

KVOA
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 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
Content Producer Open Date: 4/1/2022 Hire Date: 6/27/2022	3, 6, 9, 22, 26, 36, 42	3
Content Producer Open Date: 4/1/2022 Hire Date: 7/25/2022	3, 6, 9, 22, 26, 36, 42	42
Content Producer Open Date: 4/1/2022 Hire Date: 6/26/2022	3, 6, 9, 22, 26, 36, 42	42
Multimedia Journalist Open Date: 4/11/2022 Hire Date: 7/5/2022	3, 6, 9, 22, 26, 29, 36, 42	29
Newsroom Manager Open Date: 4/15/2022 Hire Date: 6/2/2022	3, 6, 9, 22, 26, 36, 42	26
News Photojournalist/Editor Open Date: 5/6/2022 Hire Date: 6/9/2022	9, 22, 26, 36, 42	26
Anchor/Reporter Open Date: 5/20/2022 Hire Date: 8/17/2022	9, 13, 22, 24, 26, 36, 42	24
Anchor/Reporter Open Date: 5/20/2022 Hire Date: 8/17/2022	9, 13, 22, 24, 26, 36, 42	26
Business Administrator Open Date: 5/23/2022 Hire Date: 8/29/2022	1, 3, 5-11, 14, 16-17, 19-23, 26-31, 34-48	17
Assignment Editor Open Date: 6/21/2022 Hire Date: 3/1/2023	1, 3, 5-10, 14-16, 19-23, 26-28, 30-31, 34-37, 40-48	15
News Graphic Artist Open Date: 6/21/2022 Hire Date: 9/26/2022	1, 5-10, 15-16, 19-22, 26-28, 30-31, 34-37, 40-48	15
Technical Media Producer Open Date: 7/12/2022 Hire Date: 8/15/2022	9, 22, 26, 32, 36, 42	26
Digital Content Manager Open Date: 7/25/2022 Hire Date: 10/3/2022	1, 5-10, 16, 19-22, 26-31, 34-37, 40-48	29
News Photographer Open Date: 8/12/2022 Hire Date: 8/29/2022	9, 22, 26, 29, 36	29

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Weekend Evening Anchor/MMJ Open Date: 8/19/2022 Hire Date: 3/6/2023	1, 3, 5-11, 13-14, 16, 18-22, 26, 28, 30-31, 34-36, 40-48	26
Producer Open Date: 8/29/2022 Hire Date: 9/12/2022	22, 26, 29, 36, 42	29
Producer Open Date: 9/7/2022 Hire Date: 11/28/2022	1, 5-10, 16, 19-22, 26-28, 30-31, 34-37, 40-48	22
Multimedia Journalist Open Date: 9/8/2022 Hire Date: 10/17/2022	1-12, 14, 16, 19-23, 26, 28-31, 33-37, 40-48	42
Sales Account Executive Open Date: 10/18/2022 Hire Date: 12/19/2022	1, 3, 5-10, 14-16, 19-23, 25-28, 30-31, 34-36, 40-48	23
Master Control Operator Open Date: 12/12/2022 Hire Date: 1/17/2023	1, 3, 5-10, 14-16, 19-22, 26-28, 30-31, 34-36, 40-48	15
Advertising Account Executive Open Date: 4/18/2023 Hire Date: 5/31/2023	1, 3, 5-10, 14, 16, 18-22, 25-26, 28, 30-31, 34-36, 40-48	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ACAP Job Assistance Center Dept. of the Army United States United States Army Intelligence Fort Huachuca, Arizona 85613 Phone : 520-533-5764 Email : usarmy.huachuca.imcom-central.mbx.SFL-TAP@mail.mil Rosalie Monge	Y	0
2	Agency Referral	N	2
3	Allen Media Broadcasting / Heartbeat 3282 Northside Parkway Suite 275 Atlanta, Georgia 30327 Phone : 5208844601 Angela Betzhold Manual Posting	N	1
4	American Advertising Federation - Tucson P.O. Box 32636 Tucson, Arizona 85751 Phone : 520-748-1010 Url : aaftucson.org linda Fahey Manual Posting	N	0
5	Arizona @ Work / Department of Economic Security 1455 S. Alvernon Way Tucson, Arizona 85711 Phone : 520-872-9185 Fax : 1-520-495-5063 Topacio Britto	Y	0
6	Arizona Broadcasters Association 426 N. 44th St. Su. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Mary Kate Lau Manual Posting	N	0
7	Arizona Public Media 1423 E. University Blvd. Tucson, Arizona 85721 Phone : 520-621-5828 Fax : 1-520-621-3360 Kim Ramey	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Beacon Group P.O. Box 50544 Tucson, Arizona 85703 Phone : 520-622-4874 Fax : 1-520-620-6620 Job Listings	Y	0
9	Careerpage.org 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Job Listings Manual Posting	N	0
10	Chicanos Por La Causa Workforce Solutions 619 N. 7th Ave., Bldg B Phoenix, Arizona 85007 Phone : 602-695-5745 Email : michelle.hernandez@cplc.org Michelle Hernandez	Y	0
11	Collectivetalent.com 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Michael Bille Manual Posting	N	0
12	Consultant Referral	N	2
13	Current Employee	N	4
14	D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, Arizona 85701 Phone : 520-628-6810 Fax : 1-855-339-7235 Job Listings	Y	0
15	Employee Referral	N	7
16	Family Support Center 3500 S. Craycroft Rd. Bldg 3210 Davis-Monthan, AFB, Arizona 85707 Phone : 520-228-5690 Email : 355FSS.FSFR.Employment@us.af.mil Lindsey Siegmund/USAF ACC	Y	0
17	Former Employee	N	1

