

# EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS, INC.  
TUCSON, AZ

June 1, 2007 – May 31, 2008

## 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	Part Time Studio	5/30/07	6/7/07	U of A	1	1
2	Assignment Editor	5/30/07	6/20/07	KVOA Internship Program	1	0
				KVOA Employee	1	1
3	Reporter	5/30/07	8/6/07	TVspy.com	2	1
				Employee Referral	1	0
				KVOA.com	1	0
				News Agent	1	0
4	Producer	5/30/07	8/6/07	Employee Referral	2	1
				TVspy.com	1	0
5	Producer	5/30/07	7/16/07	In House Referrals	2	1
				TVspy.com	1	0
6	Editor	5/30/07	7/9/07	KVOA.com	1	1
				TV Jobs. Com	1	0
7	Part Time Studio	5/30/07	6/22/07	U of A	1	1
8	Account Manager	4/30/07	7/16/07	Tucson Help Wanted.com	2	0
				Employee Referral	4	0
				KVOA.com	1	0
				Other Referral	3	1
9	PT Editor	5/30/07	7/18/07	KVOA.Com	1	0
				TV Jobs. Com	1	0
				Employee Referral	1	1
10	PT Studio	7/19/07	7/25/07	Internet	1	1
11	Photographer	5/31/07	8/16/07	Employee Referral	2	1
12	Editor	8/1/07	8/20/07	Employee Referral	2	1
				KVOA.Com	1	0
				TV Jobs.com	1	0
				Recruitment Source Unknown	2	0
13	Morning Anchor	7/11/07	10/29/07	Talent Dynamics	7	0
				KVOA Employees	3	0
				KVOA.com	1	0
				Employee Referral	2	1
14	Account Executive	7/1/07	9/4/07	Tucsonhelpwanted.com	6	1
				AZ Wildcat.com	1	0
				Employee Referral	2	0
				Other Referral	2	0
15	PT Production Asst	8/16/07	8/21/07	KVOA.com	1	1
16	Reporter	8/22/07	9/19/07	TV Spy.com	1	1
				KVOA.Com	1	0
				KVOA Internship Program	1	0
17	Weekend Anchor	5/30/07	9/10/07	KVOA Employees	4	1
				Talent Dynamics	6	0
				KVOA.Com	2	0
				TV Spy.com	2	0
18	Account Executive	9/1/07	11/1/07	Jobing.Com	3	1
				Employee Referral	1	0

				Tucson Helpwanted.com	4	0
19	PT Studio	9/30/07	10/26/07	KVOA.Com	2	1
				Employee Referral	1	0
20	Reporter	10/11/07	11/26/07	TV Spy	2	1
				KVOA.com	2	0
				KMSB Referral	1	0
21	Week end/WX Anchor/Reporter	10/19/07	12/19/07	TV Spy	2	1
22	PT Studio	11/23/07	12/3/07	KVOA.com	4	1
23	PT Studio	11/23/07	12/7/07	KVOA.com	4	1
24	Photographer	12/7/07	12/20/07	KVOA.com	1	1
				TV Jobs.com	1	0
25	Account Executive	9/26/07	1/7/08	University of AZ/Az Wildcat	4	1
				Employee Referral	1	0
				Tucson Help Wanted.com	6	0
26	Producer	8/14/07	2/18/08	TV Spy.com	2	1
				KOAA	1	0
				KRTV	1	0
				KVOA Internship Program	1	0
				KVOA.Com	1	0
27	PT Studio	1/8/08	1/16/08	KVOA.Com	1	1
28	PT Editor	12/31/07	1/21/08	KVOA Internship Program	1	1
				KVOA.com	1	0
29	Account Executive	9/26/07	2/4/08	Employee Referral	1	0
				Tucson Help Wanted.com	6	1
				AZ Wildcat	4	0
30	Photographer	1/2/08	3/19/08	Other Referral	1	1
31	PT Studio	2/24/08	4/10/08	Hotjobs.com	1	1
				KVOA.com	1	0
				U of A job link	2	0
32	PT Studio	2/6/08	2/18/08	KVOA.com	3	0
				Az workforce Connection	1	1
33	PT Graphics	2/25/08	3/12/08	KVOA.com	2	1
				Pima Community College	1	0
34	PT Studio	2/27/08	3/3/08	KVOA.com	1	1
35	PT Studio	2/6/08	2/18/08	KVOA.com	3	1
				AZ Workforce Connection	1	0
36	Studio Production Assistant	3/12/08	3/19/08	KVOA Employee	1	1
37	Technical Director	2/4/08	2/18/08	KVOA Employee	1	1
38	Producer	3/12/08	5/5/08	U of A Job Fair	1	1
				Employee Referral	1	0
				Talent Dynamics	1	0
				TV Spy.com	1	0
				KVOA.Com	1	0
				TV Jobs.com	1	0
39	Web Content Producer	4/25/08	5/2/08	U of A	3	1
				TV Jobs.com	3	0
40	Director of New Media	9/11/07		Monster.com	1	1
				KVOA.com	2	0
				Gordon Borrell	1	0

