

# EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS, INC.  
TUCSON, AZ

June 1, 2009 – May 31, 2010

## 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	PT Studio Asst	6/18/09	6/25/09	KVOA.com	4	1
				U of A Career Services	2	0
				Wildcat Job Link	1	0
				Other Internet Sites	1	0
2	Promotion Brand Manager	1/1/09	7/10/09	KVOA.Com	3	1
				TV Jobs.com	7	0
3	Producer	7/10/09	8/12/09	KVOA.com	3	0
				TV Jobs.com	5	1
4	Producer	7/29/09	9/19/09	TV Jobs.com	8	1
				KVOA.Com	2	0
				KVOA Employee	1	0
8	PT Studio Assistant	8/18/07	9/16/09	KVOA.com	5	0
				U of A Wildcat Website	3	1
				Employee Referral	1	0
9	PT Evening Desk Assistant	8/25/09	11/23/09	KVOA Employee	1	0
				U of A Wildcat	2	1
				TV Jobs.com	1	0
10	Content Manager	8/25/09	11/9/2009	TV Jobs.com	1	1
11	Wknd Sports Anchor/Reporter	9/1/09	10/10/09	KVOA Employee Referral	1	1
				KVOA.Com	1	0
				Sister Station—KXLF/KBZK	1	0
				TV Jobs.com	13	0
5,6,7 &12	MMJ	8/1/09	9/16/09	KVOA Employee Referral	1	1
			9/17/09	Sister Station--KPAX	1	0
			9/15/09	KVOA.com	3	3
			12/7/09	TV Jobs.com	9	0
13	Account Manager	8/18/09	11/3/09	Jobing.com	7	1
				Employee Referral	1	0
				KVOA.com	2	0
14	General Manager	8/9/10	10/30/09	Spots n Dots	1	0
				Industry Awareness	2	1
				KVOA Employee	1	0
14	PT Production Assistant	10/17/09	11/3/09	KVOA.com	2	1
15	PT Production Assistant	12/3/09	12/14/09	KVOA.com	1	1
16	Broadcast Engineer	12/10/09	1/21/10	Broadcast Engineering	1	1
17	Account Manager	12/1/09	1/18/10	KVOA.com	4	1
				KVOA Employee	1	0
18	Producer	1/4/10	1/18/10	TV Jobs.com	1	0
				KVOA Employee	1	1

19	Account Manager	1/18/10	2/8/10	KVOA.Com	6	1
				Jobing.com	2	0
20	PT MMJ	1/12/10	2/8/10	KVOA.com	1	0
				Industry awareness	1	1
21 & 22	Content Manager	8/25/09	2/1/10	KVOA Employee	1	0
				KVOA.com	1	0
				Industry Awareness	1	1
				TV Jobs.com	2	1
23	Director of Creative Services	1/1/10	2/2/10	KVOA Employee	1	1
24	Internet Acct Manager	1/10/10	2/22/10	KVOA.com	1	1
				TV Jobs.com	1	0
				Careerpage.org	1	0
25	Producer	10/19/09	3/1/10	TVjobs.com	5	1
				Kvoa.com	1	0
26	Morning Weather	1/1/10	3/5/10	TV Jobs.com	2	1
				Talent Dynamics	4	0
27	PT Production Asst	2/11/10	3/10/10	KVOA.com	2	1
28	Sr. Promotion Producer	2/7/10	3/31/10	Graeme Newell	5	1
				KVOA .com	2	0
				TV Jobs.com	1	0
				KVOA Employee	1	0
29	Morning Anchor	3/1/10	5/10/10	Talent Dynamics	9	1
				TV Spy.com	1	0

