

KPHO, KTVK, KPHE-LD
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
Account Executive	2-4, 11-15, 19, 22-23, 25-26, 33, 35	11
Anchor/Reporter	1-4, 6, 12-16, 19, 21-26, 33, 35	1
Anchor/Weather	2-4, 6, 12, 14-15, 19, 21-26, 28, 30, 33, 35	28
Photojournalist	3, 12, 14-15, 19, 21-22, 25-26, 28, 33, 35	28
Photojournalist	3, 8, 12, 14-15, 19, 21-22, 25-26, 33, 35	8
Photojournalist	3, 11-12, 14-15, 19, 21-22, 25-26, 32- 33, 35	32
Photojournalist	3, 11-12, 14-15, 18-19, 21-22, 25-26, 33, 35	11
News Reporter	3, 6, 12, 14-15, 19, 21-22, 25-26, 32- 33, 35	32
News Video Editor	3-4, 12, 14-15, 19, 21-22, 25-26, 28, 33, 35	28
Multimedia Journalist	14, 19, 21, 28, 30, 33-35	28
News Producer	12, 14-15, 19, 21, 33-35	12
News Producer	5, 11, 13-14, 19, 21, 28, 33-35	11
News Producer	4, 11, 13-15, 19, 21, 28, 33-35	11
Sales Assistant	11-12, 14, 16, 19, 21, 33, 35	11
Senior News Producer	12, 14, 19, 21, 27-28, 33-35	28
Art Director	9, 11-12, 14, 19, 21, 28, 33, 35	9
Investigative Reporter	9, 12, 14, 19, 21, 33-35	9
Digital Content Producer	12-14, 16, 19, 21, 28, 33-35	13
Technical Producer	11, 13-14, 19, 21, 28, 33-35	28
Graphics & Motion Artist	4, 8, 12, 14-15, 19, 21, 28, 33-35	28
IT Administrator	4, 7-8, 11-12, 14-15, 19, 21, 33-35	8
Photojournalist	11-12, 14, 19, 21, 29, 32-35	11
Photojournalist	11-14, 19, 21, 28, 33-35	11
Creative Services Photographer/Editor	4, 8, 12-16, 19, 21, 28, 30, 33-35	13
Executive News Producer	4, 7, 12, 14-16, 19, 21, 30, 32-35	32
Client Creative Manager	4, 8-9, 12, 14-16, 19, 21, 28, 30, 33-35	9
News Producer	4, 11-15, 19, 21, 30, 32-35	11
News Producer	4, 11-12, 14-15, 19, 21, 29-30, 32-35	11

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Senior News Producer	4, 10, 12, 14-15, 19, 21, 33-35	10
Digital Content Producer	4, 7, 11-13, 15, 19, 21, 30, 33, 35	13
Anchor/Reporter	4-5, 9, 12, 14-16, 19, 21, 28, 30, 33-35	9
Anchor/Reporter	5, 11-14, 16, 19, 30, 33-35	11
Broadcast Engineer	5, 7, 11-12, 14, 16, 19, 21, 33-35	7
Commercial Production Video Editor	3, 5, 8, 11-14, 16, 19, 21, 30, 32-35	32
Reporter	5, 12, 14, 16-17, 19, 21, 27, 30, 32-35	17
Sales Assistant	5, 11-16, 19, 21, 30, 33-35	11
Photojournalist - Flagstaff	3, 5, 12-14, 16, 19-21, 30, 33-35	20
News Producer	3-5, 12-17, 19, 21, 30, 33-35	17
Photojournalist	3, 5, 12-14, 16, 19, 21, 30, 33-35	13
News producer	3, 5, 11-14, 16-17, 19, 21, 30, 33-35	17
Reporter	3, 5, 12-14, 16, 19-21, 30-35	32
Photojournalist	3, 5, 8, 12, 14, 16, 19, 21, 30, 33-35	8
Sales Assistant	3, 5, 12-14, 16, 19-21, 30, 32-35	32
Videographer/Editor	3, 5, 14, 16, 19-21, 30, 33-35	16
Photojournalist	3, 5, 11-12, 14, 16, 19, 21, 30, 33-35	11

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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	1
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Arizona Broadcasters Associate 555 N. Central Ave. Ste. 302 Phoenix, Arizona 85004 Phone : 6022524833 Url : http://www.azbroadcasters.org/ Chris Kline Manual Posting	N	0
4	CareerBuilder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com/ Oscar Ibarra Manual Posting	N	1
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	2
6	Collective Talent, Michaels Media 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Michael Bille Manual Posting	N	0
7	Corporate Recruiter	N	4
8	Current Employee	N	8
9	Current Employee/Internal Promotion	N	4
10	Employee Promotion	N	1
11	Employee Referral	N	28

