

KMSB/KTTU
EEO PUBLIC FILE REPORT
June 1, 2012 to May 31, 2013¹

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for Recruitment Source Data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Experienced Account Executive	1-25, 36, 38-44, 47, 50	50
Senior Advertising Operations Coordinator	1-17, 19-25, 38-44, 47, 50	24
Account Executive	1-17, 19-25, 36, 38-44, 47, 50	50
Sales Assistant	1-17, 19-25, 38-44, 47, 50	50

¹This report provides recruitment data collected from May 26, 2012 – May 20, 2013.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
<u>1</u>	Station Website www.tucsonnewsnow.com	N	0
<u>2</u>	Arizona Broadcasters Association Jennifer Latko 426 N. 44 th Street, Suite 310 Phoenix, AZ 85008 P: (602) 252-4833 F: (602) 252-5265 www.azbroadcasters.org	N	1
<u>3</u>	ASU Career Services (online) Patty Munsen, Career Services Coordinator P.O. Box 871312 Tempe, AZ 85287 P: (480) 965-2350 F: (480) 965-2120 careerservices@asu.com https://eoss.asu.edu/cs	Y	1
<u>4</u>	Maricopa Career Network Randy Kimmens, Director/Center for Workforce Development Maricopa Community Colleges District Office 2411 W. 14 th Street Tempe, AZ 85281 P: (480) 731-8202 F: (480) 731-8210 http://maricopa.jobing.com/	N	0

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<u>5</u>	Medialine Mark Shistone PO Box 51909 Pacific Cove, CA 93950 P: (800) 237-8073 F: (831) 648-5204 www.medialine.com	N	0
<u>6</u>	National Academy of Television Arts & Sciences Carolyn Grippi, COO 1697 Broadway, Ste. 1001 New York, NY 10019 P: (212) 586-8424 F: (212) 246-8129 http://jobbank.emmyonline.org	N	0
<u>7</u>	National Alliance of State Broadcasters Association c/o Arizona Broadcasters Association Art Brooks, President & CEO 426 N. 44 th Street, Suite 310 Phoenix, AZ 85008 P: (602) 252-4833 F: (602) 252-5265 careermail@careerpage.org www.careerpage.org	N	0
<u>8</u>	Northern Arizona University Emily Borthwick-Wong Program Coordinator, Sr. Gateway Student Success Center P.O. Box 4092 Flagstaff, AZ 86011-4097 P: (928) 523-9011 F: (928) 523-1848 gateway@nau.edu www.nau.edu/gatewayconnects	N	0

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<u>9</u>	Radio and Television Business Report April McLynn, Admin. Assistant P.O. Box 6633 Woodbridge, VA 22195 P: (703) 490-3099 amclynn@rbr.com www.rbr.com	N	0
<u>10</u>	TV Jobs website Broadcast Employment Services Mark Holloway P.O. Box 4116 Oceanside, CA 92052 P: (800) 374-0119 F: (760) 754-2115 Email: jobs@tvjobs.com www.Tvjobs.com	N	0
<u>11</u>	University of Arizona Career Services Attn: Cindy Shriver 1303 E. University Blvd. Suite 411 Tucson, AZ 85721 P: (520) 621-2588 www.career.arizona.edu	N	1
<u>12</u>	Tucson College, Inc./Southwest Business Colleges, Inc. Lillie Roman, Campus Director 5151 E. Broadway, Suite 155 Tucson, AZ 85711 P: (520) 296-3261 F: (520) 296-3484	Y	0

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<u>13</u>	Tucson-Southern Arizona Black Chamber of Commerce Clarence Boykins, President Attn: Career Services 1443 E. Broadway Blvd. Tucson, AZ 85702 P: (520) 623-0099 F: (520) 623-1930 info@tsabcc.org	N	0
<u>14</u>	Tucson Urban League, Inc. Daphanie Conner, Employment & Training Facilitator Attn: Career Services 2305 South Park Avenue Tucson, AZ 85713-3644 P: 520-791-9522, Ext. 2243 F: (520) 623-9364	N	0
<u>15</u>	Art Institute of Phoenix Danielle Goggans 2233 W. Dunlap Ave. Phoenix, AZ 85021 P: (602) 331-7515 F: (602) 331-5301 dgoggans@aii.edu	Y	0
<u>16</u>	College Broadcasters, Inc. UPS-Hershey Square Center Gregory Weston, President 1152 Mae Street Hummelstown, PA 17036 P: (855) 275-4224 cbjob@mailman.rice.edu	Y	0

