

EEO PUBLIC FILE REPORT

KVOA COMMUNICATIONS, INC.
TUCSON, AZ

June 1, 2010 – May 31, 2011

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	Topical Producer	5/12/10	6/2/10	Graeme Newell	1	1
2	Traffic Assistant	5/19/10	6/23/10	KVOA.com	3	1
				Spots N Dots	1	0
				Employee Referral	1	0
3	Account Manager	5/3/10	6/1/10	U Of A/Wildcat Joblink	3	1
				KRTV	1	0
				KVOA.com	2	0
				Employee Referral	3	0
4	Account Manager	5/3/10	7/1/10	KVOA.com	1	0
				Wildcat Joblink	1	0
				Employee Referral	1	0
5	Traffic Reporter/MMJ	6/1/10	8/2/10	Talent Dynamics	2	0
				TV Jobs.com	4	1
6	Producer	6/23/10	9/20/10	TVjobs.com	6	0
				Talent Dynamics	4	1
				Employee Referral	2	0
				Industry Awareness	2	0
7	Regional Sales Mgr	10/1/10	10/13/10	Spots N Dots	10	1
8	Weekend Anchor	8/10/10	11/22/10	KVOA Employees	3	0
				Talent Dynamics	6	0
				TV Jobs.com	1	0
				Industry Awareness-Former Employee	1	1
9,10,11	Account Managers	9/21/10	1/24/11	Employee Referral	8	2
				KVOA.com	3	0
				Jobfox.com	1	0
				KVOA Intern	1	1
12	Studio Production Asst	3/1/11	3/14/11	KVOA.com	4	1
13	Creative Services Director	9/20/10	4/18/11	Graeme Newell	1	1
				Spots N Dots	1	0
				Broadcasting & Cable	1	0
				TV Jobs .com	2	0
				Industry Awareness	1	0
14	News Director	2/25/11	3/24/11	KVOA Employee Promotion	1	1
				Industry Awareness	1	0
				Talent Dynamics	4	0
				TV Jobs.com	2	0
				Medialine.com	1	0
				KVOA.com	1	0
15	Chief Meteorologist	2/7/11	3/29/11	Industry Awareness	4	1
				KVOA Employees	2	0
				TV Jobs.com	1	0
16	Internet A/E	10/26/10	4/4/11	KVOA.com	1	1
17	Traffic Assistant	3/21/11	5/17/11	Tucson Ad Fed	2	0
				KVOA Employee Referral	4	1
				Spots N Dots	2	0

KVOA COMMUNICATIONS, INC.

**LONGER TERM RECRUITMENT INITIATIVES
IMPLEMENT FOR PERIOD JUNE 1, 2010 – MAY 31, 2011**

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	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	6/8/10	Station Tour	Davis Monthan 25 th Operational Weather Squadron	Toured 20 Air Force personnel from the weather squadron through our weather center to.	Jimmy Stewart—Chief Meteorologist
4	5/4/11	Career Day	Sahuarita Career Day	Spoke to 3 classes with approximately 20 to 25 students about journalism, what a typical day is like, what is needed to get a journalism job, and answered questions	Emily Guggenmos-Weekend Anchor
5	6/10/10	Journalism Diversity Workshop	AZ High School Students	Sat in a panel with three other journalist and answered questions about journalism, education and general news interest	Lorraine Rivera—Morning Anchor
6	6/18/10	Station Tour	U of A Coop Extension "Grand Parents Raising Grand Children"	Toured 5 to 7 students through the station. Explaining job opportunities in broadcasting	Jeff Green—General Sales Manager
7	7/9/10	Station Tour	Cottonwood School	10 High School Students toured station and watch the Noon Newscast. They learned about careers in broadcasting	Andy Caliendo-Creative Services Manager
8	7/23/10	Station Tour	Girl Scout Troop	8 to 12 Girls Scouts(6 th to 9 th Grade) toured station to learn about careers in Meteorology	Chris Nallan-Meteorologist
9	7/27/10	Station Tour	Achieve	Toured 9 students with disabilities through the station so that they could learn about the different jobs in broadcasting	Lynn Jeffries—National Sales Manager
10	7/27/10	Station Tour	U of A Field Production	16 U of A students toured station learning about field production as well as production for the news casts	Randy Smith—Senior Director
11	8/5/10	Station Tour	U of A Advertising Class	50 Students from the U of A Business college toured station to learn about advertising and news jobs within the broadcast industry	Kathleen Choal-Station Manager/News Director & Jeff Green—General Sales Manager
12	8/10/10	Station Tour	Tucson Community Connections	Toured 8 students and 2 staff members through the station. They learned about different jobs within the broadcasting industry	Dottie Diaz—Traffic Manager
13	9/17/10	Career Day	Alta Vista High School	Spoke with High School students about the importance of grades education and broadcasting careers.	Kristi Tedesco—Anchor

