

KVOA
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025

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
Morning & Noon Meteorologist/Multimedia Journalist Open Date: 3/14/2024 Hire Date: 6/18/2024	1-7, 9-11, 15-18, 20, 22, 24-36	25
News Producer Open Date: 6/6/2024 Hire Date: 1/27/2025	1-9, 11-12, 14-24, 26-36	12
Digital Content Producer Open Date: 11/22/2024 Hire Date: 2/19/2025	1-7, 9, 11-13, 15-18, 20, 22, 24, 26-36	13
Advertising Account Executive Open Date: 12/10/2024 Hire Date: 4/28/2025	1-7, 9-11, 15-18, 20, 22-24, 26-36	20
Advertising Account Executive Open Date: 12/10/2024 Hire Date: 3/18/2025	1-7, 9-11, 15-18, 20, 22-24, 26-36	10

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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
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	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
3	Arizona Media Association 426 N. 44th St. Su. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Barbeth Shea Pinkney Manual Posting	N	0
4	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
5	Beacon Group P.O. Box 50544 Tucson, Arizona 85703 Phone : 520-622-4874 Fax : 1-520-620-6620 Job Listings	Y	0
6	Careerpage.org 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Job Listings Manual Posting	N	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
7	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
8	Current Employee	N	1
9	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
10	Employee Referral	N	4
11	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
12	Former Employee	N	3
13	Former Employee Referral	N	1
14	Former Intern	N	1
15	Frey Creating Marketing 310 S. Williams Blvd Su. 260 Tucson, Arizona 85711 Phone : 520-745-8221 Robyn Frey Manual Posting	Y	0
16	Goodwill Industries of Southern Arizona 1940 E. Silverlake #403 Tucson, Arizona 85713 Phone : 520-623-5174 Email : jflores@goodwilltucson.org James Flores	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
17	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
18	HANDSHAKE / University of Arizona 1303 E. University Blvd. Su. 1411 Tucson, Arizona 85721 Phone : 520-621-2588 Job Listings Manual Posting	N	0
19	Indeed.com - Not Directly Contacted by SEU	N	1
20	KVOA P.O. Box 5188 Tucson, Arizona 85703 Phone : 520.884.4601 Url : www.kvoa.com Angela Betzhold Manual Posting	N	2
21	KVOA-TV On-Air Announcement 209 W. Elm St. Tucson, Arizona 85705 Phone : 520-884-4601 Angela Betzhold Manual Posting	N	0
22	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : kwhite@kwwl.com Kelly White	N	0
23	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 16506873600 Ryan Roslanksy Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	National Urban League 120 Wall Street New York, New York 10005 Phone : 212-558-5300 Email : sharris@nul.org S. Harris	Y	0
25	Non-Employee Referral	N	1
26	Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Arizona 85746 Phone : 520-888-5000 Fax : 1-520-883-5014 Carmen Thomas	N	0
27	Pima Community College 4905 E. Broadway Blvd. Tucson, Arizona 85709 Phone : 520-206-4500 Job Listings Manual Posting	N	0
28	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
29	Tucson Indian Center 160 N. Stone Ave. Tucson, Arizona 85701 Phone : 520-884-7131 Email : starin@ticenter.org Stella Tarin	Y	0
30	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Career Services Manual Posting	N	0

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31	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : ecrikelair@waow.com Elizabeth Crikelair	N	0
32	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : dhowles@wkow.com Dan Howles	N	0
33	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : twesseln@wrex.com Theresa Wesseln	N	0
34	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
35	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
36	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:			19

