

KVOA
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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
Executive Producer Open Date: 6/21/2022 Hire Date: 8/14/2023	1, 3-7, 9-10, 12, 14-16, 18-22, 25, 27-30, 32-35, 37-45	15
Morning Weekend Weather Anchor/MMJ Open Date: 9/7/2022 Hire Date: 6/5/2023	1-7, 9-11, 14, 16, 19-22, 25-27, 29-35, 37-45	25
Weekend Morning Anchor/MMJ Open Date: 9/8/2022 Hire Date: 6/6/2023	1, 3-7, 9-11, 14, 16, 18-22, 24-25, 27-35, 37-45	28
Assistant News Director Open Date: 11/14/2022 Hire Date: 6/19/2023	1-7, 9-10, 14, 16, 19-22, 25, 27, 29-30, 32-34, 37-45	39
Anchor/MMJ Open Date: 2/14/2023 Hire Date: 6/19/2023	1, 3-7, 9-11, 14, 16, 19-22, 25, 27-34, 36-45	31
Weekend Sports Anchor/Multimedia Journalist Open Date: 3/22/2023 Hire Date: 6/26/2023	1, 3-7, 9-11, 14, 16, 19-22, 25, 27, 29-34, 37-45	31
Digital Sales Coordinator Open Date: 3/29/2023 Hire Date: 6/5/2023	1, 3-10, 14, 16, 19-22, 25, 27-30, 32-34, 37-45	8
Weekend Evening Anchor/MMJ Open Date: 4/22/2023 Hire Date: 6/1/2023	1, 3-7, 9-11, 13-14, 16, 19-22, 25, 27-30, 32-34, 37-45	13
Anchor/Multimedia Journalist Open Date: 7/17/2023 Hire Date: 9/11/2023	1, 4-7, 9-11, 13-14, 16, 19-22, 25, 27, 29-30, 32-34, 37-45	13
News Editor Open Date: 7/17/2023 Hire Date: 9/19/2023	1, 4-7, 9-10, 14, 16, 19-22, 25, 27, 29-30, 32-34, 37-45	25
Sports Director/Multimedia Journalist Open Date: 7/18/2023 Hire Date: 10/16/2023	1, 3-7, 9-11, 14-16, 19-22, 24-25, 27, 29-34, 37-45	31
News Producer Open Date: 7/18/2023 Hire Date: 1/8/2024	1, 4-7, 9-10, 14-16, 19-22, 25, 27-30, 32-34, 37-45	15
Digital Content Manager Open Date: 8/3/2023 Hire Date: 9/25/2023	1, 4-7, 9-10, 14, 16, 19-22, 24-25, 27, 29-30, 32-34, 37-45	25
Advertising Account Executive Open Date: 8/22/2023 Hire Date: 11/6/2023	1, 4-7, 9-10, 12, 14-16, 19-23, 25, 27-30, 32-34, 37-45	15