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18	Former Employee Referral	N	2
19	Frey Creating Marketing 310 S. Williams Blvd Su. 260 Tucson, Arizona 85711 Phone : 520-745-8221 Katrina Noble Manual Posting	Y	0
20	Goodwill Industries of Southern Arizona 1940 E. Silverlake #403 Tucson, Arizona 85713 Phone : 520-623-5174 Email : llarivee@goodwill-tucson.org Lisa Larivee	Y	0
21	Gospel Rescue Mission 4550 S. Palo Verde Road Tucson, Arizona 85714 Phone : 520-740-1501 Email : jgamble@grmtucson.com Fax : 1-520-622-8585 Janette Gamble	Y	0
22	HANDSHAKE / University of Arizona 1303 E. University Blvd. Su. 1411 Tucson, Arizona 85721 Phone : 520-621-2588 Job Listings Manual Posting	N	2
23	Indeed 6433 Champion Grandview Way Building 1 Austion, Texas 78750 Phone : 800-475-4361 Url : www.indeed.com Chris Hyams Manual Posting	N	5
24	Internal Candidate	N	3
25	Job Fair	N	2

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26	KVOA P.O. Box 5188 Tucson, Arizona 85703 Phone : 520.884.4601 Url : www.kvoa.com Angela Betzhold Manual Posting	N	13
27	KVOA-TV On-Air Announcement 209 W. Elm St. Tucson, Arizona 85705 Phone : 520-884-4601 Angela Betzhold Manual Posting	N	0
28	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : kwhite@kwwl.com Kelly White	N	0
29	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 16506873600 Ryan Roslanksy Manual Posting	N	11
30	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-445-7100 Email : press@nabj.org Ryan Williams	Y	0
31	National Urban League 120 Wall Street New York, New York 10005 Phone : 212-558-5300 Email : sharris@nul.org S. Harris	Y	0
32	Non-Employee Referral	N	1
33	Other Source	N	2

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34	P.H.A.S.E./YWCA 525 N. Bonita Ave. Tucson, Arizona 85704 Phone : 520-884-7810 Email : info@ywcatuscon.org Fax : 1-520-884-5205 Liz Rabago	Y	0
35	Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Arizona 85746 Phone : 520-888-5000 Fax : 1-520-883-5014 Carmen Thomas	N	0
36	Pima Community College 4905 E. Broadway Blvd. Tucson, Arizona 85709 Phone : 520-206-4500 Job Listings Manual Posting	N	0
37	Pima County One Stop Career Center 430 N. Commerce Park Loop Tucson, Arizona 85745 Phone : 520-724-6738 Email : patricia.gastelum@pima.gov Patricia Gastelum	Y	0
38	Promax 5700 Wilshire Blvd. Suite 275 Los Angeles, California 90036 Phone : 310-788-7600 Steve Kazanjian Manual Posting	N	0
39	Spots N Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 x 701 Url : www.spotsndots.com Classified Ads Manual Posting	N	0

