

## **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.

The information contained in this Report covers the time period beginning June 1, 2018 to and including May 31, 2019 (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, 2018 to May 31, 2019

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	Traffic Assistant	J
2	Sales Assistant	J
3	Digital Media Dir	I
4	Executive Producer	K
5	Sales AE	J
6	National Sales Mgr	K
7	Chief Engineer	O

Total Number of Persons Interviewed During Applicable Period: 79

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2018 to May 31, 2019

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		
B	Handshake.com	18	2,3,4,5,6
C	Embry-Riddle Univ. 3200 Willow Creek Rd Prescott, AZ		1
D	Yavapai College 1100 Sheldon Street Prescott, AZ 86301 928-445-7300		1,7
E	Maricopa Community Colleges job site		3
F	ASU Career Link 480-965-2350 <a href="http://www.careerservices@asu.edu">www.careerservices@asu.edu</a>		3
G	ABA Job Bank* 426 N. 44 <sup>th</sup> Street, Ste. 310 Phoenix, AZ 85004	3	1,5,6
H	Prescott College H.R. 220 Grove Ave, Prescott, AZ 928-778-2090		
I	Indeed.com job site	14	1,2,3,4,5,6
J	www.linkedin.com	19	1,2,3,4,5,6

K	Referral	3	4,5,6
L	Northern AZ Univ Jobs.com		1
M	KAZT-TV web: aztv.com	12	1,2,3,4,5,6,7
N	Spots and Dots website		6
O	Promote from within	1	7
P	Better Prescott Jobs.com	7	1,7
Q	Monster.com	2	7

\*Indicates sources that have requested notification of job openings

Appendix 3 to

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Covering the Period from June 1, 2018 to May 31, 2019

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 27, 2019, KAZT-TV participated in the Yavapai College Career and Job Fair on the Yavapai College campus 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 52 people about job and career opportunities in the television industry. Four Yavapai College students were also given information about the stations Internship Program.

2. **Arizona State University Career Fair / \*KAZT-TV Co-Sponsor**

On April 4, 2019 KAZT-TV participated in the Arizona State University Spring Career Fair on the ASU campus in Tempe, AZ.. KAZT-TV aired promotional spots prior to the event. The station was represented by Station Manager Richard Howe. Mr. Howe spoke to 30 people about job and career opportunities in the television industry. Three ASU students were also given information about the stations Internship Program.

3. **Mesa Public Schools Career & Technical Education Program**

KAZT-TV Production Manager Brian Cisek is an Advisory Board member of the Mesa, AZ Public Schools CTE Program. On February 6, 2019 Mr. Cisek met with teachers from the five Mesa high schools to discuss skills that students need to find jobs in the television industry, as well as discussing ideas on how to get their students involved with more school projects to better those skills.

4. **KAZT Internship Program**

KAZT-TV 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 Applicable Period, KAZT-TV had two student interns from Arizona State University's Walter Cronkite School of Journalism and Mass Communications.

## **5. Arizona Farm Bureau Communications Workshop**

On August 9, 2018 KAZT-TV hosted 17 students from around Arizona as part of the Farm Bureau's "Project Central"...a program to give students a real world experience of being interviewed on tape in our television studio in Prescott, AZ. The objective was to demonstrate impactful messaging techniques for targeted audiences and to provide the students with proven strategies to enhance their public speaking skills.