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<u>17</u>	Collins College Amy Roberts, Career Services 4750 S. 44th Place Phoenix, AZ 85040 P: (480) 446-1112 (line for career services) www.collinscollege.edu aroberts@collinscollege.edu	Y	0
<u>18</u>	League of United Latin American Citizens Council 1005 Enrique Gomez 165 W. Calle Margarita Tucson, AZ 85706-5311 P: (520) 294-7012 gonogales@aol.com	N	0
<u>19</u>	League of United Latin American Council 1082 Javier F. Herrera Council President 2324 W. Helton Lane Tucson, AZ 85713 P: (520) 245-8124 Jherrera22@cox.net	N	0
<u>20</u>	Pascua Yaqui Tribe Keith Gordon, Director 7474 S. Camino De Oeste Tucson, AZ 85757 P: (520) 883-5040 F: (520) 883-5036 hr@pascuayaqui-nsn.gov	N	0
<u>21</u>	Pima Community College Autumn Palmer Center for Training and Development 5901 South Calle Santa Cruz Tucson, AZ 85709-6350 P: (520) 206-5100 F: (520) 206-5196 ctd@pima.edu	N	0

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<u>22</u>	Talent Dynamics Sandra Connell, President 600 Las Colinas Blvd. Ste. 100 Irving, TX 75039 P: (214) 630-3139 F: (214) 935-5631 www.Talentedynamics.com davis@talentedynamics.com	N	0
<u>23</u>	Television Bureau of Advertising Tiphany Jones, Executive Assistant 3 East 54th Street, 10th Floor New York, NY 10022-3108 P: (212) 486-1111 F: (212) 935-5631 www.Tvb.org tiphany@tvb.org	N	0
<u>24</u>	Tucson Advertising Federation & Ad2 Tucson Dana Horner, President PO Box 90167 Tucson, AZ 85752 P: (520) 326-1060 F: (520) 326-9973 membership@aauftucson.org www.tucsonadfed.org	N	1
<u>25</u>	Tucson Indian Center Veronica Boone, Social Services Director 97 E. Congress, Ste. 101 Tucson, AZ 85701 P: 520-884-7131 F: (520) 884-0240 Email: vboone@ticenter.org www.ticenter.org	N	0

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<u>26</u>	Ad Age Talent Works Rance Crain, Editor-in-Chief 711 Third Avenue New York, NY 10017-4036 P: 212-210-0100 F: 212-210-0200 www.adagetalentworks.com	N	0
<u>27</u>	Broadcasting and Cable NewBay Media, LLC Lisette Goldberg 28 East 29th Street, 12th floor New York, NY 10016 P: (212) 378-0400 F: (917) 281-4704 www.nbmedia.com	N	0
<u>28</u>	Careerbuilder Rosemary Haefner, VP/Human Resources Parkway Centre III 2745 N. Dallas Parkway, Ste. 605 Dallas, TX 75093 P: (214) 267-6503 F: (214) 678-9815 www.careerbuilder.com	N	0
<u>29</u>	Craigslist / Phoenix Jim Buckmaster, CEO 1831 9th Avenue San Francisco, CA 94122-2308 P: 415-566-6394 www.phoenix.craigslist.org	N	0

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<u>30</u>	Jobing.com Brian Eastwood, VP/Product Development 4747 N. 22nd Street, STE 100 Phoenix, AZ 85016 P: (602) 200-6800 F: (602) 200-6802 Brian.eastwood@wowhr.com www.Jobing.com	N	0
<u>31</u>	LinkedIn Jeff Weiner, CEO and Director 2029 Stierlin Court Mountain View, CA 94043-4684 P: 650-687-3600 F: 650-687-0505 www.linkedin.com	N	0
<u>32</u>	Media Recruiter Jim Birschbach 9457 So. University Blvd., #103 Highlands Ranch, CO 80126 P: (303) 400-5150 F: (303) 400-5063 jim@mediarecruiter.com www.mediarecruiter.com	N	0
<u>33</u>	Monster.com Kim Holderby, Internet Recruitment Consultant 5 Clock Tower Place, Ste. 500 Maynard, Massachusetts, 01754-2530 P: (480) 567-3638 (local for Kim) P: (978) 461-8000 F: (978) 461-8100 kim.holderby@monster.com www.monster.com	N	0