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40	The Southern Illinoisan 710 N. Illinois Ave Carbondale, Illinois 62901 Phone : 618-985-2333 Email : btanner@wsiltv.com Fax : 1-618-457-2935 Bethany Tanner	N	0
41	Tucson Indian Center 160 N. Stone Ave. Tucson, Arizona 85701 Phone : 520-884-7131 Fax : 1-520-884-0240 Vicky Mullins	Y	0
42	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Career Services Manual Posting	N	19
43	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : ecrikelair@waow.com Elizabeth Crikelair	N	0
44	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Bonnie Beer	N	0
45	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : twessel@wrex.com Theresa Wessel	N	0

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46	WSIL-TV 1416 Country Aire Drive Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsiltv.com Fax : 1-618-985-3709 Bethany Tanner	N	0
47	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
48	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			77

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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	Ongoing Event	Participation in events or programs sponsored by educational institutions	Throughout the year, Bear Essential News for Kids' Young Reporters, grades 3 through 8, write and report their news stories that air on KVOA every week.	1	Programming Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	KVOA conducts a paid internship program. The purpose behind the internship program is to offer students in the fields of journalism, broadcasting, communications and related fields the opportunity to gain hands on experience in broadcast television and digital platforms. Students who participate will gain a variety of practical experience and an hourly wage. The company strives to offer these opportunities to a diverse group of interns. Each Intern is assigned a mentor and has a "curriculum" for each position. KVOA hosted 4 interns from the University of Arizona for the Fall and Spring semesters.	1	News Director
3	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Outreach PSA notifying the public that KVOA is an equal opportunity employer and conduct broad outreach regarding job vacancies and seek the help of local organizations in referring qualified applicants to our station. For more info, please contact KVOA 520.792.2270	1	Business Administrator
4	7/19/2022	Establishment of training programs for station personnel	The KVOA Sales Management and Account Executives participated in the Heartland AMB Basic Navigation Training on Tuesday, July 19, 2022, 10:00 AM to 10:45 AM, on basic navigation using Matrix system.	9	(1) General Sales Manager (3) Sales Managers (5) Account Executives
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	Four students from San Miguel High School spent one day a week during the entire school year learning the necessary skills to be successful in a professional career.	1	News Director
6	8/4/2022	Establishment of training programs for station personnel	The General Sales Manager and Digital Sales Manager participated in the Heartland AMG Reporting Training on Thursday, August 4, 2022, from 10:00 AM to 11:00 AM. It involved training on Matrix reporting.	2	General Sales Manager Digital Sales Manager

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7	9/15/2022	Participation in events or programs sponsored by educational institutions	The General Sales Manager spoke to University of Arizona Eller College of Management students on Thursday, September 15, 2022, about the careers in the sales broadcasting industry and management of Sales Operations.	1	General Sales Manager
8	9/21/2022	Hosting of Job Fair	KVOA sponsored and hosted a job fair on Wednesday, September 21, 2022, from 10:00 AM to 4:00 PM at the Double Tree by Hilton Tucson to assist local businesses in Southern Arizona with recruitment.	9	(1) General Sales Manager (1) Local/Digital Sales Manager (2) Sales Managers (5) Account Executives
9	Ongoing Event	Participation in events sponsored by organizations representing the community	Weather IQ is an educational weather program created by KVOA and designed to educate and arouse interest in weather science in children's ages 9 to 12. KVOA's Chief Meteorologist along with other KVOA staff members hosts a 1-hour colloquium at 23 local elementary schools each year. This educational program is designed to teach children weather facts by engaging them with fun and interesting details and figures. Students are tested on weather phenomena and win prizes for correct answers. Schools compete against each other for the grand prize of a KVOA hosted pizza party at the end of the school year.	1	Chief Meteorologist
10	10/10/2022	Participation in job banks, internet programs and other programs designed to promote outreach	KVOA's Business Administrator participated in a Handshake online webinar on Monday, October 10, 2022. This webinar explained how to increase participation for fairs and events to recruit more job applicants.	1	Business Administrator
11	2/15/2023	Participation in events sponsored by organizations representing the community	KVOA's Local/Digital Sales Manager participated in the CDO Career Day on Wednesday, February 15, 2023, at 10:00 AM. The manager spoke to the students about her work as a Local/Digital Sales Manager, such as qualifications, experiences and education needed to perform the job.	1	Local/Digital Sales Manager

