KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
Multimedia Sales Executive	3-13, 15-16, 18-20, 23-32, 34-40, 42-43, 45-46	11
Senior Executive Producer	3-13, 15-20, 22-25, 27-32, 34-40, 42-46	17
Storyteller, Reporter and MMJ - 12 News	2-13, 15-16, 18-20, 23, 25, 27-32, 34-46	2
Storyteller, Reporter and MMJ - 12 News	2-13, 15-16, 18-20, 23, 25, 27-32, 34-46	8
Storyteller, Reporter and MMJ - 12 News	2-13, 15-16, 18-20, 23, 25, 27-32, 34-46	44
Storyteller, Reporter and MMJ - 12 News	2-13, 15-16, 18-20, 23, 25, 27-32, 34-46	41
Staff Photojournalist, Satellite Truck Operator	1, 3-13, 15-20, 23, 25, 27-40, 42-43, 45-46	17
Marketing & Promotions Producer	3-13, 15-20, 23, 25, 27-32, 34-43, 45-46	8
Broadcast Operations Technician 1	3-13, 15-20, 23, 25, 27-32, 34-40, 42-43, 45-46	17
News Producer - 12 News Today	3-13, 15-20, 23, 25, 27-43, 45-46	8
News Producer - 12 News Today	3-13, 15-20, 23, 25, 27-43, 45-46	17
News Producer 12 News at 10PM	3-13, 15-20, 23, 25, 27-32, 34-43, 45-46	8
News Producer 12 News at 10PM	3-13, 15-20, 23, 25, 27-32, 34-43, 45-46	41
Multimedia Sales Executive	3-14, 16-21, 23, 25, 27-28, 30-32, 34-35, 37-40, 42-43, 45-46	11
Multimedia Sales Executive	3-14, 16-21, 23, 25, 27-28, 30-32, 34-35, 37-40, 42-43, 45-46	17
Multimedia Sales Executive	3-14, 16-21, 23, 25, 27-28, 30-32, 34-35, 37-40, 42-43, 45-46	8
Multimedia Sales Executive	3-14, 16-21, 23, 25, 27-28, 30-32, 34-35, 37-40, 42-43, 45-46	17
Reporter /Multimedia Journalist-12News	2-14, 16, 18-20, 23, 25, 27-32, 34-35, 37-43, 45-46	41

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
1	12news.com	N	1
2	Agent	N	2
3	Arizona Commission of Indian Affairs 1400 W Washington, Suite 300 Phoenix, Arizona Phone : 602-277-0351 Url : http://www.indianaffairs.state.az.us Email : info@azcia.gov Fax : 1-602-542-3712 Ron. S. Lee	N	0
4	Arizona Hispanic Chamber of Commerce 255 E Osborn Road #201 Phoenix, Arizona Phone : 602-294-6086 Url : http://www.azhcc.com/contact_us.php Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
5	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : http://career.asu.edu Email : careerservices@asu.edu Fax : 1-480-965-2120 Career Services	N	0
6	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	0
7	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

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
8	azcentral.com Phoenix, Arizona Phone : Url : www.azcentral.com Email : Fax : Manual posting Jobs at 12	N	21
9	Broadcast Cable Financial Management Association (BCFM) 5500 Frontage Road #360 Northfield, Illinois Phone : Url : www.bcfm.com Email : info@bcfm.com Fax : 1--- Career Service	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 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Email : Fax : Manual posting Career Service	N	10
12	Chicanos Por La Causa (CPLC) 1112 E. Buckeye Road Phoenix, Arizona Phone : Blanca Nunez Url : blanca.nunez@ctlc.org Email : Fax : 1-602-352-5985 Pete Garcia	N	0

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
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	Cronkite Sch of JRN/TEL P.O. Box 871305 Tempe Tempe, Arizona Phone : 480- 965-4539 Email : candice.anderson2.asu.edu Fax : 480- 965-7041 Candace Anderson	N	0
15	Department of Economic Security - North Phoenix Job Service 9801 North 7th Street Phoenix, Arizona Phone : 602-861-0208 Email : 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 Url : http://www.emmabowenfoundation.com/ Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0
17	Employee referral	N	12
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 21, 2011 - May 20, 2012

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 : Url : www.vault.com. 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	Indeed.com	N	1
22	internal candidate	N	4
23	Maricopa Career Network 2411 West 14th Street Tempe, Arizona Phone : 480-731-8000 Url : www.collegecentral.com/maricopa Email : Fax : 1-480-731-8210 District Office	N	0
24	Maricopa Workforce 5730 W. Hayward, Suite #63-64 Glendale, Arizona Phone : Email : Fax : Manual posting Development Center	N	0
25	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Fax : 1--- Mark Shilstone	N	0

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
26	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : admin@naffaa.org Fax : 1--- Mr. Jon Melegrito	N	0
27	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
28	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
29	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
30	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

