



2022 EEO PUBLIC FILE REPORT

For the period from June 1, 2021, to May 31, 2022*

KVOA(TV), Tucson, AZ
&
KP04Q-D, Casa Adobes, AZ

TUCSON TV LICENSE COMPANY, LLC

* The Licensee acquired KVOA(TV) and KP04Q-D on August 2, 2021, as authorized in FCC File No. 0000145325. The Licensee is responsible for reporting information encompassing only EEO efforts undertaken by the Licensee since its acquisition of the station. *See In Re Commission's Broadcast and Cable EEO Rules and Policies*, Second Report and Order, 17 FCC Rcd 24018, 24063-64, ¶ 144 (2002). Information relating to EEO efforts undertaken by the former licensee prior to August 2, 2021, is provided for informational purposes only.

Tucson TV License Company, LLC
209 W. Elm St., Tucson, AZ 85705
(520) 792-2270
An Allen Media Broadcasting Station

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Anchor/MMJ	1, 3-10, 12, 14-17, 19-24, 26-31, 33-34, 36-43, 45-51	38
News Content Producer	1, 3-8, 10, 12, 14-17, 19-24, 26-31, 33- 34, 36-43, 45-51	22
Multimedia Journalist	1, 3-10, 12, 14-17, 19-24, 26-31, 33-34, 36-43, 45-51	22
Commercial Producer	1, 3-8, 10-12, 14-17, 19-22, 24, 26-34, 36-43, 45-51	11
Account Executive	1-8, 10, 12, 14-17, 22-31, 33-39, 43-44, 46-47, 50-51	25
Digital Sales Manager	1-8, 10, 12, 14-18, 22-24, 26-31, 35-39, 43, 46-47, 50-51	18
News Producer	1, 3-8, 10, 12-17, 22, 24, 26-31, 36-39, 43, 46-47, 50-51	13
IT Administrator	1-8, 10, 12, 14-17, 19-22, 24, 26-31, 33 -34, 36-43, 45-51	22
National Sales Manager	2, 4, 7, 17, 22, 30, 35, 38	22
Account Executive	2, 4, 7, 17, 25, 30, 38	25
Account Executive	2, 4, 7, 17, 22, 25, 30, 38	25
Chief Broadcast Engineer	2, 4, 17, 22, 30, 38	22
Content Producer	2, 4, 7, 17, 22, 30, 38	22
News Content Manager	2, 4, 7, 17, 22, 30, 38	2

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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	ACAP Job Assistance Center Dept. of the Army United States United States Army Intelligence Fort Huachuca, Arizona 85613 Phone : 520-533-5764 Email : usarmy.huachuca.imcom-central.mbx.SFL-TAP@mail.mil Charlene Shelton	Y	0
2	Allen Media Broadcasting / Heartbeat 3282 Northside Parkway Suite 275 Atlanta, Georgia 30327 Phone : 5208844601 Angela Betzhold Manual Posting	N	1
3	Arizona @ Work / Department of Economic Security 1455 S. Alvernon Way Tucson, Arizona 85711 Phone : 520-872-9185 Fax : 1-520-495-5063 Topacio Britto	Y	0
4	Arizona Broadcasters Association 426 N. 44th St. Su. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Mary Kate Lau Manual Posting	N	0
5	Arizona Public Media 1423 E. University Blvd. Tucson, Arizona 85721 Phone : 520-621-5828 Fax : 1-520-621-3360 Kim Ramey	Y	0
6	Beacon Group P.O. Box 50544 Tucson, Arizona 85703 Phone : 520-622-4874 Fax : 1-520-620-6620 Job Listings	Y	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Careerpage.org 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Job Listings Manual Posting	N	0
8	Chicanos Por La Causa Workforce Solutions 619 N. 7th Ave., Bldg B Phoenix, Arizona 85007 Phone : 602-695-5745 Email : michelle.hernandez@cplc.org Michelle Hernandez	Y	0
9	Collectivetalent.com 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Michael Bille Manual Posting	N	0
10	D.E.S. Vocational Rehabilitation 400 W. Congress #420 Tucson, Arizona 85701 Phone : 520-628-6810 Fax : 1-855-630-6874 Job Listings	Y	0
11	Employee Referral	N	1
12	Family Support Center 3500 S. Craycroft Rd. Bldg 3210 Davis-Monthan, AFB, Arizona 85707 Phone : 520-228-5690 Email : 355FSS.FSFR.Employment@us.af.mil Lindsey Siegmund/USAF ACC	Y	0
13	Former Intern	N	2
14	Frey Creating Marketing 310 S. Williams Blvd Su. 260 Tucson, Arizona 85711 Phone : 520-745-8221 Katrina Noble Manual Posting	Y	0