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Gray Media Group 5555 N. 7th Ave. Phoenix, Arizona 85013 Phone : 602-207-3326 Url : https://gray.tv/careers Email : kim.meadar@azfamily.com Kim Meader	N	5
13	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	18
14	Greater Phoenix Urban League 1402 S Seventh Ave. Phoenix, Arizona 85007 Phone : 602-254-5611 Url : http://gphxul.org/ Fax : 1-602-253-7359 Mel Hannah	N	0
15	Indeed 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting	N	4
16	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	16
17	Internal Transfer/Promotion	N	3
18	Job posting on internet	N	2
19	LDS Employment Resource Services 232 S El Dorado Circle Mesa, Arizona 85202 Phone : 480-829-8999 Url : http://www.ldsjobs.org/employer Gloria Scott Manual Posting	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
20	Linked In - not directly contacted by SEU	N	6
21	Luke Air Force Base Family Support 7282 N. 137th Ave. Bldg. 1113 Luke AFB, Arizona 85303 Phone : 623-856-6781 Url : http://www.luke.af.mil/ Email : angelica.johnson.1@us.af.mil Angelica Johnson	N	0
22	Maricopa Skill/ AZ Pipeline Colleges 108 N 40th St. Phoenix, Arizona 85034 Phone : 602-238-4380 Url : http://www.gatewaycc.edu Katy Mendoza Manual Posting	N	0
23	Media Bistro 825 8th Ave. 29th floor New York, New York 10019 Phone : 213-389-2000 Url : https://www.mediabistro.com/ Chris Johnson Manual Posting	N	0
24	Medialine.com 1209 Nood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Paul Brewer Manual Posting	N	0
25	National Academy of Television Arts & Sciences 4317 Camden Ave. San Mateo, California 94403 Phone : 650-341-7786 Url : http://jobbank.emmyonline.org/listings/ Javier Valencia Manual Posting	N	0

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26	National Alliance of State Broadcasters Association 426 N 44th Street Suite 300 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.careerpage.org/ Art Brooks Manual Posting	N	0
27	National Association of Black Journalists 1100 Knight Hall Ste. 3101 College Park, Maryland 20742 Phone : 240-460-5153 Url : https://www.nabjcareers.org/ JoAnne Lyons Wooten Manual Posting	N	2
28	Other Source	N	24
29	Station website posting	N	2
30	TVJobs P.O. Box 4166 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	2
31	Twitter - not directly contacted by SEU	N	1
32	Unknown (source not adequately identified upon inquiry by SEU)	N	15
33	Walter Cronkite School of Journalism 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602-496-7430 Url : https://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong	Y	0
34	Walter Cronkite School of Journalism and Mass Comm. 555 N. Central Avenue Phoenix, Arizona 85004 Phone : 602-496-5555 Email : kbordell@asu.edu Karen Bordeleau	Y	0

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35	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:			149

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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	6/1/2022	Establishment of an intern program designed to assist members of the community	During the Summer 2022 semester, our station hosted three students in our internship program. The students were from Arizona State University. They worked in the News department and were supervised by the department managers while they learned practical skills for jobs in broadcasting..	1	Asst. News Director
2	6/8/2022	Participation in Job Fairs	Arizona Broadcasters Association Career Mixer. Recruitment opportunity for participants interested in broadcast careers.	1	Asst. News Director
3	8/4/2022	Participation in Job Fairs	NABJ/NAHJ Career Fair. Recruitment opportunity for interviewing participants interested in broadcast careers at our stations.	1	General Manager
4	8/15/2022	Establishment of an intern program designed to assist members of the community	During the Fall 2022 semester, our station hosted two students in our internship program. The students were from Arizona State University. They worked in the News department and were supervised by the department managers while they learned practical skills for jobs in broadcasting..	1	Asst. News Director
5	9/23/2022	Participation in Job Fairs	Arizona State University Career Fair. Recruitment opportunity and interviews with participants interested in broadcast careers at our stations.	1	News Director
6	1/9/2023	Establishment of an intern program designed to assist members of the community	During the Spring 2023 semester, our station hosted five students in our internship program. The students were from Arizona State University. They worked in News and News/Sports departments and were supervised by the department managers while they learned practical skills for jobs in broadcasting.	1	Asst. News Director
7	2/22/2023	Participation in Job Fairs	Arizona State University Career & Internship Fair. Recruitment and information distribution opportunity for college students interested in broadcast careers at our local station and Gray TV stations.	2	News Director H.R. Coordinator
8	4/20/2023	Establishment of training programs for station personnel	Attended a webinar for Gray Television "The FCC's Equal Employment Opportunity Rules" which provided details about to adhere to regulations.	1	H.R. Coordinator