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
31	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : cwint@ncnw.org Fax : 1--- Cassandra Wint	N	0
32	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlgja.org Fax : 1--- Career Service	N	0
33	non-employee referral	N	2
34	Northern Arizona University Off Campus Employment P.O. Box 5664 Flagstaff, Arizona Phone : 928-523-6046 Url : nau.edu/gatewayconnects Email : sonia.gonzalez@nau.edu Fax : 1-928-523-1117 Sonia Gonzalez	N	0
35	Phoenix Indian Center, Inc. 4520 N. Central Avenue Suite #250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : www.phxindcenter.org Email : kthornie@phxindcenter.org Fax : 1--- Karen A. Thorne	N	0
36	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

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
37	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Url : www.rtnda.org Email : Fax : 1-202-223-4007 Karen Gregory	N	0
38	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Fax : 1--- Career Service	N	0
39	Television Bureau of Advertising 3 East 54th Street, 10th Floor New York, New York Phone : (212) 486-1111 Url : http://www.tvb.org/ Email : tiphany@tvb.org Fax : 1--- Tiphany Jones	N	0
40	TV Jobs Employment Bulletin Board P.O. Box 4116 Oceanside, California 92502 Phone : 760-754-8177 Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
41	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : Fax : Mark C. Holloway	N	6

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

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
42	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Fax : 1--- Regina Parker	N	0
43	University of Arizona Studen Union Memorial Center, 1303 E. University Blvd #411 Tucson, Arizona Phone : 520-621-4606 Url : www.career.arizona.edu Email : joblink@email.arizona.edu Fax : 1-520-621-8144 Employer Relations	N	0
44	Unsolicited/Walk-in	N	5
45	Valle Del Sol 3807 North 7th Street Phoenix, Arizona Phone : 602-258-6797 Url : www.valledelsol.com Email : reneec@valledelsol.com Fax : 1-602-258-1134 Renee Carlini	N	0
46	Women in Communications 3337 Duke Street Alexandria, Virginia Phone : 410-647-5002 Url : www.womcom.org Email : Fax : 1-703-342-4311 Career Service	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**64**

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/1/2011	Establishment of an intern program designed to assist members of the community	KPNX-TV offered 12 internships this reporting period to students. The program offers the student/intern the opportunity to learn in a professional broadcast organization and allows them to gain the necessary skills needed to obtain employment in the broadcast industry. Internships are available in news and marketing. Selection is based on a formal interview, application, coursework, and references. Interns earn school credit. Internships generally last one semester. Interns were from the Walter Cronkite School of Broadcasting at Arizona State University, Northern Arizona University and the University of Arizona. Information about our internships is disseminated in a variety of ways, including but not limited to, our station's website, intern/career fairs, college and university guidance offices.	2	Intern Coordinators	1.00

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	8/19/2011	Participation in events or programs sponsored by educational institutions	KPNX anchors, reporters and meteorologists go to area schools to talk to students about their jobs and what education, skills and experience students need to have to have careers in media such as the following: On August 19, a Multimedia Journalist spoke to the after school News Crew and the News Crew Special Report elective class at Barcelona Middle School about a career in Media. Barcelona Middle School is a Title I school. There were over 20 in attendance. On August 29, an anchor participated in the ASU Cronkite School of Journalism Women in Media Panel discussing experiences establishing careers, challenges faced being a woman in the news and advice to students following similar career paths. There were over 250 attendees. On November 1, a reporter spoke to the Arizona College Prep TV Media class about a career in broadcasting. There were over 25 attendees. On November 18, a Meteorologist provided weather forecast on the Arcadia Network News to the entire school in addition to working one-on-one with a student weather forecaster. There were over 1800 attendees. On December 13, a Meteorologist was the Mistress of Ceremonies at the African American Leadership Institute (AALI) Graduation Ceremony. The AALI promotes the individual development of African-Americans for increased participation in leadership roles and serves as a principal education and networking resource for expertise and advocacy on leadership issues affecting and impacting our	5	Anchor, Reporter, MMJ Meteorologist, Director of Marketing	0.25

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			communities. There were over 100 attendees. On January 19, a Meteorologist, Multimedia Journalist and Director of Programming & Marketing, spoke at the ASU Walter Cronkite Chapter of the Radio Television Digital News Association (RTDNA) about a career in journalism. RTDNA is the world's largest professional organization exclusively serving the electronic news profession, consisting of more than 3,000 news directors, news associates, educators and students. There were over 75 attendees. On March 30, a Meteorologist spoke to Embry-Riddle Aeronautical University students about meteorology and careers in meteorology during their 12 News station tour. There were over 10 attendees.			

