

KPNX, KNAZ
EEO PUBLIC FILE REPORT
May 21, 2017 - May 20, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Off Air MSJ	2-12, 15-16, 19-21, 23-30, 33-38	11
Account Executive	2-10, 12, 15, 17, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
Producer	2-10, 12, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
Client Solutions Coordinator	2-10, 14-15, 19-21, 23-26, 28, 30, 33, 35-36, 38	14
Account Executive	2-10, 15, 19-21, 23-26, 28, 30-33, 35-36, 38	7
Account Executive	2-10, 15, 19-21, 23-26, 28, 30-33, 35-36, 38	7
Creative Services Producer	2-10, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
Director of Sales	2-10, 13-15, 19-21, 23-26, 28, 30, 33, 35-36, 38	14
Producer	2-10, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	35
Director Digital Content	2-10, 14-15, 19-21, 23-26, 28, 30, 33, 35-36, 38	14
Local Sales Manager	2-10, 15, 17, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
Broadcast/IT Engineer	2-10, 13-15, 19-21, 23-24, 26, 28, 30, 33, 35-36, 38	14
Lead Digital Video Producer	2-10, 15, 19-26, 28, 30, 33, 35-36, 38	7
Chief Engineer	2-10, 13, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
Weekend Anchor/MSJ	2-11, 15, 18-21, 23-26, 28, 30, 33, 35-36, 38	11
PRODUCER-Arizona Midday (12 News/Tegna)	2-10, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
General Assignment Reporter/MSJ	2-10, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	36
General Assignment Reporter/MSJ	2-10, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
Local Sales Manager	2-10, 15, 17, 19-21, 23-26, 28, 30, 33, 35-36, 38	17
Broadcast Engineering/IT Manager	2-10, 13, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	13
Digital Sales Manager	2-10, 15, 17, 19-21, 23-26, 28, 30, 33, 35-36, 38	17

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Director of Marketing	2-8, 10, 13, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38	7
Digital Account Manager	2-8, 10, 15, 17, 19-21, 23-26, 28, 30, 33, 35-36, 38	17
Commercial Photographer/Editor	2-8, 10, 15, 19-21, 23-26, 28, 30, 33, 35 -36, 38	7
Account Executive	2-8, 10, 15, 19-21, 23-26, 28, 30, 33, 35 -36, 38-39	35
Meteorologist	2-8, 10-11, 15, 19-21, 23-26, 28, 30, 33, 35-36, 38-39	11
Producer	2-8, 10, 15, 19-21, 23-26, 28, 30, 33, 35 -36, 38-39	7
Multi-Platform Content Creator	2-8, 10, 15, 19-21, 23-26, 28, 30, 33, 35 -36, 38-39	35
Intregrated Account Executive	2-10, 15, 17, 19-21, 23-26, 28, 30, 35- 36, 38-39	23
Intregrated Account Executive	2-10, 15, 17, 19-21, 23-26, 28, 30, 35- 36, 38-39	17
Intregrated Account Executive	2-10, 15, 17, 19-21, 23-26, 28, 30, 35- 36, 38-39	35
Intregrated Account Executive	2-10, 15, 17, 19-21, 23-26, 28, 30, 35- 36, 38-39	17
Weekend Anchor/Reporter/Multi-Skilled Journalist (2-10, 15, 19-21, 23-25, 28, 30, 35-36, 38-39	7
Regional Account Executive	1, 17	1

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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	Application already on file	N	1
2	Arizona Hispanic Chamber of Commerce 255 E Osborn Road #201 Phoenix, Arizona Phone : 602-294-6086 Url : http://www.azhcc.com/contact_us.php Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
3	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : http://career.asu.edu Email : careerservices@asu.edu Career Services	N	0
4	Arizona State University Cronkite Alumni - Walter Cronkite School of Journalism and Mass Comm. Stauffer Hall A 231, P.O. Box 871305 Tempe, Arizona Phone : 480.965.5011 Email : mike.wong@asu.edu Mike Wong	N	0
5	Arizona's Broadcasters Association 426 N 44th St Ste 310 Phoenix, Arizona Jennifer Latko Manual Posting	N	0
6	Broadbean Network 200 N LasSalle St STE 1100 Chicago, Illinois Career Services Manual Posting	N	2
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	63