KVOA COMMUNICATIONS, INC.

LONGER TERM RECRUITMENT INITIATIVES  
IMPLEMENT FOR PERIOD JUNE 1, 2007 – MAY 31, 2008

NO.	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	3/10/03- 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.	Kathleen Choal-News Director; Ryan Morris-Producer/Intern Coordinator
2	5/4/07	Greater Tucson Leadership Media Class	Senior management hosted media class in KVOA studios	Hosted 35 community leaders involved with non-profits, educational institutions, and government entities to present an overview of local television station's news and programming. Additionally the different jobs and skills sets needed for employment in television.	Gary Nielsen-President and General Manager, Kathleen Choal-News Director, Martha Vazquez-Talent and Reporter, Dave Kerrigan-Operations Manager, Yvette Perez-Director of Marketing and Communications, Dottie Diaz-Traffic Manager
3	9/25/07	School Appearances	Children's mentoring	Mentored 3 <sup>rd</sup> , 4 <sup>th</sup> & 5 <sup>th</sup> graders on reporting weather	Todd Kunz-Meteorologist
4	10/20/07	Bear Essential News for Kids	Kids mentoring program.	KVOA hosts a weekend workshop in our studio for over 200 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.	Lacy Collins-Weekend Sports; Ben Nogales, Ray Montano, Jeff Davis-Production personnel
5	11/26/07	U of A School of Media Arts	U of A Professional Practices Mock Interviews	Program helps to prepare students for a career in mock interviews with a professional. Students perform interviews and are critiqued.	Evan Pappas-General Sales Manager
6	11/14/07	Pizza With a Professional	Journalist from KVOA, KUAT, Tucson Citizen, AZ Daily Star and UA Journalism Program advisor discuss journalism	Students attend luncheon to learn about careers in Journalism	Lorraine Riviera-Weekend Anchor

			Careers		
7	12/6/07	Career Fair	Alta Vista High School	Spoke to high school students in regards to careers in broadcasting. School is almost 100% minorities	Kathleen Choal-News Director, Linda Tremelling-Business Manager
8	12/12/07	Oasis-Pulse of the Media	Pima County Adult Education	Spoke with Senior Students on television news in general and KVOA	Kathleen Choal-News Director
9	1/23/08	Career Fair	Tucson Indian Center	Recruited applicants for various news, production and sales positions	Linda Tremelling-Business Manager
10	2/14/08 & 2/15/08	Love of Reading Week	Carrillo Elementary School & Rivera Elementary School	Reading books to about 20 students each day and answering questions about news anchor & reporting jobs	Lorraine Rivera Weekend Anchor/Reporter
11	3/10/08	News Mentoring Engagement	University of Phoenix	Spoke to about 15 adults on all facets of the news room	Kathleen Choal-News Director
12	3/27/08	U of A Internship Fair	University of Arizona	Spoke with students in regards to internship opportunities with KVOA	Emily Morris-Executive Producer/Internship Coordinator
13	3/31/08	U of A Spring Career Days	University of Arizona	Recruited applicants for various News and Production positions. Spoke with students in regards to their majors as how this did or did not fit into the broadcasting industry	Linda Tremelling-Business Manager, Kathleen Choal-News Director, Dottie Diaz-Traffic Manager, Dave Kerrigan- Operations Manager, Paul Perez-Local Direct Sales Coordinator
14	3/31/08	U of A School of Media Arts	U of A Professional Practices Mock Interviews	Program helps to prepare students for a career in mock interviews with a professional. Students perform interviews and are critiqued.	Gary Nielsen-General Manager
15	5/29/08	Career Fair	Tucson Urban League	Sponsored and participated in the Tucson Urban League Job Fair.	Linda Tremelling-Business Manager, Dave Kerrigan-Operations Manager

