

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS, INC.
TUCSON, AZ

June 1, 2008 – May 31, 2009
Revised 5/21/10

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 | Traffic Assistant | 7/16/08 | 7/28/08 | KVOA Employee Referral | 4 | 1 |
| | | | | KVOA.com | 2 | 0 |
| 2 | Account Executive | 7/18/08 | 8/1/08 | KVOA Employee Referral | 2 | 1 |
| | | | | TV Jobs.com | 2 | 0 |
| | | | | Career Page.org | 1 | 0 |
| | | | | Career AZ.Edu | 1 | 0 |
| | | | | Other Referrals | 4 | 0 |
| 3 | Producer | 7/15/08 | 9/15/08 | KVOA.com | 2 | 1 |
| | | | | TV Jobs.com | 1 | 0 |
| 4 | PT Web Content Producer | 7/15/08 | 9/22/08 | KVOA.com | 1 | 1 |
| | | | | KVOA Employee | 1 | 0 |
| | | | | KVOA Internship Program | 1 | 0 |
| 5 & 6 | Traffic Assistant | 9/17/08 | 9/22/08 | KVOA.com | 2 | 2 |
| | | | | KVOA Employee Referral | 2 | 0 |
| 7 | PT Web Content Producer | 10/1/08 | 10/3/08 | KVOA.com | 1 | 0 |
| | | | | KVOA Employee | 1 | 1 |
| | | | | KVOA Internship Program | 1 | 0 |
| 8 | Account Executive | 9/17/08 | 10/1/08 | KVOA Employee Referral | 3 | 0 |
| | | | | KVOA.com | 8 | 1 |
| | | | | Tucson Help Wanted | 1 | 0 |
| 9 | Weekend Sports | 9/30/08 | 10/17/08 | KVOA Employee | 1 | 1 |
| | | | | TV Jobs.com | 1 | 0 |
| | | | | Television Agent | 1 | 0 |
| 10 | FT Production Assistant | 9/19/08 | 9/22/08 | KVOA Employee | 3 | 1 |
| | | | | KVOA Employee Referral | 1 | 0 |
| 11 | PT Production Asst | 9/19/08 | 9/22/08 | KVOA Employee Referral | 1 | 1 |
| 12 | PT Weekend Editor | 10/08/08 | 11/5/08 | KVOA.com | 1 | 1 |
| 13 | Internet Account Manager | 9/17/08 | 12/12/08 | Tucson Ad Federation | 4 | 1 |
| | | | | ABA Job Fair | 1 | 0 |
| | | | | U of A/Wildcat Job Link | 2 | 0 |
| | | | | KVOA.com | 3 | 0 |
| 14 | PT Producer | 1/1/09 | 2/5/09 | Employee Referral | 1 | 0 |
| | | | | TV Jobs.com | 1 | 1 |
| 15 | Photographer | 1/10/09 | 2/23/09 | KVOA.com | 2 | 0 |
| | | | | TV Jobs.com | 2 | 1 |
| 16 | PT Web Content Producer | 2/15/09 | 3/9/09 | KVOA Internship Program | 1 | 1 |
| | | | | KVOA Temporary Employee | 1 | 0 |
| 17 | PT Graphic Artist | 1/13/09 | 3/2/09 | Pima Community College | 1 | 1 |
| | | | | Tucson Ad Federation | 1 | 0 |

| | | | | | | |
|----|----------------------------|---------|---------|-----------------------|---|---|
| | | | | Monster.com | 1 | 0 |
| | | | | KVOA.com | 1 | 0 |
| 18 | Account Executive | 1/13/09 | 3/2/09 | Career AZ.edu | 2 | 1 |
| | | | | Kvoa.com | 8 | 0 |
| 19 | Account Executive | 3/13/09 | 4/1/09 | KVOA.com | 9 | 1 |
| | | | | Tucson Jobs.com | 1 | 0 |
| | | | | Employee Referral | 1 | 0 |
| | | | | Sister Station-KPAX | 1 | 0 |
| | | | | ABA Job Fair | 1 | 0 |
| 20 | PT Graphic Artist | 1/14/09 | 4/15/09 | KVOA.com | 2 | 1 |
| | | | | Tucson Adv Federation | 1 | 0 |
| | | | | Monster. Com | 1 | 0 |
| 21 | Internet Account Executive | 3/13/09 | 5/4/09 | KVOA.com | 6 | 1 |
| | | | | Sister Station-KPAX | 1 | 0 |
| | | | | Employee Referral | 2 | 0 |
| | | | | Tucson Ad Fed | 3 | 0 |
| | | | | AZ Wildcat | 1 | 0 |
| | | | | Lost Remote.com | 1 | 0 |

KVOA COMMUNICATIONS, INC.

**LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2008 – MAY 31, 2009**

| 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; Sarah Davis— Producer/Intern Coordinator |
| 2 | 1109- Ongoing | University of AZ Press Cat Shadow Program | College students job shadow | College students job shadow reporter to learn day to day duties of reporting in the television environment | Lupita Murillo-Reporter |
| 3 | 9/24/08 | U of A Fall Career Fair | University of Arizona | Recruited Applicants for Sales Account Manager, Internet Account Manager, PT Production Assistant, | Jeff Green-General Sales Manager; Cathie Batbie-Assistant News Director; Kathleen Choal – New Director; Yvette Perez – Marketing Manager; Dave Kerrigan- Operations Manager; Paul Perez – Local Direct Sales Manager |
| 4 | 10/23/08 | Career Fair | KVOA career fair | Recruited applicants for PT Editor; Internet Account Manager and Sales Account Manager | Linda Tremelling—Business Mgr; Allison Callis—Internet Sales Manager; Dave Kerrigan—Operations Manager |
| 5 | 10/25/08 | 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. | Ray Montano; Ben Nogales – Production Department; Jeff Davis – Engineering; Lorraine Rivera—News |
| 6 | 1/14/09 | Career Fair | Tucson Indian Center | Recruited applicants for various news, production and sales positions. | Linda Tremelling-Business Manager |
| 7 | 1/16/09 | Making Dreams Come True | Rotary Youth Leadership Awards | Spoke with students about the importance of following their dreams using education as a foundation | Lorraine Rivera Morning Anchor |
| 8 | 3/10/09 | Internship Career Fair | University of Arizona | Talked with students about opportunities of being interns in the newsroom | Kathleen Choal-News Director; Sarah Davis- Internship coordinator |
| 9 | 3/16/09 | Station Tours | One on One Mentoring/Berenis Romo | 10 Children took tour building, Watch Noon Newscast talked to Talent about News Jobs | Lorraine Rivera Morning Anchor |
| 10 | 3/17/09 | Station Tours | Boy Scout Troop | Boy Scouts took tour of building. Watched the 6pm news and learned about careers in broadcasting | Kristi Tedesco--Anchor |

| | | | | | |
|----|---------|---------------------------|--|---|--|
| 11 | 3/18/09 | Station Tours | Satori School | 25 Students took tour of building. Learned about jobs in broadcasting | Anthony Cabrera--Reporter |
| 12 | 3/19/09 | Station Tours | Fruchthendler Elementary School | Students watch Noon News, Toured building and learned about careers in broadcasting | Kristi Tedesco--Anchor |
| 13 | 3/20/09 | Station Tours | TUSD School Students/Ruha Temlock | 22 Children tour Weather Department and learned about broadcasting weather | Matt Brode/Weatherman |
| 14 | 3/24/09 | Station Tours | Amphi School | 6 students toured station, watch the noon news cast and learned about broadcasting jobs | Lorraine Rivera--Anchor |
| 15 | 3/24/09 | Speaking Engagement | Pistor Middle School | Spoke with approximately 45 students about getting educations, journalism carriers, leadership traits and positive decision making | Lorraine Rivera--Anchor |
| 16 | 3/26/09 | Speaking Engagement | Challenger Middle School | Spoke with 30 6 th grade students in regards to getting educations, following their dreams and careers in journalism | Lorraine Rivera--Anchor |
| 17 | 3/27/09 | Station Tours | Home Schooled Children | 10-20 Children toured station to learn about broadcasting | Anne Moral-Director |
| 18 | 3/31/09 | U of A Spring Career Days | University of Arizona | Recruited applicants for various News and Sales 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, Cathie Batbie-Asst News Director, Allison Callis—Internet Sales Manager |
| 19 | 4/7/09 | Station Tour | Community Outreach Program for the Deaf (COPD) | 10 Students and 3 Adults toured station and learned about careers in the broadcasting industry | Lorraine Rivera--Anchor |
| 20 | 4/9/09 | Station Tour | Boy Scout Troop Pac-182 | 10 Boy Scouts and 10 Adults toured station and learned about various jobs in the broadcasting industry | Annie Moral--Director |
| 21 | 4/10/09 | Station Tour | Cub Scout Troop | 4 Cub scouts and 2 Adults toured station and learned about various jobs in the broadcasting industry | Anne Moral--Director |
| 22 | 4/20/09 | Love of Reading Week | Kellond Elementary School | Read books and talked about television careers and the importance of attending college to kindergarten and 5 th graders | Lorraine Rivera--Anchor |