**KVOA COMMUNICATIONS, INC.**

**LONGER TERM RECRUITMENT INITIATIVES  
IMPLEMENT FOR PERIOD JUNE 1, 2009 – MAY 31, 2010**

<b>NO.</b>	<b>DATE</b>	<b>INITIATIVE</b>	<b>DESCRIPTION</b>	<b>SCOPE OF INVOLVEMENT</b>	<b>PERSONNEL INVOLVED</b>
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	1/1/07-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	6/19/09	Station Tour	Deaf Youth from COPD	Toured students from COPD. Exposed students to various careers in Broadcasting	Anne Moral-Director
4	7/31/09	Station Tour	U of A Marketing Students	Toured station to learn about marketing opportunities in Broadcasting	Kathleen Choal—News Director & Jeff Green—General Sales Manager
5	8/27/09	Speaking engagement	St. Augustine High School	Spoke to 25 students in regards to the issues surrounding the changing dynamics of TV and journalism	Lorraine Rivera—Morning Anchor
6	8/28/09	Speaking Engagement	Chaparral Middle School	Spoke to about 20 high school students enrolled in a program called Jobs for Az Graduates. Goal was to expose them to various careers in broadcasting	Lorraine Rivera—Morning Anchor
7	9/23/09	U of A Fall Career Fair	University of Arizona	Recruited Applicants for Sales Account Manager, Multi Media Journalist and Content Managers and Weekend Sports Producer/Anchor	Dottie Diaz—Traffic Manager; Andy Caliendo—Promotions Manager; Paul Perez—Senior Account Manager; Luke Commare—Regional Account Manager; Dave Kerrigan—Operations Manager; Allison Callis—Internet Sales Manager
8	9/25/09	Speaking Engagement	Dietz Elementary School	Spoke with 50 3 <sup>rd</sup> and 4 <sup>th</sup> graders about weather jobs.	Jeff Beamish--Meteorologist
9	9/27/09	Speaking Engagement	Mansfeld Middle School	Spoke to approximately 32 students that participate in the career exploration program about job opportunities in broadcasting	Lorraine Rivera—Morning Anchor
10	10/16/09	Internship Career Fair	University of Arizona	Spoke to U of A Journalism students about internship opportunities in the newsroom	Sarah Davis—Internship Coordinator
11	10/21/09	Speaking Engagement	Sunrise Drive Elementary	Spoke with 50 4 <sup>th</sup> graders about being a meteorologist	Jeff Beamish-Meteorologist
12	10/23/09	Speaking Engagement	Rincon Vista Middle School	Spoke with 50-60 6 <sup>th</sup> graders about being a meteorologist	Jeff Beamish-Meteorologist
13	10/24/09	Bear Essential News for Kids	Kids mentoring program.	KVOA hosts a weekend workshop in our studio for over 175 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	Ray Montano, Ben Nogales, Marcus Young – Production Department; Jeff Davis – Engineering; Lorraine Rivera—Morning Anchor

