

KOLD
EEO PUBLIC FILE REPORT
 June 1, 2022 to May 31,2023

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	Dept of Economic Security Atten: Miriam Cruz MCruz@Azdes.gov	N	
2	Dept of Economic Security Atten: M Pollinger MPollinger@Azdes.gov	N	
3	Arizona State University Attn: Mike Wong Mike.Wong@asu.edu 3/15 used Karen Bordeleau at kbordell@asu.edu	N	
4	Pima One Stop Attn Evelyn Wright Evelyn.Wright@pima.gov quit using March 2023	N	
5	University of Arizona Atten: Nancy Sharkey NSharkey@eEmail.Arizona.edu	N	
6	Northern Arizona University Atten:Jessica Donohue Jessica.donohue@Nau.edu	N	
7	KOLD/Gray.tv/Careers KOLD.com/Gray.TV	N	38
8	National Alliance of State Broadcaster Associates https://www.careerpage.org/members/index.php	N	
9	Arizona Broadcaster Association AZbroadcasts.org	N	
10	Indeed Indeed.com	N	18
11	Recruiting Promo on Air	N	
12	Other Internet Postings Other sites sweeping our account	N	18
13	Gray Recruiting Group	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Employee reference or walk in	N	23
15	ASU recruiting day	N	3
16	NAU Recruiting day	N	1
17	UA Internship Fair	N	2
18	NABJ-Gray Corp Posted	N	
19	NAHJ-Gray Corp posted	N	
20	AAJA-Gray Corp posted	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			101

KOLD
EEO PUBLIC FILE REPORT
 June 1, 2022-May 31, 2023

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Outreach PSA	<p>It is the policy of KOLD-TV 13 to provide opportunities to all qualified individuals without regard to their race, color, religion, national origin, gender, or any other characteristic protected by law</p> <p>If your organization distributes information about employment opportunities to job seekers and would like to be notified about job openings at this station, please contact Michelle Love by calling 520-744-5237 or write her at 7831 N Business Park Dr, Tucson, Arizona, 85743</p> <p>Or check our website for more details at KOLD.com</p>
2	Participate in Job Fair	<p>On February 22, 2023, News director participated in the Arizona State University Career & Internship Fair. Held interviews for graduating students and students interested in internships</p>
3	Participate in Job Fair	<p>On February 17, 2023, News director participated in the Northern Arizona University Career & Graduate School Expo. Held interviews for graduating students.</p>
4	Participate in Job Fair	<p>On March 1, 2023, News director participated in the University of Arizona Spring Career Days. Held interviews for graduating students.</p>
5	EEO Management Training	<p>On April 20, 2023 our Office Manager participated in a training program called the FCC's EEO Rules and Regulations provided by Wiley Rein.</p>
6	Internship program	<p>KOLD offers internship opportunities to eligible students, to provide hands-on</p>

learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university. Internships are offered in a variety of departments at the stations, including News, Marketing/On-Air Promotions, Programming, Sales, and Production.

During this reporting year, 4 students participated in the Internship Program. Students came from the following schools: University of Arizona and Arizona State University