

KPHO, KTVK
EEO PUBLIC FILE REPORT
June 1, 2019 - May 22, 2020

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
News Producer	1, 3, 10, 12-15, 17, 19-26, 29-30	10
Sports Multi Media Journalist	3, 6-7, 10, 13-17, 19-26, 29-30	10
Sports Multi Media Journalist	1, 3-8, 10, 13-15, 17, 19-20, 22-26, 28-30	8
Executive Director of News	3-4, 8, 10, 12-15, 17-26, 29-30	10
News Producer	1, 3-5, 10, 12-15, 17, 19-26, 29-30	10
Marketing Manager	1, 3-5, 9, 12-21, 23-27, 29-30	23
Sales Assistant	1, 3-5, 12-17, 19-21, 23, 25-27, 29-30	23
Multimedia Journalist	1, 3-5, 7, 9-10, 12-17, 19-23, 25-27, 29-30	23
Anchor/Reporter	1, 3-5, 7, 9, 11-15, 17, 19-20, 22-23, 25-26, 29-30	11
Reporter	1, 3-4, 7, 9, 12-15, 17, 19-20, 22-23, 25-26, 29-30	12
Account Executive	1, 3, 5, 9, 12-15, 17, 19-23, 25-26, 29-30	9
Content Producer	1, 3, 6, 9, 12-15, 17-27, 29-30	9
Anchor/Reporter	1-3, 5-7, 12-15, 17-26, 29-30	2
Technical Producer	1, 3, 6, 9, 12-17, 19-26, 29-30	15
Content Producer	1, 3, 6, 9-10, 12-15, 17-26, 29-30	23

KPHO, KTVK
EEO PUBLIC FILE REPORT

June 1, 2019 - May 22, 2020

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	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	Applied for Previous Posting	N	1
3	Arizona Broadcasters Associate 426 N. 44th St. Ste. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : http://www.azbroadcasters.org/ Mary Kate Lau Manual Posting	N	1
4	Better Jobs 200 N. LaSalle Ste. 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.betterjobs.com/ Oscar Ibarra Manual Posting	N	0
5	Beyond.com Inc. 1060 1st Ave. Ste. 100 King of Prussia, Pennsylvania 19406 Phone : 866-694-5627 Url : http://www.beyond.com/ David Urban Manual Posting	N	0
6	CareerBuilder 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com/ Oscar Ibarra Manual Posting	N	0
7	Collective Talent, Michaels Media 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Michael Bille Manual Posting	N	0

KPHO, KTVK
EEO PUBLIC FILE REPORT

June 1, 2019 - May 22, 2020

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	Consultant Referral	N	3
9	Current Employee	N	14
10	Employee Referral	N	8
11	Former Employee	N	1
12	Glassdoor 100 Shoreline Hwy Bldg. A Mill Valley, California 94941 Phone : 415-339-6698 Url : https://www.glassdoor.com/index.htm Molly McKinstry Manual Posting	N	3
13	Goodwill of Central Arizona 417 N. 16th St. Phoenix, Arizona 85006 Phone : 602-254-2222 Url : https://www.goodwillaz.org Email : jobleads@goodwillaz.org Laura Wiers	Y	0
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	8
16	Ladders 55 Water St. New York, New York 10041 Phone : 866-292-7083 Url : https://www.theladders.com/ William Taylor II Manual Posting	N	0

KPHO, KTVK
EEO PUBLIC FILE REPORT

June 1, 2019 - May 22, 2020

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
17	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
18	Linkedin 599 N. Mathilda Ave. Sunnyvale, California 94085 Phone : 212-615-6946 Url : https://www.linkedin.com/ Audrey Lowder Manual Posting	N	9
19	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 : james.knuckles@us.af.mil James Knuckles	N	0
20	Maricopa Skill Center 1245 E. Buckeye Rd. Buckeye, Arizona 85034 Phone : 602-238-4380 Url : http://www.gatewaycc.edu Katy Mendoza Manual Posting	N	0
21	Media Bistro 457 Park Ave. S., 4th flloor New York, New York 10016 Phone : 212-547-7893 Url : https://www.mediabistro.com/ Rachel LaMariana Manual Posting	N	0
22	Medialine.com 1209 Nood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Url : http://www.medialine.com/ Paul Brewer Manual Posting	N	0

KPHO, KTVK
EEO PUBLIC FILE REPORT

June 1, 2019 - May 22, 2020

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
23	Meredith Corporation 5555 N. 7th Ave. Phoenix, Arizona 85013 Phone : 602-207-3306 Url : http://www.meredith.com/careers Email : lpna@meredith.com Laura Pena	N	18
24	Monster 133 Boston Post Rd. Weston, Massachusetts 2493 Phone : 978-298-1629 Url : https://www.monster.com/ Bharat Sigtia 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
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	Simply Hired 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting	N	0
28	TVJobs P.O. Box 4166 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	1

KPHO, KTVK
EEO PUBLIC FILE REPORT

June 1, 2019 - May 22, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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
30	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:			67

KPHO, KTVK
EEO PUBLIC FILE REPORT

June 1, 2019 - May 22, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/26/2019	Establishment of an intern program designed to assist members of the community	The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News, Promotions and Production. This program is overseen by News, Promotions and Production Leadership.	4	Intern Intern Intern Intern
2	9/27/2019	Establishment of a mentoring program	The Leadership Empowerment program supports self-improvement as well as developing others. Members actively participate in a mentorship with another program attendee and with the working facilitators.	9	Sr. Promo Producer Digital Managing Editor Sr. Content Producer Maintenance Engineer
3	5/13/2020	Establishment of training programs for station personnel	All employees participated in Anti-harassment training. Having a workplace that is free of discrimination and harassment is paramount to Meredith and our position is that discrimination and harassment of any type, including sexual harassment, will not be tolerated at Meredith. We are committed to all employees being treated with the highest level of respect and dignity, and we continually strive to create a work environment that is safe, welcoming and productive.	259	