

KMSB, KTTU
EEO PUBLIC FILE REPORT
May 21, 2022 - May 20, 2023

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
Sales Assistant-11584	1, 3-5, 7-9, 11, 14-18, 20, 22	1
Account Executive (013052)	13, 17	13
Account Executive- 13915	1-7, 9-15, 17-22	1
Account Executive-014273	3-5, 7, 9, 11, 13-15, 17-18, 20, 22	17

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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	Agency Referral	N	2
2	Arizona Broadcasters Association 426 N 44th St Ste 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.azbroadcasters.org Jennifer Latko Manual Posting	N	0
3	Arizona Hispanic Chamber of Commerce 255 E Osborn Rd #201 Phoenix, Arizona 85012 Phone : 602-294-6086 Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
4	Arizona State University POB 871312, Student Svc Bldg #329 Tempe, Arizona 85287 Phone : 480-965-5112 Email : careerservices@asu.edu Career Services	N	0
5	Arizona State University of Cronkite Alumni-Walter Cronkite School of Jour. & Mass Comm. Stauffer Hall A 231 PO Box 871305 Tempe, Arizona 85287 Phone : 480-965-5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	N	0
6	Arizona@Work 2797 E Ajo Way Tucson, Arizona 85713 Phone : 520-243-6700 Rosemary Cora-Cruz Manual Posting	N	0

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7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	3
8	Chicanos Por La Causa 200 N Stone Ave Tucson, Arizona 85701 Phone : 520-882-0018 Email : gracie.fierro@cplc.org Lola Benitez	N	0
9	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
10	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94941 Phone : 415-339-9105 Url : https://www.glassdoor.com/index.htm Career Services Manual Posting	N	0
11	Goodwill Industries of S. Arizona 1940 E Silverlake Tucson, Arizona 85713 Phone : 520-623-5174 Email : llarivee@goodwill-tucson.org Lisa Larivee	N	0
12	JuJu 151 First Ave Ste 19 New York, New York 10003 Phone : 212-537-3898 Url : https://www.juju.com/ Career Services Manual Posting	N	0
13	Linked In	N	6

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14	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Email : art@mediarecruiter.com Fax : 1-303-400-5063 Art Scott	N	0
15	NAACP Tucson 2160 N 6th Ave Tucson, Arizona 85705 Phone : 520-622-8277 Email : clarence540@aol.com Clarence Boykins	N	0
16	National Association of Hispanic Journalists 1000 National Press Blvd 529 14st MW Washington, District of Columbia 20045 Phone : 202-662-7168 Url : www.nahjcareers.org NAHJ Job Bank Manual Posting	N	0
17	TEGNA Careers Page 7950 Jones Branch Dr McLean, Virginia 22107 Phone : 602-444-1124 Url : http://www.jobs.net/jobs/tegna/en-us/content/tegna Teresa Marzolph Manual Posting	N	5
18	Tucson Indian Center 705 N Main Ave Tucson, Arizona 85705 Phone : 520-884-7131 Email : benmcabe@hotmail.com Fax : 1-520-884-0240 Benny McCabe	N	0
19	Tucson Urban League 2305 S Park Ave Tucson, Arizona 85712 Phone : 520-791-9522 Email : dbakerx@csd.pima.gov Fax : 1-520-623-9364 Donna Baker	N	0

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20	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
21	University of Arizona 1303 E University Blvd Ste 411 Tucson, Arizona 85721 Phone : 520-621-2588 Eileen McGarry Manual Posting	N	0
22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/24/2022	Establishment of training programs for station personnel	TEGNA launches the second of their Secure TEGNA quarterly training modules focused on social engineering. This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data. All employees are required to participate in this mandatory training.	12	Station Manager Account Executive Sales Operations Manager Account Executive
2	9/23/2022	Establishment of training programs for station personnel	Internet Security and You - Ensuring the security of our data and networks requires that all of us understand the threat landscape and recognize the actions cybercriminals employ to breach our systems. TEGNA launched the third of their Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks. Human awareness and action are the best ways to prevent cybercrimes.	12	Station Manager Sales Operations Account Executive Account Executive
3	10/27/2022	Participation in events sponsored by organizations representing the community	KMSB's Station Manager, Account Executive and Production Editor attended the Arizona Bowl Community Luncheon Launch, where they met with community members and talked about KMSB initiatives. The mission of Barstool Sports Arizona Bowl is to provide world-class experiences for college student-athletes, fans, and the local community. Barstool Sports Arizona Bowl is a non-profit organization that strives to inspire youth, engage the community, support local charities, and create positive economic impact in Southern Arizona. This luncheon is attended by other media groups, small businesses and community groups.	3	Account Executive Station Manager Production Editor

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4	11/1/2022	Participation in events sponsored by organizations representing the community	KMSB's Account Executive attended a Media Mavens Community Networking Event. This is an event that connects women involved in media to better serve community and employment opportunities.	1	Account Executive
5	12/16/2022	Establishment of training programs for station personnel	TEGNA launched their final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training helps employees recognize risks and increase your understanding of the ever-changing threat landscape. Keeping our systems safe requires constant vigilance.	12	Station Manager Sales Operations Account Executive Account Executive
6	1/26/2023	Participation in events sponsored by organizations representing the community	KMSB's Account Executive attended a symposium hosted by Arizona Broadcasters Association (ABA), titled "State of Media Event and Ad Fed Luncheon." This was a quarterly luncheon to enable local businesses to better understand broadcast and broadcast employment opportunities.	1	Account Executive
7	3/1/2023	Co Sponsoring Job Fair	Station Manager and Sales Operations Manager co-sponsored and attended the University of Arizona Career Fair Days. While there, they met with and interviewed students across all majors. They spoke about the KMSB/TEGNA brand and the available positions at the station.	2	Station Manager Sales Operations
8	3/24/2023	Establishment of training programs for station personnel	TEGNA Cybersecurity Training "Find the Phish" was launched on March 6th and was the first Secure TEGNA quarterly training module for 2023. Like many of our past trainings, this interactive exercise offered an opportunity to sharpen cyber skills and reminds us of the common methods criminals use to access confidential information. This training launched on March 6, with a completion due date of March 24.	12	Station Manager Sales Operations Account Executive Account Executive

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9	4/1/2023	Establishment of training programs for station personnel	KSMB's Sales Assistant cross trained in other departments in order to gain knowledge into other departmental functions as well as to qualify for future opportunities. Training on systems that were specific to each department occurred.	2	Sales Operation Manager Sales Assistant
10	5/16/2023	Provision of training to management	TEGNA's Diversity and Inclusion Director held a training for hiring managers on inclusive recruiting and hiring. Topics covered included learning about diversity, equity and inclusion; the benefits of diverse teams, leveraging colleges, universities and local organizations; measuring diversity; looking for transferrable skills; combatting unconscious bias and best practices	1	Director of Sales