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Advertising Account Executive Open Date: 8/22/2023 Hire Date: 5/28/2024	1, 4-7, 9-10, 12, 14-16, 19-23, 25, 27-30, 32-34, 37-45	28
Promotion Director Open Date: 10/27/2023 Hire Date: 11/27/2023	1, 4-7, 9-10, 14, 16-17, 19-22, 25, 27, 30, 32-34, 37-45	17
IT Administrator Open Date: 3/11/2024 Hire Date: 4/22/2024	1, 4-7, 9-10, 14, 16, 19-22, 25, 27-28, 30, 33-34, 37-45	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
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	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
5	Arizona Media Association 426 N. 44th St. Su. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Barbeth Shea Pinkney Manual Posting	N	1
6	Arizona Public Media 1423 E. University Blvd. Tucson, Arizona 85721 Phone : 520-621-5828 Email : mpaul@azpm.org Fax : 1-520-621-9664 Mary Paul	Y	0
7	Beacon Group P.O. Box 50544 Tucson, Arizona 85703 Phone : 520-622-4874 Fax : 1-520-620-6620 Job Listings	Y	0
8	Career Fair	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Current Employee	N	3
13	Current Employee/Internal Promotion	N	2
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	6
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
18	Former Employee Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Frey Creating Marketing 310 S. Williams Blvd Su. 260 Tucson, Arizona 85711 Phone : 520-745-8221 Robyn Frey 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 : njaurigue@grmtucson.com Fax : 1-520-622-8585 Nina Jaurigue	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	1
24	Internal Candidate	N	4
25	KVOA P.O. Box 5188 Tucson, Arizona 85703 Phone : 520.884.4601 Url : www.kvoa.com Angela Betzhold Manual Posting	N	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	KVOA-TV On-Air Announcement 209 W. Elm St. Tucson, Arizona 85705 Phone : 520-884-4601 Angela Betzhold Manual Posting	N	0
27	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : kwhite@kwwl.com Kelly White	N	0
28	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 16506873600 Ryan Roslanksy Manual Posting	N	12
29	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-445-7100 Email : press@nabj.org Ryan Williams Prong 2 Ended Date: 9/26/2023	N	0
30	National Urban League 120 Wall Street New York, New York 10005 Phone : 212-558-5300 Email : sharris@nul.org S. Harris	Y	0
31	Other Source	N	5

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32	P.H.A.S.E./YWCA 525 N. Bonita Ave. Tucson, Arizona 85704 Phone : 520-884-7810 Email : info@ywcatucson.org Fax : 1-520-884-5205 Liz Rabago Prong 2 Ended Date: 1/17/2024	N	0
33	Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Arizona 85746 Phone : 520-888-5000 Fax : 1-520-883-5014 Carmen Thomas	N	0
34	Pima Community College 4905 E. Broadway Blvd. Tucson, Arizona 85709 Phone : 520-206-4500 Job Listings Manual Posting	N	0
35	Pima County One Stop Career Center PRONG 2 ENDED DATE: 9/8/2022 430 N. Commerce Park Loop Tucson, Arizona 85745 Phone : 520-724-6738 Email : patricia.gastelum@pima.gov Patricia Gastelum	Y	0
36	Station Website	N	1
37	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

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38	Tucson Indian Center 160 N. Stone Ave. Tucson, Arizona 85701 Phone : 520-884-7131 Fax : 1-520-884-0240 Vicky Mullins	Y	0
39	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Career Services Manual Posting	N	6
40	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : ecrikelair@waow.com Elizabeth Crikelair	N	0
41	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : dhowles@wkow.com Dan Howles	N	0
42	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : twesseln@wrex.com Theresa Wesseln	N	0
43	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

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44	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
45	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:			62

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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 sponsored by organizations representing the community	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	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
3	6/14/2023	Participation in events or programs sponsored by educational institutions	The KVOA Meteorologists participated in the Community Safety Experts and Exhibits, (Monsoon Safety Fair) hosted by Tucson's National Weather Service, on Wednesday, June 14, 2023, from 11:00 AM to 2:00 PM. It was hosted by the US National Weather Service -Tucson, AZ. They spoke about the monsoon, weather safety and handed out free rain gauges.	4	Chief Meteorologist Meteorologist Meteorologist Meteorologist
4	7/20/2023	Participation in events sponsored by organizations representing the community	KVOA's General Sales Manager and Business Administrator participated in the American Advertising Federation Tucson's webinar "How to Build More Influence with Others" on Thursday, July 20, 2023, from 12:00 PM to 1:00 PM. Attendees learned about how to build authentic relationships, the Influence Model, understanding the four C's and what it takes to build trust and discover why you aren't able to get through to certain people.	2	(1) General Sales Manager (1) Business Administrator
5	8/1/2023	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