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15	Goodwill Industries of Southern Arizona 1940 E. Silverlake #403 Tucson, Arizona 85713 Phone : 520-623-5174 Email : llarivee@goodwill-tucson.org Lisa Larivee	Y	0
16	Gospel Rescue Mission 4550 S. Palo Verde Road Tucson, Arizona 85714 Phone : 520-740-1501 Email : jgamble@grmtucson.com Fax : 1-520-622-8585 Janette Gamble	Y	0
17	HANDSHAKE / University of Arizona 1303 E. University Blvd. Su. 1411 Tucson, Arizona 85721 Phone : 520-621-2588 Job Listings Manual Posting	N	0
18	Internal Hire	N	1
19	KBJR 6-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Email : kmmartin@kbjr.com Kayla Martin	N	0
20	KTIV-TV 2929 Signal Hill Dr Sioux City, Iowa 51108 Phone : 712-239-4100 Email : kclayton@ktiv.com Kathy Clayton	N	0
21	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Email : jneyens@kttc.com Jodi Neyens	N	0

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22	KVOA P.O. Box 5188 Tucson, Arizona 85703 Phone : 520.884.4601 Url : www.kvoa.com Angela Betzhold Manual Posting	N	7
23	KVOA-TV On-Air Announcement 209 W. Elm St. Tucson, Arizona 85705 Phone : 520-884-4601 Angela Betzhold Manual Posting	N	0
24	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
25	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 16506873600 Ryan Roslanksy Manual Posting	N	9
26	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-445-7100 Email : press@nabj.org Ryan Williams	Y	0
27	National Urban League 120 Wall Street New York, New York 10005 Phone : 212-558-5300 Email : sharris@nul.org S. Harris	Y	0

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28	P.H.A.S.E./YWCA 525 N. Bonita Ave. Tucson, Arizona 85704 Phone : 520-884-7810 Email : info@ywcatucson.org Fax : 1-520-884-5205 Liz Rabago	Y	0
29	Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Arizona 85746 Phone : 520-888-5000 Fax : 1-520-883-5014 Carmen Thomas	N	0
30	Pima Community College 4905 E. Broadway Blvd. Tucson, Arizona 85709 Phone : 520-206-4500 Job Listings Manual Posting	N	0
31	Pima County One Stop Career Center 430 N. Commerce Park Loop Tucson, Arizona 85745 Phone : 520-724-6738 Email : patricia.gastelum@pima.gov Patricia Gastelum	Y	0
32	Promax 5700 Wilshire Blvd. Suite 275 Los Angeles, California 90036 Phone : 310-788-7600 Steve Kazanjian Manual Posting	N	0
33	Quincy Herald Whig 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Jena Schulz	N	0
34	Quincy Newspapers, Inc. 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	0

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35	Spots N Dots 1635 Old Highway 41 NW, Suite 112-338 Kennessaw, Georgia 30152 Phone : 888-884-2630 x 701 Url : www.spotsndots.com Classified Ads Manual Posting	N	0
36	The Southern Illinoisan 710 N. Illinois Ave Carbondale, Illinois 62901 Phone : 618-985-2333 Email : btanner@wsiltv.com Fax : 1-618-457-2935 Bethany Tanner	N	0
37	Tucson Indian Center 160 N. Stone Ave. Tucson, Arizona 85701 Phone : 520-884-7131 Fax : 1-520-884-0240 Vicky Mullins	Y	0
38	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Career Services Manual Posting	N	8
39	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : ecrikelair@waow.com Elizabeth Crikelair	N	0
40	WBNG-TV 560 Columbia Drive Johnson, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0

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41	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : mshawgo@week.com Mary Shawgo	N	0
42	WGEM-TV PO Box 80 Quincy, Illinois 52306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
43	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Bonnie Beer	N	0
44	Word of Mouth Referral	N	2
45	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
46	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : twessel@wrex.com Theresa Wessel	N	0
47	WSIL-TV 1416 Country Aire Drive Carterville, Illinois 62919 Phone : 618-956-9184 Email : btanner@wsiltv.com Fax : 1-618-985-3709 Bethany Tanner	N	0