All Open Positions were posted with All Sources listed below

| RECRUITMENT SOURCES | CONTACT | ENTITLED TO NOTIFICATION | INTERVIEWED |
|--|--|--------------------------|-------------|
| E-MAIL | | | |
| 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 |
| NAACP Tucson Branch 2160 N. 6 th Ave. Tucson, AZ 85705 | Clarence Boykins TEL: 622-8277 Clarence540@aol.com | YES | 0 |
| National Urban League 120 Wall Street New York, NY 10005 | Sharris@nul.org | 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 Benmcabe@hotmail.com | 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 jobbank@nahj.org | 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 Tommie.rearden@dm.af.mil | YES | 0 |
| Mississippi University for Women 1100 College St. MUW-1624 Columbus, MS 39701 | Towanda Williams Fax: 662-329-7192 Tel: 662-241-7619 twilliams@MUW.edu | YES | 0 |
| Fred G Acosta Job Center 901 S. Campbell Ave. Tucson, AZ 85719 | Laura Gonzales TEL: 879-9234 Allmom.natasha@jobcorps.org | YES | 0 |

All Open Positions were posted with All Sources listed below

| RECRUITMENT SOURCES | CONTACT | ENTITLED TO NOTIFICATION | INTERVIEWED |
|---|--|--------------------------|--|
| MAIL | | | |
| D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701 | Wonita Yodice TEL: 628-6810 | YES | 0 |
| Goodwill Industries of So. Arizona Inc. 1940 W. Silverlake #405 Tucson, AZ 85713 | Mickie White 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 | Freddie Lopez | YES | 0 |
| Pima County Tucsons/Womens Commission 240 N. Court Avenue Tucson, AZ 85701 | Annette Tel: 520-624-8318 | YES | Discontinued 8/19/08 per their request |
| KUAT Communications University of Arizona Tucson, AZ 85721 | Terri Sweet 621-5828 | YES | 0 |
| National Assoc. of Black Journalists University of Maryland 8701-A-Adelphi Road Adeiphi, MD 20783 | Ryan Williams Tel: 301-445-7100 | YES | 0 |
| Scottsdale Community College 9000 East Chaparral Road Scottsdale, AZ 85253 | Raymond Dixon | YES | 0 |

All Open Positions were posted with All Sources listed below.

| RECRUITMENT SOURCES | CONTACT | ENTITLED TO NOTIFICATION | INTERVIEWED |
|--|---|--------------------------|-------------|
| FAX | | | |
| Dept. of Economic Security 5441 E. 22 nd Street Tucson, AZ 85711 | Olga Pinedo FAX: 584-9567 TEL: 584-8172 | YES | 0 |
| Gospel Rescue Mission 312 W. 28 th 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 | 1 |
| Pima County One Stop Career Center Tucson, AZ 85705 | Donna Baker FAX: 798-0599 TEL: 798-0500 | YES | 0 |
| P.H.A.S.E./YWCA 1230 N. Park Ave. #209 Tucson, AZ 85705 | Bernadette Wilkinson FAX: 884-5205 TEL: 884-7810 | 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 |
| Tucson Women's Commission 240 North Court Ave Tucson, AZ 95701 | Monica Mueller FAX: 624-5599 TEL: 624-8318 | YES | 0 |
| Arizona Commission of Indian Affairs 1400 West Washington, STE 300 Phoenix, AZ 85007 | Lone Wells FAX: 602-542-3223 TEL: 602-542-3123 | YES | 0 |