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6	8/7/2023	Participation in events or programs sponsored by educational institutions	Cathie Batbie, KVOA News Director, meet with a group of 18 international journalists, along with 3 international visitor liaisons, that participated in the Edward R. Murrow Program for Journalists: New and Traditional Broadcast Media. The event was hosted by Citizen Diplomacy Alliance and held Monday, August 7, 2023, from 1:30 PM to 2:30 PM. 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.	1	News Director
7	8/7/2023	Participation in events sponsored by organizations representing the community	KVOA's Business Administrator participated in a Zoom Webinar by Indeed on Monday, August 7, 2023, from 10:00 AM to 11:00 AM regarding Strengthening your Workforce: How to Successfully Hire Fair Chance Talent.	1	Business Administrator
8	8/17/2023	Participation in events sponsored by organizations representing the community	KVOA's Chief Meteorologist participated in the August Program Monsoon Mixer held on Thursday, August 17, 2023, from 5:30 PM to 7:30 PM at the Tuxon Hotel. He shared the latest on weather trends.	1	Chief Meteorologist
9	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 3 interns from the University of Arizona for the Fall and Spring semesters.	1	News Director

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10	9/13/2023	Hosting of Job Fair	KVOA-TV sponsored and hosted a job fair on Wednesday, September 13, 2023, 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 (1) Regional Sales Manager (6) Account Executives
11	9/14/2023	Participation in Job Fairs	KVOA News General Sales Manager and the News Director participated in the University of Arizona 2023 Fall Career Days, Thursday, September 14, 2023, from 1 PM to 4 PM, held in the BearDown Gym.	2	General Sales Manager Local & Digital Sales Manager
12	10/9/2023	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 forecasting science in children's ages 9 to 12. KVOA's Chief Meteorologist along with other KVOA staff members hosts a 1-hour colloquium at 8 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 hosted pizza party at the end of the school year.	1	Chief Meteorologist
13	10/12/2023	Participation in Job Fairs	KVOA's Assistant News Director attended the University of Arizona's School of Journalism Fall Internship Fair. The fair was held on Thursday, October 12, 2023, from 9 AM to Noon. Interviews were held with students who were interested in an internship at KVOA.	1	Assistant News Director
14	10/23/2023	Participation in events or programs sponsored by educational institutions	KVOA hosted a station tour for 13 students and 2 teachers from Andrada High School on Monday, October 23, 2023. They learned about Journalism in television broadcasting and watched part of the Noon newscast.	1	Morning Anchor/MMJ

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15	11/1/2023	Participation in events sponsored by organizations representing the community	KVOA's Business Administrator participated in the J.J. Keller webinar on Wednesday, November 1, 2023, at 8:00 AM MST. The webinar covered changes to the Labor Law posters for 2023, new changes for the 2024 posters, poster requirements, mandatory changes, avoid posting mistakes and ensuring compliance.	1	Business Administrator
16	11/17/2023	Participation in events sponsored by organizations representing the community	KVOA hosted a station tour for the Tucson Singletarians on Friday, November 17, 2023. Eight adults toured the station, learned about how the news is broadcasted along with the weather.	1	Wknd Weather/MMJ
17	11/28/2023	Participation in events or programs sponsored by educational institutions	A KVOA Multimedia Journalist read to two classes on November 28, 2023, at Tolson Elementary School. This event was held to help promote literacy to students.	1	Multimedia Journalist
18	12/14/2023	Establishment of training programs for station personnel	KVOA employees participated in the online Allen Media Group Annual Security Awareness Training. Employees were asked to complete the mandatory training by January 31, 2024. The training covered information about defending against cybercrime.	79	VP/GM Chief Engineer IT Administrator KVOA Employees
19	1/3/2024	Participation in events or programs sponsored by educational institutions	A student from Washington State University visited the station on Wednesday, January 3, 2024, and got an in depth look in the News Department, from production to the newsroom. She sat in on an editorial meeting and went out in the field with a reporter.	1	MMJ
20	1/8/2024	Participation in scholarship programs	KVOA was awarded an Arizona Media Association/Arizona Local News Foundation Internship Scholarship for 2024, designed to assist students interested in pursuing a career in broadcasting.	1	News Director