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>E-MAIL</b>			
Tucson Women's Commission 240 N. Court Ave. Tucson, AZ 85701	Sandy Davenport FAX: 624-5599 FEL: 624-8318 <b><u>PCTWC@MINDSPRING.COM</u></b>	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 <b><u>Christine.Abey@cplc.org</u></b>	YES	0
National Assoc. of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20283	Post on Wednesdays @ <a href="http://www.nabj.org">www.nabj.org</a>	YES	0
NAACP Tucson Branch 2160 N. 6 <sup>th</sup> Ave. Tucson, AZ 85705	Clarence Boykins  TEL: 622-8277 <b><u>Clarence540@aol.com</u></b>	YES	0
National Urban League 120 Wall Street New York, NY 10005	<a href="mailto:Sharris@nul.org">Sharris@nul.org</a>	YES	0
Scottsdale Community College 9000 East Chaparral Road Scottsdale, AZ 85253	Raymond Dixon Post on Web@ <a href="http://www.scottsdalecc.edu/career">www.scottsdalecc.edu/career</a>	YES	0
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Bakerx FAX: 623-9364 TEL: 791-9522 <b><u>dbakerx@csd.pima.gov</u></b>	YES	0
Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705	Benny M. McCabe FAX: 884-0240 TEL: 884-7131 <b><u>Benmccabe@hotmail.com</u></b>	YES	0
National Association of Hispanic Journalists 1000 National Press Blvd. 529 14st MW Washington D.C. 20045-2001	NAHJ Job Bank FAX: 202-662-7144 TEL: 202-662-7168 <b><u>jobbank@nahj.org</u></b>	YES	0
Family Support Center 3500 S. Craycroft Rd. Bldg. 3210 Davis-Monthan, AFB, AZ 85707	Tom E. Reardon, MA, CFLE FAX: 228-5622 TEL: 228-5690 <b><u>Tommie.reardon@dm.af.mil</u></b>	YES	0
Mississippi University for Women 1100 College St. MUW-1624 Columbus, MS 39701	Towanda Williams Fax: 662-329-7192 Tel: 662-241-7619 <a href="mailto:twilliams@MUW.edu">twilliams@MUW.edu</a>	YES	0
Fred G Acosta Job Center 901 S. Campbell Ave. Tucson, AZ 85719	Laura Gonzales TEL: 879-9234 <a href="mailto:Allmom.natasha@jobcorps.org">Allmom.natasha@jobcorps.org</a>	YES	0

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>MAIL</b>			
D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701	Edna M. Gilliland TEL: 628-6810	YES	0
Concerned Media Professionals 240 N. Court Avenue Tucson, AZ 85701	Pila 624-8318	YES	0
Goodwill Industries of So. Arizona Inc. 1940 W. Silverlake #405 Tucson, AZ 85713	Annette Ferraioli TEL: 623-5174	YES	0
Tetra Corporation P.O. 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
Tohono O'odham Nation PO Box 837 Sells, AZ 85634	Judy Burgard	YES	0
AZ Commission of Indian Affairs 1400 W Washington Ste 300 Phoenix, AZ 85703	Lorie Wells Tel: 602-542-3123 Fax: 602-542-3223	YES	0
KUAT Communications University of Arizona Tucson, AZ 85721	Terri Sweet 621-5828	YES	0

