

**KVOA**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 - May 31, 2026**

**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
Advertising Account Executive Open Date: 12/10/2024 Hire Date: 7/28/2025	1, 3-9, 11-13, 15-21, 23-24, 26-30, 33-38	24
Multimedia Journalist Open Date: 2/24/2025 Hire Date: 7/28/2025	1, 3-9, 11-13, 15-26, 28-38	19
Multimedia Journalist Open Date: 2/24/2025 Hire Date: 6/16/2025	1, 3-9, 11-13, 15-26, 28-38	19
Multimedia Journalist Open Date: 2/24/2025 Hire Date: 8/18/2025	1, 3-9, 11-13, 15-26, 28-38	24
Multimedia Journalist Open Date: 2/24/2025 Hire Date: 2/9/2026	1, 3-9, 11-13, 15-26, 28-38	21
Executive Producer Open Date: 3/27/2025 Hire Date: 7/14/2025	1, 3-11, 13, 15-20, 23, 26, 28-30, 33-38	10
News Producer Open Date: 4/8/2025 Hire Date: 7/14/2025	1, 3-11, 13, 15-20, 23, 26, 28-30, 33-38	10
Digital Content Producer Open Date: 5/23/2025 Hire Date: 6/16/2025	1, 3-9, 11, 13-20, 23, 26, 28-30, 33-38	14
Investigative Multimedia Journalist Open Date: 8/5/2025 Hire Date: 1/28/2026	1-9, 11-13, 15-23, 26, 28-31, 33-38	12
News Photojournalist/Editor Open Date: 8/5/2025 Hire Date: 8/27/2025	1, 3-9, 11-20, 23, 26, 28-30, 33-38	12
Digital Sales Manager Open Date: 11/5/2025 Hire Date: 1/5/2026	1, 3-13, 15-23, 26, 28-31, 33-38	10

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	American Advertising Federation - Tucson P.O. Box 32636 Tucson, Arizona 85751 Phone : 520-748-1010 Url : aaftucson.org Email : membership@aaftucson.org linda Fahey	N	0
3	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
4	Arizona Media Association 426 N. 44th St. Su. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Barbeth Shea Pinkney Manual Posting	N	0
5	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
6	ASU Walter Cronkite School of Journalism and Mass Communication 555 N. Central Ave. Phoenix, Arizona 85004 Url : cronkite.asu.edu Email : erin.mae.murphy@asu.edu Erin Murphy	N	0

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7	Beacon Group P.O. Box 50544 Tucson, Arizona 85703 Phone : 520-622-4874 Fax : 1-520-620-6620 Job Listings	Y	0
8	Careerpage.org 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Job Listings Manual Posting	N	0
9	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
10	Current Employee/Internal Promotion	N	3
11	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
12	Employee Referral	N	9
13	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
14	Former Employee Referral	N	2
15	Frey Creating Marketing 310 S. Williams Blvd Su. 260 Tucson, Arizona 85711 Phone : 520-745-8221 Email : robyn@adwiz.com Robyn Frey	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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
17	Gospel Rescue Mission 4550 S. Palo Verde Road Tucson, Arizona 85714 Phone : 520-740-1501 Email : sdavid@grmtucson.com Fax : 1-520-622-8585 Sara David	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	KVOA P.O. Box 5188 Tucson, Arizona 85703 Phone : 520.884.4601 Url : www.kvoa.com Angela Betzhold Manual Posting	N	8
20	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : rreid@kwwl.com Rich Reid	N	0
21	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 16506873600 Ryan Roslanksy Manual Posting	N	2