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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	6/6/2024	Participation in events or programs sponsored by educational institutions	On Thursday, June 6, 2024, a graduate student from ASU, Walter Cronkite School of Journalism, shadowed a KVOA Multimedia Journalist for the day. An opportunity to see how broadcast television works along with the role/responsibility of the MMJ for gathering news stories for on-air newscast and digital.	1	Multimedia Journalist
4	6/21/2024	Participation in events or programs sponsored by educational institutions	KVOA's Business Administrator attended ADP's On--Demand Webinar "How to Navigate the Ever-Changing Maze of State Paid Leave Laws" on Friday, June 21, 2024. The webinar covered regulatory requirements and best practices.	1	Business Administrator
5	6/25/2024	Participation in events or programs sponsored by educational institutions	KVOA's Business Administrator attended the Mercer's webinar The future of Human Resources in the world of AI: Who will care for the human at work?" on Tuesday, June 25, 2024. The webinar covered regulatory requirements and best practices.	1	Business Administrator
6	6/25/2024	Establishment of training programs for station personnel	KVOA's Sales and Creative Services Department participated in the Jim Doyle webinar "Crossing the Creative Chasm" with Tom Ray, on Tuesday, June 25, 2024. Tom Ray discussed and helped the team understand how to best serve clients when it comes to commercial spots.	12	General Sales Manager Local-Digital Sales Manager Account Executives (8) Creative Team (2)

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7	7/23/2024	Participation in events or programs sponsored by educational institutions	KVOA's Business Administrator attended the Mercer webinar "Hourly Pay Revolution: Strategies for the Future of Work" on Tuesday, July 23, 2024. It covered insight into the competition for hourly talent, leverage essential data to shape a competitive wage and craft a compelling employee value proposition for hourly workers.	1	Business Administrator
8	7/31/2024	Participation in events or programs sponsored by educational institutions	KVOA's Business Administrator attended the Mercer webinar "Boosting the Corporate Immune System/Global Talent Trends" on Wednesday, July 31, 2024. Discussion involved how both organizations and people can build the resilience needed to thrive, and the growing needed for an enterprise risk mindset and workforce resilience in the future of work, human resources, risk and talent.	1	Business Administrator
9	8/1/2024	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.	1	Senior Director of Content and Creative Services
10	8/1/2024	Establishment of an intern program designed to assist members of the community	San Miguel High School student spends one a day week during the entire school year learning the necessary skills to be successful in a professional career.	1	News Director
11	Ongoing Event	Participation in events or programs sponsored by educational institutions	KVOA's Senior Director of Content and Creative Services, is on the University of Arizona School of Journalism Advisory Council. The council meets every 2 months at the University of Arizona campus. The advisory council advises and makes recommendations to the University of Arizona regarding journalism.	1	Senior Director of Content and Creative Services

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12	9/5/2024	Participation in events or programs sponsored by educational institutions	KVOA's Promotion Director, was a guest speaker at the University of Arizona School of Journalism at the Marshall Building on Thursday, September 5, 2024, from 3:00 pm to 4:00 pm. He spoke to journalism students about his history in the television industry, the difference between promotion and photojournalism.	1	Promotion Director
13	9/10/2024	Participation in events or programs sponsored by educational institutions	KVOA's morning anchor/MMJ, Megan Spector, spoke to a University of Arizona's journalism class: Journalism 385: Beginning Television Reporting and Production, on Tuesday, September 5, 2024. Megan discussed with the students how to build a television news package and shared a video reel containing some of her best stories.	1	Anchor/MMJ
14	9/12/2024	Participation in events or programs sponsored by educational institutions	KVOA's evening anchor, Monica Garcia, shared a video for the University of Arizona's journalism class: Journalism 385: Beginning Television Reporting and Production, on Thursday, September 12, 2024. Monica spoke about the importance of conversational writing in broadcast news.	1	Anchor
15	9/18/2024	Participation in events or programs sponsored by educational institutions	KVOA's Senior Director of Content and Creative Services, Cathie Batbie, met with Heather Lappin, candidate for Pima County Sheriff and James Allerton, with Tucson Airport Authority. Cathie gave them a tour of the newsroom, studio and production control, and also spoke about changes taking place in media.	1	Senior Director of Content and Creative Services
16	9/19/2024	Participation in events or programs sponsored by educational institutions	KVOA's Business Administrator, participated in Mercer's live Webinar, on LinkedIn, Thursday, September 19, 2024. It featured Gord Frost, Lucye Provera, Michael Eger and Kate Bravery. The discussion was regarding how employers can build trust with talent and maintain their reputation as an employer of choice by prioritizing pay equity, skills-based talent practices and more.	1	Business Administrator