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	10/11/2011	Participation in other activities designed by the station employment unit	KPNX-TV conducts station tours bi-weekly to inform the community of our operations and to offer the opportunity to learn more about the roles and jobs in broadcasting. Groups ranged from college journalism students to Cub Scout groups working on their communication badges. Marketing Assistant provided the following station tours: Gilbert High School Tour – Broadcasting Class Date: 10/21/11 Attendance: 28 City of Tempe Communications & Media Relations Date: 10/26/11 Attendance: 10 Estrella Foothills High School Broadcasting Class Tour Date: 2/13/12 Attendance: 20 Country Gardens Charter Schools Station Tour Date: 2/24/12 Attendance: 23 Barry Goldwater High School Station Tour Date: 3/28/12 Attendance: 14 Embry-Riddle Aeronautical University Station Tour Date: 3/30/12 Attendance: 10 Anchor provided the following station tour: ASU – Broadcasting Class Date: 10/4/11 Attendance: 20	1	Marketing Assistant	1.00

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	11/1/2011	Participation in scholarship programs	KPNX, through the Gannett Foundation, contributed $10,000 to the Walter Cronkite School of Broadcasting and Journalism at Arizona State University Awards Luncheon held in November, 2011. Scholarships funded high achieving, under-served students at the ASU Walter Cronkite School of Journalism KPNX, through the Gannett Foundation, will contribute $5000 to the House of Broadcasting Celebrity Toast on May 19, 2012. House of Broadcasting Museum is dedicated to preserving and celebrating the history, personalities and paraphernalia of radio and television media.	1	Gannett Foundation	1.00
5	12/14/2011	Establishment of training programs for station personnel	Our VP/News Director and Director of Programming & Marketing attended the Gannett Leadership programs at Corporate Headquarters in December. Gannett Leadership Program (GLP) December 14-17, 2011 GLP is designed to program managers with the leadership knowledge and skills in four key areas: Building Gannett Leadership Competencies, Engaging Employees, Leading Change, and Leading Innovation. The program provides the opportunity to network and build strong career-based relationships. Other topics include: HBR case study, the Orange Book, and Micheal Roberto's book, Know What You Don't Know: How Great Leaders Prevent Problems Before They Happen.	2	VP/News Director Director of Programming & Marketing	1.00

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	1/2/2012	Participation in scholarship programs	As a part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, we supported the Emma L. Bowen Foundation with a grant from the Gannett Foundation Media Fund in 2011. 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	Gannett Foundation	1.00

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	5/1/2012	Provision of training to management	KPNX's VP/News Director, Director of Information & Technology, Director of Programming & Marketing, General Sales Manager, and Business Manager attended the Republic Media Leadership Development Program Strategic Objective - enhance leadership knowledge and skills of managers at Republic Media so they can effectively lead the organization in a dynamic and transformational environment. Development will focus on strategic leadership, engaging employees and leading change and innovation. Emotional Intelligence with Joelle Hadley of SW Institute for Emotional Intelligence - participants will learn how to lead and manage different personalities in a large organization and come away with ways they can improve their own leadership and communication styles to be more effective. Managing the Madness: Time Management & Dealing with Change with Tom Stapleton - participants come away with tangible tips on organizing their work, time and priorities and how to manage during transformational changes. Becoming a problem-finding organization with Michael Roberto Leading & Managing Change by Michael Roberts - program provides an eight-step process for leading and managing change, from a team to department level, and shows how to apply it in your own work.	5	Department Heads	1.00

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
8	5/19/2012	Establishment of training programs for station personnel	1 IT Engineer Trancender Certification Test Prep Study Materials 1 Reporter Investigative Reporter & Editor (IRE) Conference – Orlando, FL 40 Reporters/Photographers I-Phone News Gather Training, Video Search Engine Optimization Training; Training on new text Messaging System 1 IT Engineer 50331 Windows/Enterprise Desktop Microsoft Certifications Exams MS Practice Test for 70.685 ProWindows 7 Enterprise Desktop 1 Photographer CDL Permit Test at DMV 1 Account Executive Attended New Biz Prospects "2011 Book of Lists" Party 15 Sales Department Employees Wide Orbit Sales and Adobe Connect – Live Computer Chats 7 Account Executives Miller Heiman – Strategic Selling 2 day seminar 7 Account Executives & 4 Sales Managers How To Sell Against Cable News Director Poynter Institute - Online Training Business Manager & Accounting	70	All Departments	1.00

KPNX
EEO PUBLIC FILE REPORT
May 21, 2011 - May 20, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			Manager On-line Outlook Soft Training Director of Programming & Marketing Promaxbda - Las Vegas - 2011 Station Summit 1 Local Sales Manager Attend New Biz Prospects "2011 Book of Lists" party 4 Sales Managers Miller Heiman - Strategic Selling 2 day Seminar			
					TOTAL POINTS OVER REPORTING PERIOD:	7.25