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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	CCNMA: Latino Journalists of California ASU Walter Cronkite School of Journalism 725 Arizona Avenue, Suite 206 Santa Monica, California 90401-1734 Phone : 424-229-9482 Url : www.ccnma.org Email : cnmainfo@ccnma.org Fax : 1-424-229-9486 Syliva Wells	N	0
9	Chicanos Por La Causa (CPLC) 1112 E. Buckeye Road Phoenix, Arizona Phone : Blanca Nunez Url : blanca.nunez@ctlc.org Email : cplc.staffing@cplc.org Pete Garcia	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Corporate Recruiter	N	3
12	Cronkite Sch of JRN/TEL P.O. Box 871305 Tempe Tempe, Arizona Phone : 480- 965-4539 Email : candice.anderson@asu.edu Fax : 1-480-965-7041 Candace Anderson	N	0
13	Current Employee	N	6
14	Current Employee - Transfer/Promotion	N	4
15	Department of Economic Security - North Phoenix Job Service 9801 North 7th Street Phoenix, Arizona Phone : 602-861-0208 Email : lberry@azdes.gov Fax : 1-602-678-1865 Shawn Berry	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
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
17	Employee Referral	N	10
18	Former Employee Referral	N	1
19	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0
20	Governor's Office of Equal Opportunity 1700 W. Washington St #156 Phoenix, Arizona Email : barry.wong@azdoa.gov Fax : 1-602-542-3712 Barry Wong	N	0
21	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services	N	0
22	Internal Candidate	N	1
23	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	1
24	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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25	National Academy of TV Arts & Sciences (NATAS) 1101 E Monte Cristo Phoenix, Arizona Url : www.emmyonline.org Email : emmysuncst@aol.com Fax : 1-623-872-8308 Patti -	N	0
26	National Association for the Advancement of Colored People (NAACP) 1818 S. 16th Street Phoenix, Arizona Phone : 602-252-4064 Email : Tillmannaacp@aol.com Fax : 1-602-252-2954 Oscar Tillman	N	0
27	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
28	National Association of Broadcasters (NAB) 1771 N. Street N.W. Washington, District of Columbia 20001 Phone : 202-429-5406 Email : nab@nab.org Fax : 1-202-429-5406 Alex Hitz-Sanchez	N	0
29	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlgja.org Career Service	N	0

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30	Northern Arizona University Off Campus Employment P.O. Box 5664 Flagstaff, Arizona Phone : 928-523-6046 Url : nau.edu/gatewayconnects Email : sonia.gonzalez@nau.edu Fax : 1-928-523-1117 Sonia Gonzalez	N	0
31	Not Available	N	1
32	Other Source	N	1
33	Phoenix Indian Center, Inc. 4520 N. Central Avenue Suite #250 Phoenix, Arizona 85012 Phone : 602-264-6768 Url : www.phxindcenter.org Email : bdeweaver@phxindcenter.org Bonnie DeWeaver	N	0
34	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
35	TEGNA Careers Page 7950 Jones Branch Dr McLean, Virginia Janae Barker Manual Posting	N	7
36	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	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
37	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
38	Valle Del Sol 3807 North 7th Street Phoenix, Arizona Phone : 602-258-6797 Url : www.valledelsol.com Email : reneec@valledelsol.com Fax : 1-602-258-1134 Renee Carlini	N	0
39	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			102

