

KPNX
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

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
News Director	2-4, 8, 10-13, 15-17, 20-21, 25-30, 32-34, 37-39	17
Assignment Editor	2-4, 8, 10, 12-13, 15-17, 20-21, 25-30, 32-34, 37-39	17
Sales Assistant	2-4, 8, 10-12, 15-18, 20-21, 25-30, 32-34, 37-39	17
Client Solutions Strategist	2-4, 8, 10-12, 14-17, 20-21, 25-30, 32-34, 37-39	17
Client Solutions Strategist	2-4, 8, 10-12, 14-17, 20-21, 25-30, 32-34, 37-39	17
Brand Manager	1-4, 8, 10-12, 15-16, 20-21, 23, 25-30, 32-34, 37-39	1
Digital Producer	2-4, 8, 10-12, 15-18, 20-21, 25-30, 32-35, 37-39	17
On Air MSJ	2-4, 8, 10-13, 15-17, 20-21, 25-30, 32-34, 36-40	40
Producer	1-4, 8, 10-13, 15-17, 20-21, 25-30, 32-34, 37-39	1
Creative Services Producer	2-4, 8, 10-13, 15-16, 20-22, 25-30, 32-34, 36-39	22
Producer	1-4, 8, 10-13, 15-17, 20-21, 25-30, 32-34, 37-39	17
Account Executive	2-4, 7-13, 15-17, 20-21, 25-34, 37-39	17
Account Executive	2-4, 7-13, 15-17, 20-21, 25-34, 37-39	17
Digital Producer (Bilingual)	2-6, 8, 10-12, 15-17, 19-21, 24-30, 32-34, 36-39	36
Digital Account Executive	2-6, 8, 10-16, 18-21, 24-30, 32-34, 36-39	36
Account Executive	2-6, 8, 10-13, 15, 17, 19-21, 24-27, 29, 32-33, 36-37, 39	17
Digital Producer	2-6, 8, 10-13, 15, 19-21, 24-27, 29, 32-33, 36-37, 39	36

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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	Agency Referral	N	4
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	0
7	Call In	N	3
8	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	1
9	Career Fair	N	4

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10	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
11	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
12	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
13	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
14	Current Employee	N	7
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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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	27
18	Former Employee	N	3
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	Indeed.com	N	3
23	Internal Candidate	N	1
24	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
25	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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26	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
27	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
28	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
29	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
30	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
31	Non-Employee Referral	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
32	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
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	Station Website	N	1
36	TEGNA Careers Page 7950 Jones Branch Dr McLean, Virginia Janae Barker Manual Posting	N	22
37	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	0

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38	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
39	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
40	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

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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	10/3/2016	Provision of training to management	TEGNA Labor Relations provided Inclusive Leadership Training for HR Business Partner to Increase awareness around inclusion and how to leverage inclusion in the workplace.	2	HR Business Partner HR Director
2	10/5/2016	Provision of training to management	Training session on Respect in the Workplace provided to station management by TEGNA's Labor Relations Attorney. Training included defining harassment and discrimination, reviewing company policy and discussing scenarios.	15	All Station Management
3	3/20/2017	Establishment of training programs for station personnel	Workplace Violence Prevention and Situational Awareness Training for all station employees and leaders. There were three date options as follows: *Monday, March 20 at 1PM (CT) *Tuesday, March 21 at 5PM (CT) *Thursday, March 30 at 9AM (CT) Those that could not make the live training were provided a link to watch a recorded version.	158	All Employees

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/19/2017	Establishment of a mentoring program	<p>KPNX-TV offered internships this reporting period to students. The program offers the student/intern active participation in a professional broadcast organization and allows them to gain the necessary skills needed to obtain employment in the broadcast industry. Internships are available in news and marketing. Selection is based on a formal interview, application, coursework, and references. Interns earn school credit. Internships generally last one semester. Interns were from the Walter Cronkite School of Broadcasting at Arizona State University, Northern Arizona University and the University of Arizona. Information about our internships is disseminated in a variety of ways, including but not limited to, our station's website, intern/career fairs, college and university guidance offices.</p> <p>12 News Interns listed as follows: 2016 -2017 (Stacy Roberts leads the internship program).</p> <p>2- News (producer emphasis) 1- Watchdog unit 2- Sports 1- Northern Arizona University, located in our Northern Arizona Bureau. 2 - Producers Talent Development Program 4 - Producers Arizona Midday</p>	12	<p>News Intern Sports Intern News (Investigative) Intern Producer Development Program Participant</p>

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5	5/19/2017	Participation in scholarship programs	<p>KPNX, through the TEGNA Foundation, contributed \$10,000 to the Walter Cronkite School of Broadcasting and Journalism at Arizona State University Awards Luncheon, which is held in the fall of 2017. Scholarships fund high achieving, under-served students at the ASU Walter Cronkite School of Journalism.</p> <p>KPNX, through the TEGNA Foundation, contributed \$15,000 in support of the 2017 Andy Harvey Native American Broadcast Worship. We are grateful that NAU continues to commit its staff and facilities to develop the next generation of Native American Journalists.</p>	1	General Manager
6	5/19/2017	Provision of training to management	A KPNX employee participated in the TEGNA Executive Leadership Program, a year long program which was launched in 2016. In July of 2016 a two day agenda was facilitated in Denver Colorado with an emphasis on best practice and innovativeness in the areas of Building the Newsroom of the Future, Diversity and Inclusion in the Workplace, Promotion and Creative Leadership and how to Cultivate a Culture of Innovation.	1	Director of Programming

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7	5/19/2017	Sponsorship of events in the community designed to increase public awareness	<p>On August 5th , 2016 our sports anchor spoke to the Phoenix Rotary 100 about sports reporting. There were 150 people in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On August 25th, 2016 one of our reporters spoke to Poston Butte High School students about her job duties and working at 12 News. There were 30 kids in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On August 29th, 2016 two of our reporters sat on the Must See Monday Panel for the Walter Cronkite School at ASU. There were 100 people in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On September 15th, 2016 one of our reporters spoke to 35 students at Mountain View Elementary School's Young Author's Day. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On September 21st one of our anchors spoke to the Arizona Chapter of the Hispanic Internal Revenue Employees about Weather and his contributions to the community. There were 20 people in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On September 22nd, 2016 one of our anchors spoke to 80 sixth grade students at Alhambra Traditional School in Phoenix. Discussed career pathing into journalism and opportunities within the broadcast industry.</p>	1	Marketing and Communications Coordinator

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			<p>On January 12th, 2017 one of our Meteorologists spoke at Johnson Elementary School in Mesa about weather. There were 50 students in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On January 17th, 2017 one of our reporters emceed the Chandler Chamber of Commerce Women in Business. There were 100 people in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On January 19th, 2017 one of our anchors visited and spoke to students at Sequoya Elementary School. There were 60 students in attendance.</p> <p>On March 1st, 2017 one of our anchors participated in Read Across America at Eagle College Preparatory Schools: Maryvale. There were 30 students in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On March 22nd, 2017 one of our reporters spoke on the Cronkite Forum Panel about Journalism in Color. There were 40 people in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On March 29th, 2017 one of our anchors emceed the ONE Nonprofit Leader Day & 15th Annual Director of the Year Awards. There were 100 people in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.</p> <p>On March 31st, 2017 one of our anchors</p>		

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			hosted the Arizona Geographic Bee as Arizona State University. There were 500 people in attendance. Discussed career pathing into journalism and opportunities within the broadcast industry.		