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21	1/18/2024	Participation in events sponsored by organizations representing the community	KVOA employees attended the State of the Art Media in Arizona panel discussion, with Chris Kline, President and CEO of the Arizona Media Association, and other local experts for a lunch and panel discussion. Panelists gave a multi-perspective look at the state of media and provide important sales insight for marketing professionals. It was held at the Desert on the Lodge from 11:30 AM to 1:00 PM.	5	General Sales Manager Digital Sales Coordinator Account Executive (3)
22	1/25/2024	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, January 25, 2024, about the careers in the sales broadcasting industry and management of Sales Operations.	1	General Sales Manager
23	1/30/2024	Establishment of training programs for station personnel	Staff meetings and workshops were held by Magid Consulting on January 30, 2024, through February 1, 2024. The Digital Team, MMJ's, Weather Anchors, Managers, Producers, and Weekend Anchors attended these sessions on creative storytelling, winning breaking news, and improving leadership for the management teams and communications.	28	Senior Director of Content and Creative Services General Manager News Department (25) Promotion Director
24	2/5/2024	Provision of training to management	KVOA's General Sales Manager participated in the Jim Doyle Bootcamp held February 5th and 6th, 2024. The Jim Doyle Bootcamp is a graduate-level workshop focused on revenue and leadership. Level up your skills and career to ... lead teams most effectively in the generation of profitable revenue; build and execute proven revenue strategies; keep a healthy, productive, and curious mindset in our rapidly changing media industry.	1	General Sales Manager

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25	2/20/2024	Participation in events or programs sponsored by educational institutions	Cathie Batbie, KVOA Senior Director of Content and Creative Services, met with a group of 10 international journalists, and a visitor liaison, that visited the station on Tuesday, February 20, 2024, at 2:00 PM for a tour of the station and a Q&A session regarding broadcasting and journalism. The Citizen Diplomacy Alliance hosted this group/event.	1	Senior Director of Content and Creative Services
26	3/1/2024	Participation in events or programs sponsored by educational institutions	KVOA Multimedia Journalist participated in The One Book at a Time Reading Tour, March 1, 2024, to March 31, 2024. To promote literacy across Southern Arizona throughout March (National Reading Month.) KVOA's MMJ read to over 500+ students across five schools.	1	Multimedia Journalist
27	4/9/2024	Participation in events or programs sponsored by educational institutions	KVOA's Chief Meteorologist read to pre kindergarteners at St. Thomas School on Tuesday, April 9, 2024. They are learning about weather and climate. There were 25 students.	1	Chief Meteorologist
28	4/22/2024	Participation in events or programs sponsored by educational institutions	On Monday, April 22, 2024, from 11:00 AM to 12:30 PM, four students and one teacher from the Bonita Middel School Journalism class toured the station and watched part of the noon newscast.	1	Assistant News Director
29	4/26/2024	Participation in events or programs sponsored by educational institutions	KVOA's General Manager, met with a Pima Community College student on Friday, April 26, 2024, about television broadcasting and production, and gave the student a tour of the station.	1	General Manager
30	5/9/2024	Participation in events or programs sponsored by educational institutions	KVOA's Chief Meteorologist hosted a station tour for students from Cienega High School on Thursday, May 9, 2024. He spoke to the students about broadcasting and weather.	1	Chief Meteorologist
31	5/9/2024	Hosting of Job Fair	KVOA hosted and sponsored Southern Arizona's largest job fair on Thursday, May 9, 2024, 10:00 AM to 4:00 PM at the Doubletree-Reid Park to help Southern Arizona businesses with recruitment.	9	General Sales Manager Local/Digital Sales Manager (6) Account Executives Digital Sales Coordinator