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22	Media-match.com / WEBSITE SHUT DOWN 2/28/26 P.O. Box 48220 Los Angeles, California 90048 Job Listings Manual Posting	N	0
23	National Urban League 120 Wall Street New York, New York 10005 Phone : 212-558-5300 Email : sharris@nul.org S. Harris	Y	0
24	Non-Employee Referral	N	2
25	Other Source	N	2
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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Career Services Manual Posting	N	0
31	TVB 120 Wall Street Suite 1502 New York, New York 10005 Phone : 617-538-2660 Url : www.tvb.org Email : monica@tvb.org Monica Buccini	N	0
32	Unknown Referral Source	N	1
33	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : ecrikelair@waow.com Elizabeth Crikelair	N	0
34	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : dhowles@wkow.com Dan Howles	N	0
35	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : twessel@wrex.com Theresa Wessel	N	0
36	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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37	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
38	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>29</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	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
2	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/Traffic Manager
3	6/4/2025	Establishment of an intern program designed to assist members of the community	On Wednesday, June 4, 2025, a Senior at Empire High School, Vail Unified School District, started her Senior Exit Project, shadowing at KVOA-TV. Vail Seniors have a SEP (Senior Exit Project) that require spending a certain amount of hours learning the ins/outs of the career field they are considering. Her final day was June 7, 2025. She shadowed employees in the newsroom, from the News Director, Assignment Editor, Reporters, Photographers, Editors and Producers, learning the different elements of the newsroom and the work it takes to airing a newscast.	5	Senior Director of Content and Creative Services Chief Investigative Reporter Assignment Desk Newsroom Staff (3)
4	7/24/2025	Participation in events or programs sponsored by educational institutions	On Thursday, July 24, 2025, our News Director gave a station tour to following University of Arizona School of Journalism staff, Jan Boyles, the Director and Professor for the School of Journalism, Jordan Tyler Chinn, a Multimedia Journalist and Rick Wiley, Professor of Practice. They also discussed the current state of news broadcasting.	1	Senior Director of Content and Creative Services

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5	8/1/2025	Participation in scholarship programs	KVOA conducts a paid internship program through scholarship programs. KVOA had two students participate in the program, one from 1/12/26 to 5/6/26, and the other student from 1/14/26 to 5/8/26. 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. These students gained 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
6	8/4/2025	Establishment of an intern program designed to assist members of the community	August 4, 2025 through May 22, 2026, six (6) students from San Miguel Union High School's Corporate Work Study Program will spend one day a week during the entire school year learning the necessary skills to be successful in a professional career.	1	Senior Director of Content and Creative Services
7	8/4/2025	Establishment of training programs for station personnel	Pat Maday, a consultant with Magid, met with the News team via Google Meets on Monday, August 4, 2025, Tuesday, August 5, 2025, Thursday, August 7, 2025, and Friday, August 8, 2025. He equipped the news team with strategies to ensure the station's news research and platforms thrive by delivering valued content and growth.	25	Senior Director of Content and Creative Services Assignment Editor Executive Producer Newsroom Staff (22)
8	9/2/2025	Establishment of training programs for station personnel	On September 2, 2025, through September 4, 2025, Frank N. Magid Associates provided Reporter Training Sessions for five (5) of KVOA's Multimedia Journalists via Google Meets. The training included storytelling fundamentals, enterprise reporting, journalism essentials and liveness and standups.	5	MMJ/Anchor MMJ/Anchor MMJ's (3)

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9	9/17/2025	Establishment of training programs for station personnel	On Wednesday, September 17, 2025, KVOA's Sales Department and clients attended KVOA's Traditional Marketing Seminar. They heard from industry experts who walked them through the evolving landscape of video marketing, where it's heading, how it's changing consumer behavior and how to use it to evaluate your brand.	9	General Manager General Sales Manager Account Executives (6) Digital Sales Coordinator
10	10/3/2025	Participation in events or programs sponsored by educational institutions	On Friday, October 3, 2025, at 9:30 AM, sports journalism students from the University of Arizona and Oklahoma State University visited KVOA and were given a station tour by KVOA's Sports Anchor/Reporter Jenna Fink.	1	Sports Anchor/MMJ
11	10/6/2025	Establishment of an intern program designed to assist members of the community	KVOA hosted an Intern from the University of Arizona for class credit. The intern started on October 6, 2025, and worked for 11.25 weeks required to receive class credit. The Intern worked along side the News Department's staff learning Digital, Photography and Editing.	1	Senior Director of Content and Creative Services
12	10/9/2025	Participation in events or programs sponsored by educational institutions	Cathie Batbie, KVOA Senior Director of Content, met with a group of 21 international journalists from multi regional along with 2 interpreters, on Thursday, October 9, 2025, at 9:30 AM. The event was hosted by the International Visitor Leadership Program, U.S. Department of State. The group toured the station and discussed broadcast media.	1	Senior Director of Content and Creative Services
13	10/16/2025	Participation in events or programs sponsored by educational institutions	On October 16, 2025, from 3:00 PM to 4:30 PM, a group of students and an instructor from the University of Arizona School of Journalism, toured the station and watched part of the 4:00 PM news cast.	1	Senior Director of Content and Creative Services
14	10/20/2025	Participation in events or programs sponsored by educational institutions	On Monday, October 20, 2025, at 10:00 AM, 23 students and 2 chaperones from Wilson K-8 School in Oro Valley, toured the station and watched part of the Noon news cast.	1	Assignment Editor