14	9/21/10	U of A Fall Career Fair	University of Arizona	Recruited applicants for Account Executives and Production Assistants. Also spoke with many students about careers in broadcasting and our internship program	Linda Tremelling-Business Manager, Kathleen Choal-News Director, Cathie Batbie—Assistant News Director, Dottie Diaz—Traffic Manager, Allison Callis-Internet Sales Director
15	9/28/10	Station Tour	Erickson Elementary	22 4 th grade students toured the station and learned about forecasting the weather	Chris Nallan—Meteorologist
16	9/30/10	Speaking Engagement	Little Castle Pre-School & Daycare	Spoke with 3 and four year olds about television	Lorraine Rivera—Morning Anchor
17	10/4/10	Station Tour	Boy Scouts	15 cub scouts & parents toured station and learned about jobs in broadcasting	Leah Richard—Content Manager Supervisor
18	10/5/10	Station Tour	Tucson Connections	8 students and 2 staff members toured the station to learn about television broadcasting	Michael Hornfeck—Local Sales Manager
19	10/8/10	Station Tour	Home School Group	Gave 20 Home school children tour of the station so that they could learn about television	Allison Callis—Internet Sales Director
20	10/20/10	Station Tour	Huachuca City School	Gave 26 students tour of station and explained the different types of careers in broadcasting	Chris Nallan-Morning Meteorologist
21	10/29/10	Internship Career Fair	University of Arizona	Recruited college students to do internships at KVOA for college credit	Sarah Davis—Internship Coordinator
22	10/24/10	Bear Essential News for Kids	Kids mentoring program.	KVOA hosts a weekend workshop in our studio for over 125 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 that air on KVOA every week. This year, over half the kids were minorities from schools throughout the metro area.	Ray Montano, Mildred Ochoa-Reyes, Kristin Anderson – Production Department; Jeff Davis – Engineering; Brandon Gunnoe—Morning Anchor
23	11/4/10	Station Tour	Huachuca City School	4 th Grade class of 28 students toured station and learned about careers as a Meteorologist.	Chris Nallan—Morning Meteorologist
24	11/9/10	Broadcast Training Work Shop	Nat'l Association of Hispanic Journalist	Worked with approximately 30 students. Talked with them about getting their first job and writing for broadcast news. Practice writing and read scripts	Lorraine Rivera-Morning Anchor
25	11/10/10	Career Fair	KVOA career fair	Recruited applicants for Account Manager, Creative Services Mgr, Weekend Anchor, MMJ, PT Investigative Producer,	Linda Tremelling-Business Manager; Kathleen Choal-News Director
26	11/13/10	Station Tour	Emily Gray Junior High	Gave 8 th graders tour of the station concentrating on weather. Group also watch the 10PM news cast	Jeff Beamish-Meteorologist
27	11/23/10	Speaking Engagement	Chaparral Middle School	Met with 20 students and talked about the important for education. Explained to them about how I stayed in school and made a career at channel 4	Lorraine Rivera-Morning Anchor

