

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2017 - May 31, 2018

Stations Included in Report: KFFN-AM, KGUN-TV, KMXZ-FM, KQTH-FM, KTGTV-FM, KWBA-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				17
C2	Internal Candidate / WorkLife				28
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			87
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	17
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		

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C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	3
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		45
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				14
C131	Agency/Search Firm				11
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		39
C139	Rick Gevers & Assoc	PO Box 477 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com	317-769-7900	1

Local Sources

L1	American Advertising Federation - Tucson		http://aافتucson.org/classifieds.php		
L2	University of Arizona		https://arizona-csm.symplicity.com/employers/		
L3	California State University Fullerton	800 N. State College Blvd College Park Suite CP-700 Fullerton, CA 92834	Beth Georges bgeorges@exchange.fullerton.edu http://communications.fullerton.edu	657-278-7558	
L4	Emerson College	120 Boylston Street Boston, MA 02116	Blaine Butler/ Marcia Della-Guistina blaine_butler@emerson.edudrmdellaguistina@yahoo.com http://www.emerson.edu	617-824-8586	
L5	American Broadcasting School	4511 SE 29th Street Oklahoma City, OK 73115	Michelle McConnell michelle@radioschool.com http://www.radioschool.com	817-695-2474	
L6	Walter Cronkite School of Journalism and Mass Communication	555 N. Central Ave Phoenix, AZ 85004	Michael Wong mike.wong@asu.edu https://cronkite.asu.edu/about/faculty-and-leadership/staff	602-496-7430	
L7	Central Michigan University	1200 S. Franklin St Mount Pleasant, MI 48859	Peter Orlik orlik1pb@cmich.edu https://www.cmich.edu/colleges/CCFA/CCFABroadcastandCinematicArts/CCFABCAFa	989-774-3851	
L8	University of Arizona School of Journalism	Tucson, AZ	Renee Schafer Horton rshorton@email.arizona.edu https://journalism.arizona.edu/	520-626-9219	
L9	Bates Technical College	1101 S. Yakima Ave Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu http://www.bates.ctc.edu/JobServices	253-680-7240	

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L10	University of North Texas	1155 Union Circle Denton, TX 76203	Phyllis Slocum Slocum@unt.edu http://mediaarts.unt.edu/content/phyllis-slocum	940-565-2565	
L11	USC Annenberg School for Communication and Journalism	3502 Watt Way Los Angeles, CA 90007	Stacy Scholder scholder@usc.edu http://annenberg.usc.edu/faculty/journalism/stacy-scholder	213-740-0014	
L12	University of Wisconsin	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu http://rtf.uwosh.edu/justine-stokes/	920-424-3113	
L13	Linkages of Arizona	1651 W Grant Rd, Tucson Tucson, AZ 85705	Hailey Thoman hthoman@linkagesarizona.org http://live.linkagesarizona.org:80/login/index.cfm[live.linkagesarizona.org	(520) 571-8600	
Total Number of Interviewees Referred:				266	

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [13583]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C3 Start Date: 2018-01-29
Account Exec, Integrated [13865]	C1, C2, C3, C5, C69, C91, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C3 Start Date: 2018-03-19
Account Exec, Radio [12972]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C97 Start Date: 2017-09-05
Account Exec, Radio [13400]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L10, L11, L12	Code Number: C130 Start Date: 2017-12-11
Account Exec, Radio [13400]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L10, L11, L12	Code Number: C1 Start Date: 2017-12-11
Assignment Editor [13150]	C1, C2, C3, C5, C10, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L9, L10, L11, L12	Code Number: C97 Start Date: 2017-08-02
Assoc Account Exec, TV [12461]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2017-06-19
Dir, Creative Services [13009]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C97 Start Date: 2017-07-10
Dir, Promotions - Radio [13619]	C1, C2, C3, C5, C10, C69, C91, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C3 Start Date: 2017-12-11
Director II [14267]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Director II [14267]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Exec Producer [12737]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C130 Start Date: 2017-06-26
Graphic Design Tech II [13444]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C134 Start Date: 2017-10-10

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Local Sales Manager, TV [13707]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C2 Start Date: 2018-02-26
Maintenance Engineer II [12652]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C5 Start Date: 2017-09-11
Multimedia Journalist [12472]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C2 Start Date: 2017-06-05
Producer [12928]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2017-06-05
Producer [13627]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C130 Start Date: 2018-01-22
Producer [13627]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C97 Start Date: 2017-12-18
Radio News Reporter/Anchor [13486]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C130 Start Date: 2017-12-27
Radio On-Air Personality [12708]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2017-06-05
Sales Support Asst II [13643]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C2 Start Date: 2017-12-18
Sr Dir, News [12941]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, C139, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C2 Start Date: 2017-06-05
Studio Tech I [14355]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L10, L11, L13	Code Number: C2 Start Date: 2018-05-21