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>FAX</b>			
Dept. of Economic Security 5441 E. 22 <sup>nd</sup> Street Tucson, AZ 85711	David J. Balderyama <b>FAX: 584-9567</b> TEL: 584-8172	YES	0
Gospel Rescue Mission 312 W. 28 <sup>th</sup> St. Tucson, AZ 85713	Jenny Coverdale <b>FAX: 622-5880</b> TEL: 622-3495	YES	0
Pima Community College 4905 C. E. Broadway Blvd. Tucson, AZ 85711	Mary Holmes <b>FAX: 206-4566</b> TEL: 206-4596	YES	1
Pima County One Stop Career Center Tucson, AZ 85705	<b>Mario Somaza</b> <b>FAX: 798-0599</b> TEL: 798-0500	YES	0
P.H.A.S.E. 1230 N. Park Ave. #209 Tucson, AZ 85705	Bonnie Garrison <b>FAX: 621-5008</b> TEL: 621-3902	YES	0
ACAP Job Assistance Center Dept. of the Army United States Army Intelligence Fort Huachuca, AZ 85613	Angela Baker <b>FAX: 520-533-7059</b> TEL: 520-533-5764	YES	0

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>E-MAIL</b>			
AWRT-Tucson Chapter	<a href="mailto:Katrina@adwiz.com">Katrina@adwiz.com</a>	NO	0
Tucson Advertising Federation	<a href="mailto:membership@tucsonadfed.org">membership@tucsonadfed.org</a>	NO	0

<b>MAIL</b>			
Chicano/Hispanic Student Affairs Economics 23 PO Box 210023 Tucson, AZ 85721	Leona R. Puente	NO	0
LULAC PO Box 2443 Tucson, AZ 85702	Richard Fimbres	NO	0
Access Tucson 124 E. Broadway Blvd. Tucson, AZ 85701	Sam Barron	NO	0
Jackson Employment Center 300 E. 26 <sup>th</sup> 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	Minister Charles Watkins	NO	0

**RECRUITMENT SOURCES – SISTER STATIONS**

STATION	CONTACT	INTERVIEWED
<b>FAX</b>		
KVOA PO Box 5188 Tucson, AZ 85703	Linda Tremelling, Business Manager	
KXLF 1003 S. Montana Butte, MT 59701	Pat Cooney, General Manager <b>FAX: 406-782-8906</b> TEL: 406-496-8400	
KRTV Hwy 87, PO Box 2989 Great Falls, MT 59404	Bill Preston, General Manager <b>FAX: 406-791-5479</b> TEL: 406-453-2431	1
KPAX PO Box 4827 Missoula, MT 59801	Bob Hermes, General Manager <b>FAX: 406-543-7111</b> TEL: 406-543-7106	
KTVQ PO Box 2557 Billings, MT 59103	Monty Wallis, General Manager <b>FAX: 406-252-9938</b> TEL: 406-252-5611	
KOAA 2200 7 <sup>th</sup> Ave. Pueblo, CO 81003	Evie Hudson, Business Manager <b>FAX: 719-295-6685</b> TEL: 719-544-5781	1
KATC PO Box 63333 Lafayette, LA 70506	Kathy Schexnayder, Business Manager <b>FAX: 337-235-9363</b> TEL: 337-235-3333	
KRIS 409 Staples St. Corpus Christi, TX 78401	Frank Smith, General Manager <b>FAX: 361-887-6666</b> TEL: 361-886-6100	
WLEX PO Box 1457 Lexington, KY 40591	Sandy Byron, Business Manager <b>FAX: 859-254-1272</b> TEL: 859-226-7600	
KSBY 1772 Calle Joaquin San Luis Obispo, CA 93405	Kathy Yeakel, Business Manager <b>FAX: 805-541-5142</b> TEL: 805-541-6666	

## RECRUITMENT SOURCES

RECRUITMENT SOURCES	INTERVIEWED
kvoa.com	39
KVOA Employees	10
KVOA Temporary Employees	
KVOA Former Employee Rehire	
KVOA promotion within the station	0
KVOA Employee Referral	21
cordillera.tv/admin	
careerpage.org	
tvjobs.com	8
medialine.com	0
career.arizona.edu	
promax.org	
Internet Websites	6
Other Profession Job Websites	2
Spots 'n Dots	
Graeme Newell's	
Career Builders	0
Talent Dynamics	14
Local TV Station	1
University of Arizona/AZ Wildcat	16
University of Arizona Internship Program	4
Arizona Daily Star Newspaper	0
Tucson Citizen Newspaper	
Other Referral	12
Agency Referral	
Tucson Help Wanted.com	24
IRE.com	0
TV Spy.com	14
TV Newsgigs.com	
Job Fairs	1
TV Week Magazine	0