

KPNX
EEO PUBLIC FILE REPORT
May 22, 2009 - May 21, 2010

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer/Planner	1-2, 4, 6, 10-13, 15-16, 18-21, 23-25, 27-30, 34-37, 39-43, 46, 48-49, 51-54	21
Broadcast Operations Technician	6-7, 11, 16, 19-21, 23, 25, 27, 30, 34-37, 42-43, 46, 48-49, 51-52, 54	21
Meteorologist and Traffic Reporter	1-6, 8, 10-13, 15-16, 18-25, 27-30, 34-37, 39-46, 48-50, 52-54	45
Multimedia Journalist	2-4, 8-10, 12-13, 15-18, 29, 31-33, 39-41, 47, 50, 52-53	17
Producer/Planner	2-4, 8-10, 12-13, 15-18, 29, 31-33, 39-41, 47, 50, 52-53	17
On-Air Multi Media Journalist	2-4, 8-10, 12-13, 15-18, 26, 29, 31-33, 39-41, 47-48, 50, 52-53	17
Integrated Media Account Executive	2-5, 8-10, 12-13, 15-18, 21, 29, 31-33, 38-41, 47, 50, 52-53	5
WEB PRODUCER	2-4, 8-10, 12-13, 15-18, 29, 31-33, 39-41, 47, 50, 52-53	17
Traffic Anchor/Producer/Reporter	1-6, 8-16, 18-21, 23-25, 27, 29-37, 39-43, 46-47, 49-50, 52-54	21
Producer/Multimedia Journalist - Sports	1-6, 8-13, 15-16, 18-21, 23-25, 27, 29-43, 46-47, 49-50, 52-54	21
Producer/Planner/MMJ/12 News Daily Dish	1-6, 8-13, 15-16, 18-21, 23-25, 27, 29-37, 39-43, 46-47, 49-50, 52-54	21
Producer/Planner/MMJ/12 News Daily Dish	1-6, 8-13, 15-16, 18-21, 23-25, 27, 29-37, 39-43, 46-47, 49-50, 52-54	21
Research Manager	1-6, 8-13, 15-16, 18-21, 23-25, 27-36, 38-43, 46-47, 49-50, 52-54	38

* Unit includes satellite station KNAZ-TV, Flagstaff, Arizona.

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona Broadcasters Association 426 N. 44th Street, Suite 310 Phoenix, Arizona Phone : 602-252-4833 Email : jlatko@azbroadcasters.org Fax : 1-602-252-5265 Art Brooks	N	0
2	Arizona Commission of Indian Affairs 1400 W Washington, Suite 300 Phoenix, Arizona Phone : 602-277-0351 Email : info@azcia.gov Fax : 1-602-542-3712 Ron. S. Lee	N	0
3	Arizona Hispanic Chamber of Commerce 255 E Osborn Road #201 Phoenix, Arizona Phone : 602-294-6086 Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
4	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Email : careerservices@asu.edu Fax : 1-480-965-2120 Career Services	N	0
5	Arizona State University - Walter Cronkite School of Journalism and Mass Communication PO Box 871305 Tempe, Arizona Phone : 480.727.7430 Email : Karen.Shannon@asu.edu Fax : 1-480-965-7041 Karen Shannon	N	2

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Arizona State University Cronkite Alumni - Walter Cronkite School of Journalism and Mass Comm. Stauffer Hall A 231, P.O. Box 871305 Tempe, Arizona Phone : 480.965.5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	N	0
7	Arizona Western College 6500 E. County 10th St. Yuma, Arizona 85365 Phone : 928-344-7604 Email : Fax : 1-928-344-7543 Lois Maddox	N	0
8	Arizona Women's Ed & Employment (AWEE) 914 W. Hatcher Road Phoenix, Arizona Phone : 602.371.1216 Email : claireclennon@awee.org Fax : 1-602-955-4229 Pam Paulsen	Y	0
9	Asian American Journalists Association (AAJA) 1182 Market Street, Suite 320 San Francisco, California 94102 Phone : 415-346-2051 Email : post@aaaja.org Fax : 1-415-346-6343 Asian American Journalists Association	N	0
10	California Chicano News Media Asso. - USC Annenberg School of Journalism One California Plaza, 300 S. Grand Ave, #3950 Los Angeles, California Phone : 213-437-4408 Email : ccnmainfo@ccnma.org Fax : 1-213-437-4423 Job Openings Coordinator	N	0
11	Career Builder Phoenix, Arizona Phone : Email : Fax : Manual posting Career Service	N	1