28	12/2/10	Station Tour	Cragin Elementary School	18 students toured station and learned about careers broadcasting	Chris Nallan—Morning Meteorologist
29	12/10/10	Station Tour	Desert Willow High School	Toured students through station. Students stayed and watch noon news	Dottie Diaz—Traffic Manager
30	1/26/2011	Career Fair	Tucson Indian Center	Recruited applicants for Account Manager, Content Manager, Creative Services	Linda Tremelling—Business Manager, Kathleen Choal-Station Manager; News Director
31	2/4/11	Station Tour	Boy Scout Troop	8-10 Boy Scouts toured the station and learned about different careers in broadcasting	Dottie Diaz—Traffic Manager
32	2/8/11	Love of Reading Week	La Paloma Academy	Read and answered questions to 20 students about jobs in broadcasting	Kristi Tedesco-Week night anchor
33	2/8/11	Love of Reading Week	La Paloma Academy	Read two books to a group of 5 th graders and answered questions about jobs in broadcasting	Jeff Beamish--Meteorologist
34	2/9/11	Station Tour	Marana Senior Center	Toured 22 Senior Citizens through station. They also watched the noon news live in the studio	Michael Hornfeck-Local Sales Manager
35	2/9/11	Station Tour	Castle Hill Country Day School	42 kindergarten students toured the station and learned about weather	Chris Nallan—Morning Meteorologist
36	2/10/11	Station Tour	Cub Scout Troop #757	10 cub scouts and parents toured station to learn about careers doing weather	Jeff Beamish-Meteorologist
37	2/11/11	Love of Reading Week	La Paloma Academy	Read and answered questions to students about weather jobs in broadcasting	Chris Nallan-Meteorologist
38	2/15/11	Love of Reading Week	Cavett Holladay Elementary School	Read to Pre-K kids and Kindergartners. Answered questions about being a news anchor and how to achieve being an anchor	Lorraine Rivera—Morning Anchor
39	2/15/11	Love of Reading Week	Manzo Elementary School	Read to approximately 50 First grade and Kindergarten students. Answered question about what it is like to be a journalist	Lorraine Rivera—Morning Anchor
40	2/16/11	Love of Reading Week	Bonillas Elementary School	Read and answered questions to 20 students about jobs in broadcasting	Kristi Tedesco-Week night anchor
41	2/17/11	Love of Reading Week	Warren Elementary School	Reade to 3 rd , 4 th and 5 th grade students. Answered question about being a journalist and the important of attending school and getting good grades	Lorraine Rivera—Morning Anchor
42	2/25/11	Station Tour	Buena High School—TV Production Program	Toured 25 students through Station. Students learn about careers in TV Production	Jeff Green—General Sales Manager, Gary Kabrick-Senior Engineer
43	3/7/11	Leadership Workshop	Jewish Latino Coalition	Workshop hosted 15 high school students from Tucson Area. The panel shared their personal leadership experiences with the students and the diversity in their fields of work	Lorraine Rivera—Morning Anchor
44	3/14/11	Station Tour	Cub Scout Pack #528	Cub Scouts toured the station and learned about careers in broadcasting	Jeff Green—General Sales Manager
45	3/16/11	Station Tour	Partnership Academy	10 Students toured station to learn about careers in broadcasting	Michael Hornfeck-Local Sales Manager
46	3/16/11	Career Day	Immaculate Heart School	Spoke to 25 third graders about careers, and television	Tom McNamara--Anchor