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>HR Director John Torre and HR Director Anice Stonerock attended the Broadcasters Career Fair 9/7/17.</p> <p>HR Director John Torre and Amy Watts, Promotions Assistant, attended the Cienega High School College and Career Fair 1/24/18.</p> <p>HR Director John Torre and Angelica Foti, Operations Manager, attended the 2017 Disability & Rehabilitation Employment Awareness Month (D.R.E.A.M.) Job Fair 10/17/17 focused on hiring and providing opportunities to individuals with disabilities.</p> <p>4/26/18: Linkages High School/Young Adult Transition Job Fair held at Pima Community College. In attendance: Leon Clark, VP and General Manager; Martha Serda, Assistant News Director; Leslie Lois, Program Director; Brian Joyce, Director of Sales; and Gary Bell, Marketing Director.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>HR Director, John Torre, coordinates the internship program with Tucson Youth Development, Inc's Youth Work Experience Program. The program gives participants a chance to develop skills, increase academic achievement, set career goals, and earn money while they learn about careers in media. The aim of this program has been to enhance the educational skills of youth and the development of meaningful work experience activities in the hope of enhancing their chances of success in the world. KGUN has hosted four High School students for the period of 1/2/18-5/15/18.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>KGUNs personnel have offered assistance to its Corporate parent's charitable arm, the Scripps Howard Foundation, in Scripps'Â™ major corporate effort to substantially enhance the level of minority participation in America's media companies. Through this Foundation, The E.W Scripps Company has made a multi-million dollar commitment to growing the pool of minority students interested in and qualified to participate in communications media. During the reporting period, the Foundation continued its commitment to the E.W. Scripps School of Journalism and Communications at Ohio University in Athens, OH. The Foundation provides Ohio University with educational funding, programs, grants, and scholarships to enable students and faculty to develop and strengthen their relationships with practicing journalists and communications industry leaders. The Scripps Howard Foundation allows Ohio University students to enjoy paid summer internships at various Scripps media properties and KGUN hosted an Ohio University student participant from June 2017 through September 2017.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>HR Director John Torre attended the Disability & Rehabilitation Employment Awareness Month (D.R.E.A.M.) workshop where he presented the topic, "Interview Do's and Don'ts" to those individuals with disabilities seeking employment and opportunities 10/3/17.</p>
	<p>HR Director John Torre presented a "Social Media Do's and Don'ts" presentation on 1/25/18 to Desert Christian High School Seniors. The presentation included information on creating an employment brand and protecting this brand on the various social media platforms to best use in a professional manner while seeking employment. Students practiced creating a LinkedIn profile and implementing suggestions from the presentation.</p>
	<p>HR Director John Torre conducted a Resume and Cover Letter Workshop to Seniors at Desert Christian High School on 3/14/18.</p>
	<p>Guy Cuyler, Weathercaster, presented to children information about forecasting weather and how he began his career in weather at Anza Elementary School 2/13/18 (second and third graders); Sahuarita Middle School Career Day 5/1/18; Robins Elementary School sixth graders 10/24/17; Robins Elementary School seventh graders 10/25/17; and Cub Scouts Pack 219 at Rattlesnake Elementary School 11/16/17.</p>
	<p>Patrick Parris, Anchor, attended Chris Allen's English class at his alma mater, Sabino High School, where he spoke of his start in journalism and the progression of his career - crediting the school and that English class for his start. Date: 12/12/17</p>
	<p>Max Darrow, Reporter, attended Sahuarita Middle School Career Day 5/1/18 where he discussed his career in journalism and answered questions from the student attendees.</p>
	<p>Erin Christiansen, Meteorologist, attended Twin Peaks Elementary class 1/18/18. During this time she talked about her career as a meteorologist, the schooling necessary to procure such career, and the opportunities available in media.</p>
	<p>Claudia Kelly-Bazan, Producer, Carlos Herrera, Multimedia Journalist, and Max Darrow, Multimedia Journalist attended career day at Maldonado Elementary school in the Tucson Unified School District on March 13, 2018. They presented a PowerPoint to students and talked about each of their jobs and the functional differences between reporters and producers.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	July 20117 and December 2017: All new managers, as part of their onboarding, received training specific to ensuring equal opportunity employment and preventing discrimination including diversity, inclusion, and accommodation.
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Two students did a job shadow of news room employees on 8/11/17 and 2/26/18.
	Erin Christiansen judged and provided students feedback at The University of Oklahoma 8/1/17. Students were judged on readiness for an entry level position, demonstrates above average on-air presenting skills, understands the role but lacks experience working in front of the camera, the student lacks an understanding of the basics.