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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	5/22/2017	Provision of training to management	Annual Sales Summit held in Phoenix, AZ for Director of Sales and Sales leadership throughout the company. The summit focused on leadership development, sales strategies, talent recruiting, and how to evolve, transform and successfully lead our sales efforts.	2	General Manager Interim Director of Sales
2	6/14/2017	Establishment of training programs for station personnel	Promax- A three-day critical gathering exclusively for television station marketing and promotion professional where networks, station groups, syndicators and local broadcasters discuss, dialogue and debate the issues, trends and emerging business opportunities in driving success in local television. The content of the conference is devoted to providing best practices.	2	Director of Marketing Brand Manager
3	6/22/2017	Establishment of training programs for station personnel	Investigative Reports for Editors (IRE) Annual conference held from June 22-June 25 in Phoenix, AZ. these national and regional conferences are packed with panels, workshops and round tables covering the latest developments in the field of investigating reporting. The conference have become known for the practical tips and story ideas shared by prize-winning members in quick-hit sessions. Speakers will share strategies for locating documents and gaining public records, find the best stories and managing investigations.	4	News Director Assistant News Director MSJ MSJ
4	6/28/2017	Establishment of training programs for station personnel	News, Digital and Marketing Directors attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of viewing audience.	3	Director of Marketing Director of Digital Content News Director
5	8/15/2017	Establishment of training programs for station personnel	August 15-17- KPNX sent three employees to participate in the TEGNA Innovation Summit in McLean to brainstorm ways to innovate local news.	3	MSJ Anchor MSJ
6	8/21/2017	Establishment of training programs for station personnel	Three new sales Account Executives attended Inside Out sales training. This training is a part of the TEGNA onboarding training for all new sales professionals.	3	Account Executive Account Executive Account Executive

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7	11/22/2017	Participation in events or programs sponsored by educational institutions	KPNX was a part of the Media Sales Institutes recruiting panel. Our HR Business Partner attended the event in Phoenix, AZ and watched presentations given by the MSI's students, gave feedback and recruited high potential candidates.	1	HR Business Partner
8	12/11/2017	Provision of training to management	Speed of Trust-Creating A Winning Culture - Franklin Covey; KPNX in partnership with Franklin Covey to Transform People, Culture, Content & Sales with an initial focus on improved communications, management engagement/employee fulfillment and ultimately creating a winning culture.	21	Management
9	1/22/2018	Provision of training to management	One member of our sales leadership team attended Inside Out sales training for Managers. This training is a part of the TEGNA onboarding training for all new sales managers.	1	Local Sales Manager
10	3/13/2018	Provision of training to management	VP of Labor Relations conducted a 1 hour training session on discipline and performance improvement plans . Prevention and action steps for all managers.	21	Management
11	3/13/2018	Provision of training to management	VP of Labor Relations conducted 1 hour training session on Harassment in the workplace. Prevention and action steps for all managers.	21	Management
12	4/27/2018	Participation in events or programs sponsored by educational institutions	Two MSJs spoke at the ASU School of Journalism to 20 students. The MSJs educated the students on there roles as reporters and discussed what it takes to be a reporter for a news station in today's environment.	2	MSJ MSJ
13	5/7/2018	Provision of training to management	Annual Sales Summit held in Dallas, TX for Director of Sales and Sales leadership throughout the company. The summit focused on leadership development, talent recruiting, and how to transform and successfully lead our sales efforts.	1	Director of Sales

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14	5/12/2018	Participation in events or programs sponsored by educational institutions	MSJ participated in Career day at Mountain View high School. Information provided to those interested in journalism, why she chose that career, educational background required to get a job in journalism and what type of jobs are available in the field of journalism and working at a news station.	1	MSJ
15	5/17/2018	Establishment of an intern program designed to assist members of the community	KPNX actively recruits students attending accredited colleges and universities. Our program offers student/intern active participation in a professional broadcast setting all long round. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships are primarily news based. During the reporting period, hired and trained 32 interns over a 12-month period.	4	Assistant News Director Executive Producer Executive Producer Photog Supervisor