47	3/22/11	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, Content Manager, PT editor, Producer, Traffic Assistant & students for the Internship Program.	Linda Tremelling-Business Manager, Cathie Batbie-Asst. News Director, Dottie Diaz-Traffic Manager, Dave Kerrigan-Operations Manager, Lacy Lueck-ISD, Jeff Green-GSM & Michael Hornfeck-LSM
48	3/23/11	Speaking engagement	Adventures School	Spoke with the 1 st grade class about weather and weather related questions.	Jeff Beamish-Weekend Meteorologist
49	3/30/11	Station Tour	Red Hat Ladies Chapter	18-21 ladies toured station and watch the noon newscast. Careers in broadcasting were discussed.	Dottie Diaz—Traffic Manager
50	4/4/11	Speaking engagement	Arizona Cat's eye class	Spent two hours with students in the Journalism department at the U of A talking about internships, TV news markets and getting that first job.	Lorraine Rivera—Morning Anchor
51	4/5/11	Station Tour	U of A Journalism 380 Course	18 students toured the station and learned about TV journalism jobs.	Lorraine Rivera—Morning Anchor
52	4/7/11	Station Tour	Accelerated Learning Laboratory	17 Students toured the station and learned about TV jobs doing weather.	Chris Nallan--Meteorologist
53	4/19/11	Speaking Engagement	U of A School of Journalism	Spoke with approximately 20 students about experiences in TV New Broadcasting and the importance of Internships.	Lorraine Rivera—Morning Anchor.; Lupita Murillo-Reporter
54	4/20/11	Speaking Engagement	Pistor Middle School	Spoke with 50 7 th and 8 th graders. Spoke about the importance of reading and getting a high school education.	Lorraine Rivera—Morning Anchor
55	4/21/11	Station Tour	Tucson VA Hospital	8 Veterans from the VA toured station and learned about jobs in broadcasting.	Michael Hornfeck—Local Sales Manager
56	4/27/11	Station Tour	Tucson Home School Students	20 Students ranging from 5 to 17 yrs of age toured station to learn about careers in broadcasting	Jeff Dauenhauer-Account Executive
57	5/12/11	Station Tour	Christ Community Church	25-30 members toured the station and learned about television broadcasting.	Michael Hornfeck—Local Sales Manager
58	5/18/11	Station Tour	Good Guys Mentoring Program	12 children toured station to learn about careers in broadcasting.	Jeff Green—General Sales Manager
59	5/23/11	Station Tour	Bilingual Special Ed./Los Amigos Elementary	Spoke with approximately 18 children about the broadcast news business and how important it is to stay in school.	Anne Moral-Director
60	5/20/11	Career Day	Altar Valley Middle School	100 students in 4 sessions. Spoke about the typical day for a TV journalist. Students were between 5 th and 8 th grades.	Lorraine Rivera, Morning 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
Tucson Urban League 2305 S. Park Ave. Tucson, AZ 85713	Donna Baker 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 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
National Urban League 120 Wall Street New York, NY 10005	S Harris TEL: 212-558-5300 Sharris@nul.org	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
Goodwill Industries of S. Arizona 1940 E. Silverlake #403 Tucson, AZ 85713	Lisa Larivee Tel: 520-623-5174 ext 117 llarivee@goodwill-tucson.org	YES	0
ITT Technical Institute 1455 W River Rd Tucson, AZ 85713	Jennifer Whicker Tel: 520-408-7488 jwhicker@itt-tech.edu	YES	0
P.H.A.S.E./YMCA 525 N. Bonita Ave. Tucson, AZ 85704	Liz Rabago TEL: 884-7810 lrabago@ywcatuson.org	YES	0

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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
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 1100 Knight Hall, Suite 3100 College Park, MD 20742	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
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	0
Pima County One Stop Career Center 340 North Commerce Park Loop Tucson, AZ 85745	Donna Baker FAX: 798-0599 TEL: 798-0500	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
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

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RECRUITMENT SOURCES	CONTACT	ENTITLED TO NOTIFICATION	INTERVIEWED
E-MAIL			
AWRT-Tucson Chapter Tucson, AZ	Katrina Noble Tel: 520-745-8221 Katrina@adwiz.com	NO	0
Tucson Advertising Federation P.O. Box 90167 Tucson, AZ 85752	Pearl Ford-Fyffe TEL: 520-326-1060 FAX: 520-326-9973 membership@tucsonadfed.org	NO	2
Brown Mackie College 4585 East Speedway Blvd. Suite 204 Tucson, AZ 85712	Lilliana Bujanda TEL: 520-327-6866 FAX: 520-319-3495 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	1
KPAX PO Box 4827 Missoula, MT 59801	Bob Hermes, General Manager FAX: 406-543-7111 TEL: 406-543-7106	
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	

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RECRUITMENT SOURCES

RECRUITMENT SOURCES	INTERVIEWED
KVOA.com	15
KVOA Employees	6
KVOA Employee Referral	19
cordillera.tv/admin	
careerpage.org	
Azbroadcasters.org	
tvjobs.com	16
medialine.com	1
career.arizona.edu	
Other Internet Websites	1
College Central www.collegecentral.com/muw	
www.media-match.com	
Graeme Newell's gnewell@602communications.com	2
Talent Dynamics 322 Dawson Rd Waxahachie, TX 75167	16
University of Arizona/AZ Wildcat	4
Industry Awareness	9
KVOA Internship Program	1
Broadcasting & Cable	1
Tucson Ad Federation	2
Cordillera Sister Stations	1
Spots N Dots ads@spotsndots.com	14
Total Interviewed	108