

KVOA
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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
Investigative Multimedia Journalist Open Date: 2/3/2020 Hire Date: 6/1/2020	1, 3-10, 12-13, 15, 18-22, 24-27, 29-40, 42-56	44
Multimedia Journalist Open Date: 2/18/2020 Hire Date: 6/1/2020	1, 3-10, 12-13, 15, 18-22, 24-27, 29-56	39
Multimedia Journalist Open Date: 2/18/2020 Hire Date: 6/1/2020	1, 3-10, 12-13, 15, 18-22, 24-27, 29-56	39
News Photographer Open Date: 5/4/2020 Hire Date: 6/2/2020	1, 4-9, 12, 15, 18-21, 23-27, 29, 31-32, 34-40, 42-56	23
Content Producer Open Date: 5/26/2020 Hire Date: 7/8/2020	1, 4-9, 12, 15, 17-21, 24-27, 29, 31-32, 34-40, 42-56	17
Account Executive Open Date: 6/10/2020 Hire Date: 9/1/2020	1, 4-9, 12, 14-15, 18-21, 24-27, 29, 31- 32, 34-40, 42-56	14
Chief Investigative Reporter Open Date: 6/22/2020 Hire Date: 11/9/2020	1, 4-10, 12, 15, 18-21, 24-27, 29, 31- 32, 34-40, 42-56	44
Morning Anchor/MMJ Open Date: 8/17/2020 Hire Date: 3/8/2021	1-2, 4-12, 15-16, 18-21, 24-27, 29, 31- 32, 34-40, 42-56	2
Content Producer Open Date: 2/10/2021 Hire Date: 3/10/2021	1, 4-9, 12, 15-16, 18-21, 24-27, 29, 31- 32, 34-40, 42, 44-56	16
Multimedia Journalist Open Date: 4/6/2021 Hire Date: 5/24/2021	1, 4-10, 12, 15, 18-21, 24-29, 31-32, 34 -40, 42, 44-56	44

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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	Agency Referral	N	1
3	American Advertising Federation-Tucson 7959 N. Thornydale Rd. #90167 Tucson, Arizona 85752 Phone : 520-326-1060 Job Listings Manual Posting	N	0
4	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
5	Arizona Broadcasters Association 426 N. 44th St. Su. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Mary Kate Lau Manual Posting	N	0
6	Arizona Public Media 1423 E. University Blvd. Tucson, Arizona 85721 Phone : 520-621-5828 Fax : 1-520-621-3360 Kim Ramey	Y	0
7	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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8	Careerpage.org 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Job Listings Manual Posting	N	0
9	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
10	Collectivetalent.com 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Michael Bille Manual Posting	N	0
11	Current Employee	N	1
12	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
13	Emmanuel Grace Church 1850 W. San Marcos Blvd. Tucson, Arizona 85713 Phone : 520-628-7641 Email : egctucson@gmail.com Charles Watkins	N	0
14	Employee Referral	N	2
15	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
16	Former Employee	N	2
17	Former Intern	N	2

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18	Frey Creating Marketing 310 S. Williams Blvd Su. 260 Tucson, Arizona 85711 Phone : 520-745-8221 Katrina Noble Manual Posting	Y	0
19	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
20	Gospel Rescue Mission 312 W. 28th St. Tucson, Arizona 85713 Phone : 520-622-3495 Fax : 1-520-622-8585 Jenny Coverdale	Y	0
21	HANDSHAKE / University of Arizona 1303 E. University Blvd. Su. 1411 Tucson, Arizona 85721 Phone : 520-621-2588 Job Listings Manual Posting	N	0
22	Indeed 6433 Champion Grandview Way Building 1 Austion, Texas 78750 Phone : 800-475-4361 Url : www.indeed.com Chris Hyams Manual Posting	N	0
23	Internal Hire	N	1
24	KBJR 6-TV 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-481-6169 Email : kmmartin@kbjr.com Kayla Martin	N	0

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25	KTIV-TV 2929 Signal Hill Dr Sioux City, Iowa 51108 Phone : 712-239-4100 Email : kelayton@ktiv.com Kathy Clayton	N	1
26	KTTC-TV 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Email : jneyens@kttc.com Jodi Neyens	N	0
27	KVOA P.O. Box 5188 Tucson, Arizona 85703 Phone : 520.884.4601 Url : www.kvoa.com Angela Betzhold Manual Posting	N	5
28	KVOA-TV On-Air Announcement 209 W. Elm St. Tucson, Arizona 85705 Phone : 520-884-4601 Angela Betzhold Manual Posting	N	0
29	KWWL-TV 511 E. 5th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
30	Medialine.com 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Job Listings Manual Posting	N	0
31	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