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Chicanos Por La Causa (CPLC) 1112 E. Buckeye Road Phoenix, Arizona Phone : Blanca Nunez Email : jessica.nunez@cplc.org Fax : 1-602-352-5985 Pete Garcia	N	0
13	City of Phoenix 135 North 2nd Ave Phoenix, Arizona Phone : 602-495-5704 Email : deborah.klatt@phoenix.gov Fax : 1-602-534-0548 Deborah Klatt	N	0
14	Cold Call	N	1
15	Department of Economic Security - North Phoenix Job Service 9801 North 7th Street Phoenix, Arizona Phone : 602-861-0208 Email : cfuentes@azdes.gov Fax : 1-602-678-1865 Carlie Fuentes	N	0
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Email : Fax : 1-212-975-5884 Sandra Rice	N	0
17	Employee Referral	N	7
18	Governor's Office of Equal Opportunity 1700 W. Washington St #156 Phoenix, Arizona Phone : Email : Fax : 1-602-542-3712 Shannon -	N	0

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : Email : slizik@602communications.com Fax : 1--- Career Services	N	0
20	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : carlose@hispaniclink.org Fax : 1--- Carlos Ericksen-Mendoza	N	0
21	KPNX / Arizona Republic Website Phoenix, Arizona Phone : Email : Fax : Manual posting Jobs at 12	N	17
22	KPNX Employee	N	1
23	KPNX TV 12 1101 N. Central Avenue Phoenix, Arizona Phone : Email : Fax : Manual posting Career Service	N	0
24	Maricopa Career Network 2411 West 14th Street Tempe, Arizona Phone : 480-731-8000 Email : Fax : 1-480-731-8210 District Office	N	0
25	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Email : medialine@medialine.com Fax : 1--- Mark Shilstone	N	0

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Mort Meisner & Associates	N	1
27	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : admin@naaffaa.org Fax : 1-- Mr. Jon Melegrito	N	0
28	National Academy of TV Arts & Sciences (NATAS) 1101 E Monte Cristo Phoenix, Arizona Phone : Email : aznatas@qwest.net Fax : 1-623-872-8308 Patti -	N	0
29	National Association for the Advancement of Colored People (NAACP) 1818 S. 16th Street Phoenix, Arizona Phone : 602-252-4064 Email : Tillmannaacp@aol.com Fax : 1-602-252-2954 Oscar Tillman	N	0
30	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
31	National Association of Black Journalists (NABJ) 8701A Adelphi Road Aldephi, Maryland 20783-1716 Phone : (301) 445-7100 Email : nabj@nabj.org Fax : 1-301-455-7101 Career Service	N	0

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	National Association of Broadcasters (NAB) 1771 N. Street N.W. Washington, District of Columbia 20001 Phone : 202-429-5406 Email : Fax : 1-202-429-5406 Alex Hitz-Sanchez	N	0
33	National Association of Hispanic Journalists (NAHJ) 1193 National Press Building Washington, District of Columbia 20045-2100 Phone : Email : jobbank@nahj.org Fax : 1--- Kathleen McHugh	N	0
34	National Black Media Coalition 1738 Elton Rd. #314 Silver Spring, Maryland Phone : (301) 445-2600 Email : webmaster@nbmc.org Fax : 1-301-593-3604 Pluria W. Marshall	N	0
35	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Email : cwint@ncnw.org Fax : 1--- Cassandra Wint	N	0
36	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Email : info@nlgja.org Fax : 1--- Career Service	N	0
37	Native American Journalists Association 555 Dakota Street, Al Neuharth Media Center Vermillion, South Dakota Phone : (605) 677-5282 Email : info@naja.com Fax : 1-866-694-4264 Career Service	N	0