				tape their reports that air on KVOA every week. This year, over half the kids were minorities from schools throughout the metro area.	
14	11/16/09	Career Fair	KVOA career fair	Recruited applicants for Account Manager, Content Manager & Multi-Media Journalist	Linda Tremelling-Business Manager; Kathleen Choal-News Director
15	11/19/09	Station Tour	Tombstone School District	Spoke with approximately 40 2 <sup>nd</sup> through 4 <sup>th</sup> graders about being a meteorologist	Matt Brode-Meteorologist
16	12/4/09	Station Tour	Tohono O'dam Nation Children's Program	Toured 15 children through the station and spoke about jobs in broadcasting	Lorraine Riviera—Morning Anchor
17	12/11/09	Station Tour	Cragin School	Spoke with 24 students about careers in broadcasting. Students also toured the station	Matt Brode--Meteorologist
18	12/16/09	Station Tour	Friuchthendler School	Spoke with 2 <sup>nd</sup> grade class about being a Meteorologist	Matt Brode-- Meteorologist
19	1/13/2010	Career Fair	Tucson Indian Center	Recruited applicants for Account Manager, Content Manager, MMJ, Web Assistant, Morning Weather & Creative Services	Linda Tremelling—Business Manager
20	1/27/10	Career Days	Dietz Elementary School	Gave 4 presentations to grades K-5 on what it is like to be a meteorologist.	Jeff Beamish—Meteorologist
21	3/10/10	Station Tour	Colonel Smith Middle School	20-25 8 <sup>th</sup> graders toured the studio and learned about jobs in broadcasting	Mike Hornfeck—Local Sales Manager and Lorraine Rivera—Morning Anchor
22	3/18/10	Career Day	Lynn Urquides Elementary School	Spoke with approximate 70 4 <sup>th</sup> & 5 <sup>th</sup> grade students about education and jobs in Broadcasting	Lorain Riviera—Morning Anchor
23	3/26/10	Internship Career Day	U of A	Spoke with 13 students interested in internship programs for college credit for the summer and fall semesters	Sarah Davis—Internship Coordinator
24	3/30/10	U of A Spring Career Days	University of Arizona	Spoke with students in regards to their majors as how this did or did not fit into the broadcasting industry. Recruited applicants for an Account Managers position and students for the Internship Program	Linda Tremelling-Business Manager, Kathleen Choal-Station Manager/News Director, Dottie Diaz-Traffic Manager, Dave Kerrigan- Operations Manager, Paul Perez—Senior Account Manager
25	4/6/10	Speaking Engagement	Pistor Middle School	Spoke with approximately 30 students about careers in Journalism	Lorraine Rivera--Anchor
26	4/27/10	Career Day	Laguna Elementary School	Spoke with approximately 48 children about the broadcast news business and how important it is to stay in school	Kristi Tedesco--Anchor
27	4/29/10	One on one Interview	U of A Journalism Student	Spent an hour talking with a Journalism student from the U of A about TV News. This was for a class assignment for the U of A student	Sandy Rathbun-Reporter
28	5/5/10	Love for Reading Week	Kellond Elementary	Read and answered questions to 50-60 students about	Jeff Beamish-Meteorologist/Reporter

			School	weather jobs in broadcasting	
29	5/11/10	EEO Webinar	Navigating the FCC's EEO Rules	2Hr webinar by Brendan Holland to review the EEO rules	Linda Tremelling-Business Manager
30	5/13/10	Station Tour	St. Peter & Paul Catholic School	22- 2 <sup>nd</sup> grades toured the studio and learned about careers in broadcasting	Kathleen Choal—Station Manager/News Director, Chris Nallen-Morning Weather
31	5/24/10	Station Tour	Calvary Chapel Christian School	13 2 <sup>nd</sup> graders toured the station and learned about careers in broadcasting	Allis Callis—Internet Sales Director & Chris Nallen-Morning Weather

**All Open Positions were posted with All Sources listed below**

RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>E-MAIL</b>			
Chicanos Por La Causa Employment Specialist 200 N. Stone Ave. Tucson, AZ 85701	Christine Abeyta FAX: 884-9007 TEL: 882-0018 Ext. 279 <a href="mailto:Christine.Abey@cplc.org">Christine.Abey@cplc.org</a>	YES	0
NAACP Tucson Branch 2160 N. 6 <sup>th</sup> Ave. Tucson, AZ 85705	Clarence Boykins  TEL: 622-8277 <a href="mailto:Clarence540@aol.com">Clarence540@aol.com</a>	YES	0
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Baker FAX: 623-9364 TEL: 791-9522 <a href="mailto:dbakerx@csd.pima.gov">dbakerx@csd.pima.gov</a>	YES	0
Tucson Indian Center 705 N. Main Ave. Tucson, AZ 85705	Benny M. McCabe FAX: 884-0240 TEL: 884-7131 <a href="mailto:Benmcabe@hotmail.com">Benmcabe@hotmail.com</a>	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 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	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 <a href="mailto:Tommie.rearden@dm.af.mil">Tommie.rearden@dm.af.mil</a>	YES	0
National Urban League 120 Wall Street New York, NY 10005	S Harris TEL: 212-558-5300 <a href="mailto:Sharris@nul.org">Sharris@nul.org</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
Goodwill Industries of S. Arizona 1940 E. Silverlake #403 Tucson, AZ 85713	Lisa Larivee Tel: 520-623-5174 ext 117 <a href="mailto:llarivee@goodwill-tucson.org">llarivee@goodwill-tucson.org</a>	YES	0
ITT Technical Institute 1455 W River Rd Tucson, AZ 85713	Jennifer Whicker Tel: 520-408-7488 <a href="mailto:jwhicker@itt-tech.edu">jwhicker@itt-tech.edu</a>	YES	0
P.H.A.S.E./YMCA 525 N. Bonita Ave. Tucson, AZ 85704	Liz Rabago TEL: 884-7810 <a href="mailto:irabago@ywcatuson.org">irabago@ywcatuson.org</a>	YES	0