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<u>34</u>	RTDNA Attn: Stacey Staniak 529 14th Street NW, Suite 425 Washington, DC 20045 P: (202) 467-5214 F: (202) 223-4007 stacys@rtnda.org https://map.rtnda.org/careercenter/CC13PostaJob.aspx	N	0
<u>35</u>	Simply Hired, Inc. Gautam Godhwani CEO & Co-Founder 370 San Aleso Ave., Ste. 200 Sunnyvale, CA 94085 P: (650) 254-9000 F: (650) 254-9001 www.simplyhired.com	N	0
<u>36</u>	Spots 'n Dots Website April Causey SND Publishing LLC 1635 Old Highway 41 NW, Ste. 112-338 Kennesaw, GA 30152 P: (888) 884-2630, Ext. 1 F: (866) 338-1298 ads@spotsndots.com www.Spotsndots.com	N	0
<u>37</u>	The Ladders Tom Murphy, Manager/Account Management 137 Varick St., 8th Floor New York, NY 10013 P: (877) 249-9337 Email: rsupport@theladders.com www.theladders.com	N	0

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<u>38</u>	Green Valley Chamber of Commerce Amy Greenwald 275 W. Continental Rd., Ste. 123 Green Valley, AZ 85622 P: (520) 625-7575 F: (520) 648-6154 www.greenvalleychamber.com	N	0
<u>39</u>	Green Valley Community Library Amber Mathewson 601 N. LaCanada Dr., #101 Green Valley, AZ 85014 P: (520) 594-5295 www.library.pima.gov	N	0
<u>40</u>	Green Valley Recreation Inc. Nancy Mackel, Human Resources PO Box 586 Green Valley, AZ 85622-0586 P: (520) 625-3440 F: (520) 625-2352 http://www.gvrec.org	N	0
<u>41</u>	Nogales-Santa Cruz County Public Library Attn: Suzanne Haddock, Director 518 N. Grand Ave. Nogales, AZ 85621-2709 P: (520) 287-3343 http://www.nogalesaz.gov	N	0
<u>42</u>	Pima County Community Resources Kino 1 Stop Career Center Attn: Rosemary Cora-Cruz, Program Mgr. 2797 E. Ajo Way Tucson, AZ 85713 P: (520) 243-6700 http://www.pima.gov/CED/CS/	N	0

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<u>43</u>	Pima County Community Resources Rio Nuevo 1 Stop Service Center Rosemary Smith 340 N. Commerce Park Loop Tucson, AZ 85745 P: (520) 798-0500 http://www.pima.gov/CED/CS/	N	0
<u>44</u>	League of United Latin American Council 1002 Linda Leatherman 1521 S. Shannon Road Tucson, AZ 85713 520-546-1001	N	0
<u>45</u>	Indeed.com Jessica Kamzik, Client Services 177 Broad Street, 6th Floor Stamford, CT 06901 P: (203) 328-2691 jkamzik@indeed.com www.indeed.com	N (not directly contacted by SEU)	0
<u>46</u>	Jobfox.com Matt Hanley, Senior Project Leader 7926 Jones Branch Drive, Ste. 1100 McLean, VA 22102 P: (888) 667-8080, ext. 1219 F: (703) 748-0-225 www.jobfox.com	N (not directly contacted by SEU)	0
<u>47</u>	Internal Posting Candidate	N	0
<u>48</u>	Internships	N	0
<u>49</u>	Unknown (after reasonable inquiry the interviewee did not identify a referral source)	N	0
<u>50</u>	Word-of-Mouth Referral	N	14
<u>TOTAL INTERVIEWEES OVER REPORTING PERIOD</u>			18

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Provide Training to Management Personnel Regarding EEO and Nondiscrimination	On June 12, 2012, our HR Director, Program Director, General Manager and support staff participated in the Arizona Broadcasters Association's seminar and webcast entitled Navigating the FCC's Equal Employment Opportunity Rules. The program was conducted by counsel for the Arizona Broadcasters Association.
2	Participate in Job Fair	On September 13, 2012, our SEU participated in the Arizona Broadcasters Association Career Fair at Pima Community College. Station participants included our HR Director and HR Coordinator, who spoke with students and community members about careers in broadcasting.
3	Participate in Job Fair	On September 21, 2012, our SEU participated in the University of Arizona Fall Career Fair. Station participants included our SEU HR Coordinator, who spoke with students about internship opportunities and careers in broadcasting.
4	Participate in Job Fair	On February 13, 2013, our SEU participated in the University of Arizona Enactus Career Expo at the University of Arizona Student Union Memorial Center. Station participants included our SEU HR Coordinator, who spoke with students about careers in broadcasting.
5	Participate in Job Fair	On March 20, 2013, our SEU participated in the University of Arizona Spring Career Days Career Fair. Station participants included our HR Director, who spoke with students about internships and job opportunities at the stations and careers in broadcasting.