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Non Employee Referral	N	4
39	Northern Arizona University Off Campus Employment P.O. Box 5664 Flagstaff, Arizona Phone : 928-523-6046 Email : sonia.gonzalez@nau.edu Fax : 1-928-523-1117 Sonia Gonzalez	N	0
40	Phoenix Indian Center 2601 N. 3rd Street, Suite #211 Phoenix, Arizona Phone : 602-264-6768 Email : karent@phxindcenter.org Fax : 1-602-263-7486 Karen T	N	0
41	Phoenix Urban League 1402 S. 7th Ave. Phoenix, Arizona Phone : 602-254-5611 Email : tmcDaniel@gphxul.org Fax : 1-602-253-7359 Employment Specialist	N	0
42	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Email : Fax : 1-202-223-4007 Karen Gregory	N	0
43	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Email : saja@columbia.edu Fax : 1--- Career Service	N	0
44	Talent Agency Eatman Media Services Ross Eatman	N	1
45	Talent Agency NS Bienstock Rick Ranage	N	1



KPNX
EEO PUBLIC FILE REPORT
May 22, 2009 - May 21, 2010

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			<p>On February 12, 2010 (1) Assistant News Director and (1) Anchor were the welcome speakers for the Arizona Latino Media Association (ALMA) High School Workshop. The mission of ALMA is to create and support a stronger media industry through diversity initiatives that deepen the scope, coverage and understanding of Latinos. There were 80 people in attendance.</p> <p>On February 26, 2010 (1) Weather Anchor was the guest speaker to the fourth grade class at Cerritos Elementary school about a career in meteorology. There were 100 people in attendance.</p> <p>On February 26, 2010 (1) Business Development Manager was the guest speaker to the fourth grade class at Cerritos Elementary school about a career in broadcast sales. There were 100 people in attendance.</p> <p>On February 26, 2010 (1) Weather Anchor was the guest speaker to the first grade class at Arroyo Elementary school about a career in meteorology. There were 48 people in attendance.</p>			
6	7/1/2009	Establishment of training programs for station personnel	KPNX offers a tuition reimbursement program designed to encourage self development through undergraduate or graduate work. Four employees participated in the program during the reporting period. Several of them for more than one class. Classes included: Leadership, Technical Writing, Politics & Organization, Public Agency Organization, Research Methods, Social Services, Advanced Policy Analysis, Public Policy, Weather Prediction and Meteorology.	4	Available to All Departments	1.00

KPNX
EEO PUBLIC FILE REPORT
 May 22, 2009 - May 21, 2010

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	9/9/2009	Provision of training to management	9/9/2009 & 9/16/2009 Two sessions for sales managers on Recruiting Best Practices and Interviewing tips. Included information on EEO and FCC posting processes.	2	Sales Managers	1.00
8	11/10/2009	Provision of training to management	November 10 – 12, 2009 President/General Manager and General Sales Manager attended Winning Meetings at Gannett Corporate Offices. Topics included: A focus on revenue opportunities, re-inventing local sales, innovation, digital updates and idea generation via brainboarding.	2	General Manager General Sales Manager	1.00