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### III. RECRUITMENT INITIATIVES

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15	10/22/2025	Sponsorship of events in the community designed to increase public awareness	KVOA-TV sponsored and held a Senior Fair, an event for Southern Arizona's 55 + community, on Wednesday, October 22, 2025, 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.	9	General Sales Manager Regional Sales Manager Manager Sales Team (7) Creative Services Producer
16	10/23/2025	Participation in events or programs sponsored by educational institutions	KVOA's Senior Director of Content and Creative Services, participated in the University of Arizona's Journalism Internship Fair on Thursday, October 23, 2025, from 1:00 pm to 3:00 pm.	1	Senior Director of Content and Creative Services
17	11/6/2025	Participation in events sponsored by organizations representing the community	Dee Cortez, KVOA's Morning Meteorologist, emceed the 2025 Stand Up for Teachers event held Thursday, November 6, 2025. Stand Up for Teachers is a celebration of education champions and honoring exceptional PreK - 12 teachers.	1	Meteorologist
18	12/1/2025	Establishment of training programs for station personnel	On December 1st and 2nd, 2025, Pat Maday, from Magid, met with eleven members of the News staff to review newscasts and develop and implement new strategies that ensure sustainable growth and measurable success for the news industry.	11	Senior Director of Content and Creative Services Assignment Editor Executive Producer Newsroom Staff (8)
19	12/4/2025	Participation in events or programs sponsored by educational institutions	On Thursday, December 4, 2025, at 11:00 AM, 14 students and 1 teacher from Walden Grove High School in Sahuarita, AZ, toured the station and watched part of the Noon news cast.	1	Assignment Editor
20	12/5/2025	Participation in events or programs sponsored by educational institutions	On Friday, December 5, 2025, 20 students, 1 teacher from Secrist Middle School, including 1 chaperone, toured the KVOA studio and watched part of the Noon news cast.	1	Assignment Editor

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21	12/9/2025	Establishment of training programs for station personnel	KVOA's Business Administrator/HR participated in the Embracing Change: Exploring the Latest Trends and Innovations Shaping the Future of Human Resources webinar sponsored by Marsh McLellan Agency on Tuesday, December 9, 2025, from 9:00 AM to 10:00 AM. This informative session explored the latest HR trends and innovations, focusing on technology, employee engagement, and building a resilient HR function to help leaders navigate and succeed in a rapidly changing workforce landscape.	1	Business Administrator/HR
22	1/15/2026	Provision of training to management	KVOA's Business Administrator, participated in the webinar "What's Next for Labor and Employment Policies?" with Dan Bondavalli, MMA Employment Law Advisor, sponsored by Marsh McClennan Agency, on Thursday, January 15, 2026, from Noon to 1:00 PM. The webinar covered; <ul style="list-style-type: none"> <li>• Recent employment law updates</li> <li>• Employment law litigation trends</li> <li>• New laws taking effect in 2026</li> <li>• Department of Labor (DOL) activity</li> <li>• Equal Employment Opportunity Commission (EEOC) updates</li> </ul>	1	Business Administrator
23	2/20/2026	Participation in events or programs sponsored by educational institutions	Sean Mooney, Anchor at KVOA-TV, participated in "Love of Reading" where schools across Southern Arizona have been celebrating the "Love of Reading". Sean read to a group of students at Ironwood Elementary School in Marana, Arizona, on Friday, February 20, 2026. He share some great books with students from Mrs. Sable's and Mrs. Gonzales's 5th grade classes.	1	Anchor