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RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>MAIL</b>			
D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, AZ 85701	Wonita Yodice TEL: 628-6810	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
KUAT Communications University of Arizona P.O. Box 210067 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 Tel: 480-423-6523	YES	0

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RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>FAX</b>			
Dept. of Economic Security 5441 E. 22 <sup>nd</sup> Street Tucson, AZ 85711	Olga Pinedo <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	0
Pima County One Stop Career Center 340 North Commerce Park Loop Tucson, AZ 85745	Donna Baker <b>FAX: 798-0599</b> TEL: 798-0500	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
Arizona Commission of Indian Affairs 1400 West Washington, STE 300 Phoenix, AZ 85007	Lone Wells <b>FAX: 602-542-3223</b> TEL: 602-542-3123	YES	0

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RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
<b>E-MAIL</b>			
AWRT-Tucson Chapter Tucson, AZ	Katrina Noble Tel: 520-745-8221 <a href="mailto:Katrina@adwiz.com">Katrina@adwiz.com</a>	NO	0
Tucson Advertising Federation P.O. Box 90167 Tucson, AZ 85752	Pearl Ford-Fyffe TEL: 520-326-1060 FAX: 520-326-9973 <a href="mailto:membership@tucsonadfed.org">membership@tucsonadfed.org</a>	NO	0
Brown Mackie College 4585 East Speedway Blvd. Suite 204 Tucson, AZ 85712	Lilliana Bujanda TEL: 520-327-6866 FAX: 520-319-3495 <a href="mailto:lbujanda@brownmackie.edu">lbujanda@brownmackie.edu</a>	NO	0

**All Open Positions were posted with All Sources listed below**

<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	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
<b>FAX</b>		
KXLF 1003 S. Montana Butte, MT 59701	Pat Cooney, General Manager <b>FAX: 406-782-8906</b> TEL: 406-496-8400	1
KRTV Hwy 87, PO Box 2989 Great Falls, MT 59404	Jon Saunders-General Manager <b>FAX: 406-791-5479</b> TEL: 406-453-2431	
KPAX PO Box 4827 Missoula, MT 59801	Bob Hermes, General Manager <b>FAX: 406-543-7111</b> TEL: 406-543-7106	1
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	
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	Alice Galindo, Business 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	Dorothy Rivera, Business Manager <b>FAX: 805-541-5142</b> TEL: 805-541-6666	

**All Open Positions were posted with All Sources listed below**

**RECRUITMENT SOURCES**

<b>RECRUITMENT SOURCES</b>	<b>INTERVIEWED</b>
KVOA.com	44
KVOA Employees	8
KVOA Employee Referral	4
cordillera.tv/admin	
careerpage.org	1
Azbroadcasters.org	
tvjobs.com	56
medialine.com	
career.arizona.edu	2
Other Internet Websites	1
Jobing.com	9
Broadcast Engineering www.broadcastingengineering.com	1
Graeme Newell's gnewell@602communications.com	5
Talent Dynamics 322 Dawson Rd Waxahachie, TX 75167	13
University of Arizona/AZ Wildcat	6
Industry Awareness	4
TVspy.com	1
Spots N Dots ads@spotsndots.com	1
<b>Total Interviewed</b>	<b>158</b>