broad outreach for open positions, KVOA also participates in numerous other activities that are not necessarily designed to fill specific open positions. Career/job fairs, internships in news and marketing, mentoring, media awareness presentations by management to diverse groups, tours to student bodies, workshops for students to provide hands on training and internal training for employees to facilitate advancement are some of the efforts KVOA has used to insure a successful outreach program that is broad and inclusive.

This past year KVOA helped sponsor two job fairs hosted by the Urban League and the Arizona Broadcasters. KVOA provided on air recruitment messages and news support for these job fairs. Additionally, the station provided funding to help underwrite the Urban League job fair. KVOA also participated in three additional career days/ job fairs at local community colleges and at the University of Arizona.

KVOA management representation at these five job fairs this past year has included the general manager, local sales manager, news director, business manager, news managing editor, operations manager and chief photographer. In addition to one-on-one information from KVOA's management members, material that backgrounds the various positions available in the broadcasting industry is made available to the participants. Emphasis is placed on letting the participants know that all job openings are always available on the station's website and that new openings appear on a regular basis.

KVOA has been able to reach a diverse group of students with interest in news and marketing/sales through two internship programs in association with the University of Arizona. Interns in these programs are given an extensive overview of a local television station news operation and receive class credit for their involvement. Over the years KVOA has been successful in hiring some of these internship participants following graduation. KVOA also participates in the

University of Arizona's Media Arts Professional Practices course providing mentoring and career advice to students interested in the media arts.

As part of its constant efforts to improve its EEO program, over the last year KVOA has reached out to additional groups to present information on career opportunities in television and in particular at KVOA. An example of this is KVOA's Art Director, Yolie DeLeon, traveling to Cochise County to present an all day seminar for a diverse audience of students at the Cochise Community College. These students all had an interest in media arts but little in the way of knowledge of the opportunities in the television business. Another example is one of our reporters, Lorraine Rivera, going over to Douglas to participate at the Douglas High School Career Day where she talked to over one hundred students on everything from education to pay in broadcasting.

KVOA again this year provided an outreach effort that allowed over 250 students to start their exposure to broadcasting at KVOA. The station holds a workshop in the fall that allows these, primarily middle school, students to come to the station on the weekend and be taught the mechanics of writing, reporting, photography and anchoring. KVOA news and production staffers provide instruction on the skills necessary for working at a television station. Selected students then come back to KVOA every month and write and anchor news stories that the station runs every week on Saturdays. This group of students is recruited from almost every school in the metro area and is very diverse.

KVOA management members regularly discuss job openings with internal promotion and outreach opportunities reviewed. The station has a progressive training program that has qualified a diverse group of employees who have been promoted to new areas of responsibilities, subsequently opening up jobs for outreach efforts.

The station recently sent out a questionnaire to its existing base of recruitment sources, soliciting feedback on the station's job announcements. KVOA asked questions on relevancy, completeness of information provided, adequate contact information, and whether sources still wished to receive the job opening information. The questionnaire also generally requested other suggestions for the station or other recommended sources that the station could contact to continue to improve upon its broad and inclusive outreach efforts.

KVOA's EEO program and policies, as illustrated in part above, have allowed the station to ensure that its methods and sources for recruitment have been broad and inclusive, resulting in successful recruitment and hiring.