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12	3/1/2023	Participation in Job Fairs	KVOA News General Sales Manager and Digital Sales Manager participated in the University of Arizona 2023 Spring Career Days, Wednesday, March 1, 2023, from 1 PM to 4 PM, held in the BearDown Gym.	2	General Sales Manager Digital Sales Manager
13	3/22/2023	Sponsorship of events in the community designed to increase public awareness	KVOA hosted a station tour for the La Cholla Ward Young Men Youth program on Wednesday, March 22, 2023. 7 boys ranging in age from 12 to 16 participated in the tour along with 2 adult advisors. They learned about Journalism in television broadcasting and watched the 4 PM newscast.	1	Producer
14	3/28/2023	Establishment of training programs for station personnel	KVOA producers participated in the online 2023 Magid Insitute Producer Academy held March 28 and 29, 2023. It is an online producer training addressing the fundamentals and make the producers more effective in their roles.	10	(1) News Director (1) Executive Producer (1) Investigative Producer (7) News Producers
15	3/30/2023	Establishment of training programs for station personnel	The Sales Department, including Sales Management, completed training courses, IML Creative and Ad Ops training on Thursday, March 30, 2023. The training courses were from vendors that they work with for digital marketing. The tools they learned will assist the Sales team with selling digital products.	7	(1) General Sales Manager (1) Local/Digital Sales Manager (5) Account Executives

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16	4/13/2023	Participation in events sponsored by organizations representing the community	Cathie Batbie, KVOA News Director, and Lupita Murillo, KVOA Multimedia Journalist, hosted a group of 7 international journalists, along with 2 international visitor liaisons, that participated in the Edward R. Murrow Program for Journalists: New and Traditional Broadcast Media. The event was held Thursday, April 13, 2023, from 10:30 AM to 11:30 AM. This program was designed to examine the history, structure, and function of broadcasting in the United States and the challenges and opportunities posed by social media. This group discussed the changes that are taking place in broadcast media, the development of online presence, and the basis for covering stories in the area.	2	News Director Multimedia Journalist
17	4/24/2023	Participation in events or programs sponsored by educational institutions	KVOA hosted a station tour for the Bonita Middle School Journalism students on Monday, April 24, 2023. Eleven students along with two teachers completed a tour of the station, learned about Journalism in television broadcasting and watched the 12 PM newscast.	1	Morning Anchor/MMJ
18	4/25/2023	Participation in events or programs sponsored by educational institutions	KVOA hosted a station tour for a University of Arizona Journalism class on Tuesday, April 25, 2023. Twelve students and one professor toured the station, learned about Journalism in television broadcasting and watched part of the 12 PM newscast.	1	Morning Anchor/MMJ
19	5/4/2023	Hosting of Job Fair	KVOA hosted Southern Arizona's largest job fair on Thursday, May 4, 2023, 10:00 AM to 4:00 PM at the Doubletree-Reid Park to help Southern Arizona businesses with recruitment.	8	(1) General Sales Manager (1) Local-Digital Sales Manager (1) Regional Sales Manager (5) Account Executives

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20	5/8/2023	Establishment of training programs for station personnel	The Sales Department, including Sales Management, completed training courses, Dynamic OTT and Dynamic Auto Catalog on Monday, May 8, 2023. The training courses were from vendors that they work with for digital marketing. The tools they learned will assist the Sales team with selling digital products.	7	(1) General Sales Manager (1) Local-Digital Sales Manager (5) Account Executives
21	5/11/2023	Participation in events sponsored by organizations representing the community	KVOA hosted a station tour for Calvary Chapel Christian School on Thursday, May 11, 2023, at 1:30 PM. 19 students participated in the tour along with 9 adults. They learned about weather from our Chief Meteorologist.	1	Chief Meteorologist