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17	9/19/2024	Participation in events or programs sponsored by educational institutions	KVOA's Director of News Content and Creative Services Cathie Batbie, spoke to a University of Arizona's journalism class: Journalism 385: Beginning Television Reporting and Production, on Thursday, September 19, 2024. Cathie explained to the why news should be important to everyone and how to pitch a story idea.	1	Senior Director of Content and Creative Services
18	9/24/2024	Participation in events or programs sponsored by educational institutions	On Tuesday, September 24, 2024, from 2:30 pm to 4:00 pm, a group of students from the University of Arizona Journalism class toured the station and watched 3 PM newscast.	1	Senior Director of Content and Creative Services
19	9/25/2024	Participation in events sponsored by organizations representing the community	KVOA's Senior Director of Content and Creative Services is participating in Girl Scouts Takeover 2024, by Girl Scouts of Southern Arizona on Wednesday, September 25, 2024, from 9 am to 2 pm. The girl scout will spend a day in the shoes of their assigned Leader at their place of work where they will learn the ins and outs of a field they are interested in, but also have a chance to connect with professionals in that field and gain new skills. This initiative allows passionate young women within the council to connect with social leaders, gaining hands-on professional experiences that will empower them to be the leaders of tomorrow.	1	Senior Director of Content and Creative Services
20	10/1/2024	Participation in events or programs sponsored by educational institutions	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 one-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.	2	Chief Meteorologist Creative Services Producer

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21	10/3/2024	Participation in events sponsored by organizations representing the community	KVOA-TV sponsored and held a Senior Fair, an event for Southern Arizona's 55 + community, on Thursday, October 3, 2024, from 9:00 AM to 3:00 PM at the Doubletree Reid Park. The free event offered workshops, health tips, financial information, and more from over 50 exhibitors.	13	General Sales Manager Local/Digital Sales Manager Sales Team (8) Anchors (3)
22	10/10/2024	Participation in Job Fairs	KVOA's Morning Anchor and Assignment Editor, participated in the University of Arizona School of Journalism Fall 2024 Internship Fair on Thursday, October 10, 2024, where they spoke to students about media business.	2	Morning Anchor Assignment Editor
23	10/15/2024	Participation in events or programs sponsored by educational institutions	KVOA hosted a station tour for 13 students along with two teachers from Wilson K-8 School's Video Production Class on Tuesday, October 15, 2024. They learned about video production at a news station and watched part of the Noon newscast.	1	Morning Anchor
24	10/29/2024	Participation in events or programs sponsored by educational institutions	Conor McGill, a KVOA Multimedia Journalist, participated in "Read N' Treat at Copper View Elementary School on Tuesday, October 29, 2024, from 12:30 PM to 2:00 PM. He read to four (4) classes (100 students), spoke about the importance of reading, and passed out candy.	1	Multimedia Journalist
25	10/30/2024	Participation in events or programs sponsored by educational institutions	Conor McGill, a KVOA Multimedia Journalist, participated in "Read N' Treat at Esmond Station K-8 Elementary School on Wednesday, October 30, 2024, from 1:00 PM to 3:00 PM. He read to four (4) classes (100 students), spoke about the importance of reading, and passed out candy.	1	Multimedia Journalist

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26	11/5/2024	Participation in events or programs sponsored by educational institutions	Cathie Batbie, KVOA's Senior Director of Content and Creative Services, and Edgar Ybarra, Promotion Director, met with a group of 7 international media from Israel, along with 2 international visitor liaisons. The event was hosted by Citizen Diplomacy Alliance and held Tuesday, November 5, 2024, from 9:30 AM to 10:30 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 toured the station, and discussed changes occurring in media.	2	Senior Director of Content and Creative Services Promotion Director
27	11/5/2024	Participation in events or programs sponsored by educational institutions	The General Sales Manager spoke to University of Arizona Eller College of Management students on Tuesday, November 5, 2024, about the careers in the sales broadcasting industry and management of Sales Operations.	1	General Sales Manager
28	11/10/2024	Participation in events or programs sponsored by educational institutions	KVOA's Sean Mooney, Anchor, emceed the Rockin' 4 Heroes concert held Sunday, November 10, 2024, at James D. Kriegh Park. This event honors and supports first responders, active military, Veterans and Gold Star families to raise awareness of their service and sacrifice, and to inspire future heroes who will serve and protect our communities, state and nation by supporting the heroes throughout the year by creating scholarships and funding initiatives that assist the heroes and their families.	1	Anchor

