

KAZT-TV and KAZT-CA

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KAZT-TV, Prescott Arizona and KAZT-CA, Phoenix, Arizona and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2015 to and including May 31, 2016 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2015 to May 31, 2016

Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CA

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree
1	Prescott Master Control	P
2	Prescott Master Control	P
3	Phoenix Sales	M
4	Phoenix Sales	M
5	Phoenix Production	K

Total Number of Persons Interviewed During Applicable Period: 25

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2015 to May 31, 2016

Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CA

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Craigslist.com Phoenixcraigslist.com Prescottcraigslist.com	4	1,2,3,4
B	Dept. Econ. Security 1555 W. Iron Springs Rd Prescott, AZ Jim 928-771-1305		
C	Embry-Riddle Univ. 3200 Willow Creek Rd Prescott, AZ Erlene Casey 928-777-3728		1,2
D	Yavapai College 1100 Sheldon Street Prescott, AZ 86301 928-445-7300		1,2
E	Spots and Dots Daily Broadcast Newsletter		
F	ASU Career Link 480-965-2350 www.careerservices@asu.edu P.O. Box 871312 Tempe, AZ	2	1,2,3,4,5
G	ABA Job Bank* 426 N. 44 th Street, Ste. 310 Phoenix, AZ 85004 Art Brooks 602-252-4833	4	1,2,3,4,5
H	Prescott College H.R. 220 Grove Ave, Prescott, AZ 928-778-2090		1,2
I	Yavapai Prescott Tribe 530 E. Merritt Prescott, AZ 86301 928-445-8790 Amy		
J	WestYavapai Guidance Clinic-Hillside Center 3108 Clearwater Dr, Prescott 928-445-5211 Evelyn Larriva		
K	Referral and drop-in	3	1,2,3,4,5
L	Northern AZ Univ Jobs		1,2
M	KAZT-TV website	3	1,2,3,4,5
N	Pollyspipeline.com		

O	CareerBuilders.com	5	3,4,5
P	Better Prescott Jobs.com	4	1,2
Q	Monster.com		3,4,5

*Indicates sources that have requested notification of job openings

Appendix 3 to

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Covering the Period from June 1, 2015 to May 31, 2016

Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KAZT

1. Yavapai College Career & Job Fair

On March 31, 2016 KAZT-TV participated in the Yavapai College Career and Job Fair in Prescott, AZ. The Fair was co-sponsored by the Prescott Chamber of Commerce and Yavapai College. Senior Marketing Specialist Pattie Riley represented KAZT at the Fair. Ms. Riley spoke to 30 people about job and career opportunities in the television industry. 3 students were also given information about the stations Internship Program. The schools represented were Yavapai College and Northern Arizona University.

2. Arizona Broadcasters Association Career Fair / *KAZT-TV Co-Sponsor

On May 12, 2016 KAZT-TV co-sponsored the Arizona Broadcasters Association's annual Career Fair at the East Valley Institute of Technology in Mesa, AZ. KAZT-TV was a co-sponsor of this event, airing promotional spots prior to the event. The station was represented by Community Affairs Director Eric Cohen. Mr. Cohen spoke to 57 people about job and career opportunities in the television industry. 24 students were also given information about the stations Internship Program. The schools represented were East Valley Institute of Technology, Arizona State University, Glendale

Community College, Scottsdale Community College, Paradise Valley CC, Northern Arizona University, University of Arizona and Grand Canyon University.

3. **Walter Cronkite School of Journalism and Mass Communications Mentorship Program**

From September 2015 through April 2016, KAZT-TV participated in the Cronkite Mentorship Program at Arizona State University. The station worked in coordination with Michael Wong, Director of Career Services at the Cronkite School. After an orientation in to the program, KAZT-TV General Manager Richard Howe was paired with a student. Mr. Howe met with the student five times during the academic year. He helped the student acclimate to the university environment, reviewed the progress of the student's course of study and encouraged the student to become involved in Cronkite School extra-curricular activities.

4. **University of Arizona Careers in Media Day**

On October 6, 2015 KAZT-TV Program Director Eric Cohen attended the University of Arizona Career Services event. Approximately 90 students were in attendance. Mr. Cohen and four other panelists were asked questions by the moderator and the students about careers in television and other mediums. After the panel discussion, students were invited to meet the panelists for one-on-one discussions. Mr. Cohen provided specific information about the television industry to 10 students.

5. **Mesa High School Career Day**

On April 20, 2016, Production Manager Brian Cisek spoke to students at Mesa High School's video production class in Mesa, AZ. Brian spoke to the students about how to pursue a career in television, what it takes to produce a program, and the various roles each person on staff takes to produce a successful program. Brian concluded the hour with Q&A.

KAZT Internship Program

KAZT has conducted an on-going internship program to provide students with an opportunity to learn about our industry and to challenge them to consider further education and/or careers in the television industry. During the current term, KAZT-TV had five student interns from the Walter Cronkite School of Journalism and Mass Communications at Arizona State University.

