

## **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, 2016 to and including May 31, 2017 (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, 2016 to May 31, 2017

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 Operator	A
2	Phoenix Production Supervisor	O
3	Phoenix Associate Producer	K
4	Phoenix Digital Coordinator	K

Total Number of Persons Interviewed During Applicable Period: 23

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2016 to May 31, 2017

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	2	1
B	Production Hub.com	2	2
C	Embry-Riddle Univ. 3200 Willow Creek Rd Prescott, AZ Erlene Casey 928-777- 3728		1
D	Yavapai College 1100 Sheldon Street Prescott, AZ 86301 928-445-7300		1
E	Spots and Dots Daily Broadcast Newsletter		
F	ASU Career Link 480-965-2350 <a href="mailto:www.careerservices@asu.edu">www.careerservices@asu.edu</a> P.O. Box 871312 Tempe, AZ		1
G	ABA Job Bank* 426 N. 44 <sup>th</sup> Street, Ste. 310 Phoenix, AZ 85004 Art Brooks 602-252-4833	1	1,2,3,4
H	Prescott College H.R. 220 Grove Ave, Prescott, AZ 928-778-2090		1
I	Indeed.com job site		2,4

J	www.linkedin.com		
K	Referral and drop-in	4	2,3,4
L	Northern AZ Univ Jobs.com		1
M	KAZT-TV website	5	1,2,3,4
N	Pollyspipeline.com		
O	CareerBuilders.com	4	2,3,4
P	Better Prescott Jobs.com	1	1
Q	Monster.com	4	2,3,4

\*Indicates sources that have requested notification of job openings

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2016 to May 31, 2017

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, 2017, 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 and Station Manager Richard Howe represented KAZT at the Fair. We spoke to 36 people about job and career opportunities in the television industry. 4 students were also given information about the stations Internship Program. The schools represented were Yavapai College, Northern Arizona University-Flagstaff and Northern Arizona University-Prescott Valley.

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

On May 11, 2017 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 Station Manager Richard Howe. Mr. Howe spoke to 52 people about job and career opportunities in the television industry. 9 students were also given information about the stations Internship Program. The schools represented were East Valley Institute of Technology, Arizona State University, Chandler-Gilbert Community College, Northern Arizona University and Grand Canyon University.

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

From September 2016 through April 2017, KAZT-TV participated in the Cronkite Mentorship Program at Arizona State University in Phoenix, Arizona.. 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 Station Manager Richard Howe was paired with a student. Mr. Howe met with the student five times during the academic year. He reviewed the progress of the student's course of study and encouraged the student to become involved in Cronkite School extra-curricular activities.

**4. Northern Arizona University School of Communications**

On April 7, 2017, Station Manager Richard Howe attended a scholarship review at Northern Arizona University in Flagstaff, Arizona. Mr. Howe and two other representatives from the media interviewed NAU upper-class students and selected three students to receive a scholarship provided by the Arizona Broadcasters Association. All students interviewed were pursuing careers in broadcast journalism.

**5. KAZT Internship Program**

KAZT has also 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 four student interns from the Walter Cronkite School of Journalism and Mass Communications at Arizona State University, the University of Arizona and Glendale Community College.