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48	WSJV-TV PO Box 28 South Bend, Indiana 46624 Phone : 574-274-9006 Email : amoubray@qni.biz Amber Moubray	N	0
49	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 247011 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
50	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
51	WXOW/WQOW-TV PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	6/23/2021	Provision of training to management	Administration and Human Resources Manager participated in a virtual "Handshake User Training" on Wednesday, June 23, 2021, from 2:00 PM to 3:00 PM. This training showed how to make the most of your job postings to inclusively attract diverse candidates.	1	Administration and Human Resources Manager
2	6/24/2021	Provision of training to management	Administration and Human Resources Manager participated in the virtual "The DEI Journey: Managing resistance and finding opportunities" presented by Kantola Training Solutions. The event was held on Thursday, June 24, 2021, 10:00 AM. She learned about steps to take to launch or improve a Diversity, Equity and Inclusion program, pitfalls to avoid, barriers to overcome and benefits to discover. Also gained insights on: - Creating or elevating your DEI program—wherever you are on your DEI journey - Taking the steps needed to make your DEI program successful - Understanding common barriers to success and how to overcome them - Conquering resistance—from front-line workers to top-level managers - Making DEI a positive experience, where everyone is part of the solution	1	Administration and Human Resources Manager

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3	7/13/2021	Provision of training to management	KVOA has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace and employment related issues. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of June 13, 2021, new employees were required to participate in harassment, diversity and inclusion, and HIPAA training. These courses required each employee to individually view an online presentation followed by a 10 question quiz. The modules provide a different view point depending on whether the individual is a manager or non-manager, in that way both managers and non-managers are provided with training appropriate to their relative position.	2	Administration and Human Resources Manager Vice President and General Manager
4	8/25/2021	Participation in events or programs sponsored by educational institutions	KVOA Content Manager participated in the 2021 Virtual Wildcat Student Employment Fair at the University of Arizona. The fair was held on Wednesday, August 25, 2021, from 1 PM to 4 PM. Met with students regarding KVOA job openings and internship program.	1	News Content Manager
5	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Outreach PSA spot that airs on KVOA advising the public of the station providing broad outreach regarding job vacancies.	1	Business Administrator
6	9/8/2021	Participation in events or programs sponsored by educational institutions	KVOA's morning anchor and meteorologist participated in a virtual talk on Wednesday, September 8, 2021, with 35 students from Dobson High School. They spoke to the students about broadcast journalism and answered questions.	2	Morning Meteorologist Morning Anchor

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7	9/14/2021	Establishment of training programs for station personnel	The KVOA Sales Account Executives participated in in-depth proposal and analytics training via Zoom with Allen Media Broadcasting on Monday, September 14, 2021, from 12:00 PM to 1:30 PM. The Sales Department learned about digital products and building proposals.	7	Sales Account Executive Sales Account Executive Sales Account Executive Sales Account Executive
8	10/4/2021	Establishment of an intern program designed to assist members of the community	KVOA conducts a paid internship program. The purpose behind the internship program is to offer students in the fields of journalism, broadcasting, communications and related fields the opportunity to gain hands on experience in broadcast television and digital platforms. Students who participate will gain a variety of practical experience and an hourly wage. The company strives to offer these opportunities to a diverse group of interns. Each Intern is assigned a mentor and has a "curriculum" for each position. KVOA hosted 4 interns from the University of Arizona for the Fall of 2021, October 4, 2021, through December 17, 2021.	2	News Content Manager News Director
9	10/29/2021	Participation in Job Fairs	KVOA News Content Manager participated in the University of Arizona School of Journalism Fall Internship Fair held on Friday, October 29, 2021, in the Marshall Building.	1	News Content Manager
10	11/19/2021	Participation in events sponsored by organizations representing the community	KVOA's News Content Manager attended the San Miguel High School Career Day on Friday, November 19, 2021, at 2:10 PM to 3:50 PM. He spoke to students regarding jobs in the TV industry.	1	News Content Manager
11	Ongoing Event	Establishment of a mentoring program	KVOA News Director conducted regular training sessions with new employees and re-current training sessions with regular employees throughout the months of February and March 2022.	6	News Producer News Producer News Producer News Producer

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12	Ongoing Event	Establishment of training programs for station personnel	Creative Services personnel went through 5-6 training sessions on multiple days with the Production Director of Action News Now to learn how to use Adobe After Effects.	4	Creative Services Producer Creative Services Producer Creative Services Producer Creative Services Producer
13	4/5/2022	Establishment of training programs for station personnel	The KVOA news and sales departments participated in a 3-day corporate digital content retreat to teach new skill sets and advance the station's digital product.	20	General Sales Manager Digital Sales Manager News Director Digital Content Lead
14	5/10/2022	Hosting of Job Fair	KVOA hosted the largest job fair in Southern Arizona. Over 60 businesses participated in the event on May 10th from 10am-7pm at the Doubletree Hotel at Reid Park.	10	General Sales Manager Digital Sales Manager News Director Sales Representative