All Open Positions were posted with All Sources listed below

| RECRUITMENT SOURCES | CONTACT | ENTITLED TO NOTIFICATION | INTERVIEWED |
|---|--|--------------------------|-------------|
| E-MAIL | | | |
| AWRT-Tucson Chapter Tucson, AZ | Katrina Noble Katrina@adwiz.com Tel: 520-745-8221 | NO | 0 |
| Tucson Advertising Federation P.O. Box 90167 Tucson, AZ 90167 | Pearl Ford-Fytte membership@tucsonadfed.org Tel: 520-326-1060 Fax: 520-326-9973 | NO | 9 |
| Brown Mackie College | Lilliana Bujanda Tel: 520327-6866 lbujanda@brownmackie.edu | NO | 0 |

All Open Positions were posted with All Sources listed below

| | | | |
|---|------------------------------|----|---|
| MAIL | | | |
| 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 th St. Tucson, AZ 85713 | Cheryl Bakari 838-3300 | NO | 0 |
| KQTL 2955 E. Broadway Blvd. Tucson, AZ 85716 | Araceli Espinoza 628-1200 | 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 |

All Open Positions were posted with All Sources listed below

RECRUITMENT SOURCES – SISTER STATIONS

| STATION | CONTACT | INTERVIEWED |
|---|--|-------------|
| FAX | | |
| KXLF 1003 S. Montana Butte, MT 59701 | Pat Cooney, General Manager FAX: 406-782-8906 TEL: 406-496-8400 | |
| KRTV Hwy 87, PO Box 2989 Great Falls, MT 59404 | Jon Saunders-General Manager FAX: 406-791-5479 TEL: 406-453-2431 | |
| KPAX PO Box 4827 Missoula, MT 59801 | Bob Hermes, General Manager FAX: 406-543-7111 TEL: 406-543-7106 | 2 |
| KTVQ PO Box 2557 Billings, MT 59103 | Monty Wallis, General Manager FAX: 406-252-9938 TEL: 406-252-5611 | |
| KOAA 2200 7 th Ave. Pueblo, CO 81003 | Evie Hudson, Business Manager FAX: 719-295-6685 TEL: 719-544-5781 | |
| KATC PO Box 63333 Lafayette, LA 70506 | Kathy Schexnayder, Business Manager FAX: 337-235-9363 TEL: 337-235-3333 | |
| KRIS 409 Staples St. Corpus Christi, TX 78401 | Alice Galindo, Business Manager FAX: 361-887-6666 TEL: 361-886-6100 | |
| WLEX PO Box 1457 Lexington, KY 40591 | Sandy Byron, Business Manager FAX: 859-254-1272 TEL: 859-226-7600 | |
| KSBY 1772 Calle Joaquin San Luis Obispo, CA 93405 | Dorothy Rivera, Business Manager FAX: 805-541-5142 TEL: 805-541-6666 | |

RECRUITMENT SOURCES

| RECRUITMENT SOURCES | INTERVIEWED |
|---|--------------------|
| kvoa.com | 48 |
| KVOA Employees | 6 |
| KVOA Temporary Employees | 1 |
| KVOA Former Employee Rehire | |
| KVOA promotion within the station | |
| KVOA Employee Referral | 17 |
| cordillera.tv/admin | |
| careerpage.org | 1 |
| tvjobs.com | 7 |
| medialine.com | |
| career.arizona.edu | 3 |
| Internet Websites | 3 |
| Other Profession Job Websites | 1 |
| Spots 'n Dots | |
| Graeme Newell's | |
| Career Builders | |
| Talent Dynamics | |
| Local TV Station | |
| University of Arizona/AZ Wildcat | 3 |
| KVOA/University of Arizona Internship Program | 3 |
| Arizona Daily Star Newspaper | |
| Tucson Citizen Newspaper | |
| Other Referral | 4 |
| Television Agent Referral | 1 |
| Tucson Help Wanted.com | 1 |
| IRE.com | |
| TV Spy.com | |
| TV Newsgigs.com | |
| Job Fairs | 2 |
| Total Interviewed | 113 |