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29	11/11/2024	Participation in events or programs sponsored by educational institutions	Cathie Batbie, KVOA's Senior Director of Content and Creative Services, meet with a group of 24 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, November 11, 2024, from 10:30 PM to 11:30 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	Senior Director of Content and Creative Services
30	2/3/2025	Participation in events or programs sponsored by educational institutions	Conor McGill, a Multimedia Journalist with KVOA, participated in the Southern Arizona Second Grade Read Off with 46 schools, 86 classes, and nearly 2,000 students participating in the read off challenge. This event was held during the month of February. In addition to this competition, he also visited and read at 25 other schools promoting literacy all across Southern Arizona March 3rd through March 7th.	1	MMJ
31	2/6/2025	Participation in events or programs sponsored by educational institutions	KVOA's Business Administrator, attended the AMG Gemini Training for Shared Services Webinar on Thursday, February 6, 2025, from 1:00 PM to 2:00 PM. The webinar covered how to use AI and Gemini for Workspace including Smarter Writing: Drafts emails / documents, improves writing style, summarizes long texts, Data Helper: Organizes information in spreadsheets and finds patterns in your data, and Meeting Asst.: Provides translated captions and takes meeting notes etc.	1	Business Administrator

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32	2/10/2025	Participation in events or programs sponsored by educational institutions	KVOA Anchor, Sean Mooney, read to three classes, totaling 60 students, on Monday, February 10, 2025, at Ironwood Elementary School. This event was held to help promote literacy to students. Sean spoke about the importance of reading and his love for books.	1	Anchor
33	3/27/2025	Participation in events or programs sponsored by educational institutions	On Thursday, March 27, 2025, KVOA hosted a station tour for a University of Arizona Journalism class. Eighteen students and one professor attended the tour and learned about journalism in television broadcasting, and they also watched the Noon news cast.	1	Executive Producer
34	4/10/2025	Participation in events sponsored by organizations representing the community	Cathie Batbie, KVOA Senior Director of Content and Creative Services, meet with a group of 8 international journalists from Fiji along with 2 interpreters, on Thursday, April 10, 2025, at 11:00 AM. The event was hosted by Citizen Diplomacy Alliance. The group toured the station and discussed broadcast media.	2	Senior Director of Content and Creative Services Executive Producer
35	5/1/2025	Hosting of Job Fair	KVOA-TV sponsored and hosted a job fair on Thursday, May 1, 2025, from 10:00 AM to 3:00 PM at the Doubletree by Hilton Tucson to assist local businesses in Southern Arizona with recruitment.	9	General Sales Manager Local/Digital Sales Manager Regional Sales Manager Sales Team (6)
36	5/9/2025	Establishment of training programs for station personnel	KVOA's IT Administrator attended the virtual training "Generative AI" from Allen Media Broadcasting on Friday, May 9, 2025, from 7:00 AM to 3:00 PM. This training covered the transformative potential and attendees gained a comprehensive understanding of this technology, learned how it can be leveraged to drive innovation and efficiency, and explored the range of generative AI services available on Google Cloud.	1	IT Administrator

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37	5/14/2025	Participation in events or programs sponsored by educational institutions	On Wednesday, May 14, 2025, 16 students and 5 school representatives, from John B. Wright Elementary School, completed a station tour and watched part of our noon newscast. They learned daily operations of a professional news organization and better understand the various roles involved in television broadcasting.	2	Senior Director of Content and Creative Services Assignment Editor
38	5/22/2025	Participation in events sponsored by organizations representing the community	KVOA's Senior Director of Content and Creative Services, participated in the Zoom training "Protecting Journalists in Arizona sponsored by the the Arizona Media Association. The training was held on Thursday, May 22, 2025, from 9 AM to 11 AM and provided actionable tips and tools to stay safe in today's evolving media environment.	1	Senior Director of Content and Creative Services