KPNX
EEO PUBLIC FILE REPORT
May 22, 2009 - May 21, 2010

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
9	1/21/2010	Participation in other activities designed by the station employment unit	<p>KPNX-TV conducts station tours bi-weekly to inform the community of our operations and to offer the opportunity to learn more about the various roles and jobs in broadcasting. Groups ranged from college journalism students to Cub Scout groups working on their communication badges.</p> <p>Marketing Assistant provided station tour to 15 students from Shepherd of the Desert Lutheran School on January 21, 2010.</p> <p>Marketing Assistant provided a station tour to 15 students from Desert Vista High School on February 2, 2010.</p> <p>Assistant Chief Photojournalist provided a station tour to 19 students from Kiva Elementary School on February 10, 2010.</p> <p>Marketing Assistant provided a station tour to 15 scouts from Tiger Den Pack 378 and 15 scouts from Cub Scout Pack 30 on February 15, 2010.</p> <p>Marketing Assistant provided station tour to 20 students from Estrella Elementary School on February 18, 2010.</p> <p>Marketing Assistant provided a station tour to 22 students from Patterson Elementary School and 17 students from Valley Vista High School on March 11, 2010.</p> <p>Marketing Assistant provided a station tour to 18 girl scouts on March 16, 2010.</p> <p>Marketing Assistant provided a station tour to 24 students from South Mountain Home School on March 31, 2010</p>	2		1.00

KPNX
EEO PUBLIC FILE REPORT
May 22, 2009 - May 21, 2010

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	2/1/2010	Establishment of a mentoring program	In February 2010, a Managing Editor, Digital Content Manager, Production Manager and Executive Producer were selected as mentees for the Gannett Mentoring Program. The mentoring program was designed by the Leadership and Diversity Council to develop and retain top talent. As a mentee, they have the opportunity to build a relationship with a trusted executive within the company focused on providing guidance on business issues and developmental goals.	4		1.00
11	2/26/2010	Participation in Job Fairs	On February 26, 2010, (1) weather anchor represented 12 News at the Notre Dame Preparatory Career Fair providing meteorology and broadcasting information to high school students interested in careers in the field. There were over 100 attendees at the fair.	1		0.25
12	3/10/2010	Provision of training to management	3/2010 through 2/2011: Learning Community. All department heads are participating in an online group learning experience. This includes all top managers in Gannett taking the same five courses over the course of a year and sharing their learning as a group. Courses include: First Steps Toward Strategic Planning, Creating a Strong Leadership Team, Implementing Change for Managers, Managing Innovation and Creativity, and Managing Company Change.	6	All Department Heads	1.00

KPNX
EEO PUBLIC FILE REPORT
May 22, 2009 - May 21, 2010

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
13	4/6/2010	Provision of training to management	<p>April 6-8, 2010 Winning in Sales Meetings:</p> <p>Two Sales Managers participated in 2 ½ days of seminars intended to enhance their Training & Development as Managers. This included sessions on Attracting & Retaining Talent, Generating Ideas, Multi*Platform & Digital Ideas, Brain*Board Solutions, Running Teams, Accountability and Training & Development. The session on Attracting & Retaining Talent included topics on: Sourcing Candidates, Recruiting Diverse Candidates, FCC Applicant Tracking Requirements, Legal Interview Questions, and Interviewing Tools.</p>	2	Sales Managers	1.00
14	4/7/2010	Participation in Job Fairs	On April 7, 2010, (1) Assignment Editor and (1) Hiring Manager attended the Arizona Broadcasters Association Career Fair held at Scottsdale Community College. There were over 200 attendees at the fair.	2		0.25
15	5/1/2010	Participation in scholarship programs	KPNX through the Gannett Foundation will contribute \$10,000 to the Walter Cronkite School of Broadcasting and Journalism at Arizona State University. This contribution is used for broadcasting and journalism scholarships.	1		1.00
16	5/19/2010	Participation in scholarship programs	As a part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, in 2010 we supported the Emma L. Bowen Foundation with a grant from the Gannett Foundation Media Fund in 2010. This grant is for the Emma Bowen Foundation for Minority Interests in Media for general support of media diversity initiatives including on-the-job training, mentoring, scholarships and work/study programs. The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students.	1		1.00