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24	3/12/2026	Participation in events or programs sponsored by educational institutions	Jacob Owens, KVOA's Multimedia Journalist, participated in Career Day at Butterfield Elementary School on Thursday, March 12, 2026, from 8 AM to 10 AM. Students ranged from first through sixth grade. He spoke to five classes about what it is like be a TV news reporter, what the day-to-day looks like, the equipment used and the people he had the privilege of interviewing, and answered many questions from the students.	1	Multimedia Journalist
25	3/18/2026	Participation in events or programs sponsored by educational institutions	KVOA's Business Administrator, participated in the ADP webinar "HR Trends and Priorities for 2026: People" on Wednesday, March 18, 2026, from 11:00 AM to Noon. The webinar covered: skills-based workforce planning, AI's impact on work and employee experience, organizational responsibility for well-being and practical actions organizations can take now.	1	Business Administrator
26	3/30/2026	Provision of training to management	KVOA's Business Administrator/HR, attended the Allen Media Broadcasting Leave of Absence Training, presented by TouchCare, held on Monday, March 30, 2025, covering the company's policy and process for FMLA and ADA.	1	Business Administrator
27	4/16/2026	Participation in events or programs sponsored by educational institutions	KVOA's Senior Director of Content and Creative Services, Cathie Batbie, reviewed portfolios for the University of Arizona Journalism students at the request of the Dean. She was given a two-week period to review the portfolios which were due on May 1, 2026. The data was compiled and share with the students so they could improve their work.	1	Senior Director of Content and Creative Services

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28	4/18/2026	Participation in events sponsored by organizations representing the community	KVOA's Sean Mooney, Anchor, emceed The Heart Walk at Reid Park, sponsored by The American Heart Association. The event was held on Saturday, April 18, 2026. The family-friendly event brought the community together to get active and raise funds. Organizers aimed to inspire at least one person in every household to learn CPR and be ready to help in an emergency.	1	Anchor
29	4/23/2026	Participation in events or programs sponsored by educational institutions	Eric Fink, Anchor/MMJ at KVOA, was part of a media panel with the Town of Marana staff, on Thursday, April 23, 2026, from 11 am to 12:30 pm, at the Marana Aquatic and Recreation Center. He participated in a question and answer forum about the media landscape and how local governments and the press can best work together during and outside of breaking news situations. Fielded questions from Town of Marana Communication Specialists and Town staff and employees.	1	Anchor/MMJ
30	4/25/2026	Participation in events sponsored by organizations representing the community	KVOA's News Anchor, Sean Mooney, participated in The Centurions Americana Extravaganza Red White and Boots on Saturday, April 25, 2026. Sean was part of the Celebrity Tricycle Race. The Centurions, is a local 501c3 non-profit, hosts annual themed charity events known for raising millions while delivering unforgettable experiences.	1	Anchor
31	4/28/2026	Participation in events or programs sponsored by educational institutions	On Thursday, April 30, 2026, KVOA hosted a station tour for a University of Arizona journalism class. Twelve students and one professor attended the tour and learned about journalism in television broadcasting, and they also watched the noon newscast.	1	Senior Director of Content and Creative Services
32	5/6/2026	Hosting of Job Fair	KVOA hosted and sponsored Southern Arizona's largest job fair on Wednesday, May 6, 2026, 9:00 AM to 2:00 PM at the Doubletree-Reid Park to help Southern Arizona businesses with recruitment.	11	General Sales Manager Sales Team (8) Meteorologist Creative Services Producer

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33	5/7/2026	Participation in events sponsored by organizations representing the community	The KVOA Sales Team attending a sales seminar, sponsored by the American Advertising Federation of Tucson, on Thursday, May 7, 2026, at the La Paloma Country Club. Local marketing and advertising professionals learned proven strategies to generate revenue for their local businesses.	8	General Sales Manager Regional Sales Manager Sales Account Executives (6)