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32	National Urban League 120 Wall Street New York, New York 10005 Phone : 212-558-5300 Email : sharris@nul.org S. Harris	Y	0
33	New Jersey Herald Two Spring Street Newton, New Jersey 07860 Phone : 217-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
34	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
35	Pascua Yaqui Tribe 7474 S. Camino de Oeste Tucson, Arizona 85746 Phone : 520-888-5000 Fax : 1-520-883-5014 Carmen Thomas	N	0
36	Pima Community College 4905 E. Broadway Blvd. Tucson, Arizona 85709 Phone : 520-206-4500 Job Listings Manual Posting	N	0
37	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
38	Quincy Herald Whig 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-223-5100 Email : jschulz@qni.biz Jena Schulz	N	0

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39	Quincy Newspapers, Inc. 130 S. 5th St. Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	2
40	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
41	Tohono O'Odham Nation P.O. Box 837 Sells, Arizona 85634 Phone : 520-383-4251 Email : contactus@tonation-nsn.gov Freddie Lopez	N	0
42	Tucson Indian Center 160 N. Stone Ave. Tucson, Arizona 85701 Phone : 520-884-7131 Fax : 1-520-884-0240 Vicky Mullins	Y	0
43	Tucson Urban League 2305 S. Park Ave. Tucson, Arizona 85713 Phone : 520-791-9522 Email : dbakerx@csd.pima.gov Fax : 1-520-623-9364 Donna Baker Prong 2 Ended Date: 11/9/2020	N	0
44	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Career Services Manual Posting	N	16

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45	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Email : apaszkot@waow.com Aimee Paszkot	N	0
46	WBNG-TV 560 Columbia Drive Johnson, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
47	WEEK-TV 2907 Springfield Road East Peoria, Illinois 61611 Phone : 309-698-3784 Email : tstonesifer@week.com Teddi Stonesifer	N	0
48	WGEM-TV PO Box 80 Quincy, Illinois 52306 Phone : 217-228-6600 Email : tstutheit@wgem.com Terri Stutheit	N	0
49	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : bbeer@wkow.com Bonnie Beer	N	0
50	WPTA-TV 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
51	WREX-TV 10322 Auburn Rd Rockford, Illinois 61103 Phone : 815-335-2213 Email : twessel@wrex.com Theresa Wessel	N	0

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52	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
53	WSJV-TV PO Box 28 South Bend, Indiana 46624 Phone : 574-274-9006 Email : amoubray@qni.biz Amber Moubray	N	0
54	WVVA-TV 3052 Big Laurel Hwy Bluefield, West Virginia 247011 Phone : 304-324-0652 Email : asluss@wvva.com Audrey Sluss	N	0
55	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	1
56	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:			34

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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	6/4/2020	Provision of training to management	The station's parent company, Quincy Media, Inc., 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 related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. 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 18, 2020, all employees at the station were required to participate in HIPAA Essentials: What Everyone Needs to Know. As of January 1, 2021, all employees were required to participate in Harassment and Diversity, and Harassment Prevention: A Commonsense Approach. These courses require 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.	98	Administrative and Human Resources Manager Vice President and General Manager
2	6/9/2020	Establishment of training programs for station personnel	KVOA News Management went through management training, leadership training, basic HR training and delegation skills, and how to work most efficiently/time management with Quincy's Director of Broadcast News, via Microsoft Teams, Monday, June 9, 2020, through Monday, June 15, 2020. All these skill sets will help them grow in their management positions.	5	Assistant News Director News Content Manager News Content Manager Executive Producer

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3	6/9/2020	Establishment of training programs for station personnel	KVOA News and Weather Anchors went through a training program with anchor coaching, and sessions that focused on improving their presentation skills, tone and inflection in storytelling. This training was presented by Quincy's Director of Broadcast News via Microsoft Teams, Tuesday, June 9, 2020, and Friday, June 12, 2020, and Monday, June 15, 2020, through Thursday, June 18, 2020.	9	Morning Anchor Morning Anchor Anchor Anchor
4	7/28/2020	Establishment of training programs for station personnel	Our Creative Services Director participated in the Promax Station Summit Virtual Experience on July 28, 29, 30, 2020. She participated in the News Topical Writing Workshop that included drawing on the latest SmithGeiger research, gaining insights into how to create non-typical topicals that breakthrough and driving the desire to watch your news. She learned the five deadliest topical sins, the four most common mistakes promo teams make, three ideas to try in promos, two ways to build internal support for doing better topicals, and one way to evaluate topical success!	1	Creative Services Director
5	7/30/2020	Participation in events or programs sponsored by educational institutions	The General Manager spoke to 54 University of Arizona Eller College of Management and Marketing students via Zoom about the different careers in the broadcasting industry and television marketing industry.	1	Vice President and General Manager
6	Ongoing Event	Establishment of an intern program designed to assist members of the community	Four students from San Miguel High School spent one day a week during the entire school year learning the necessary skills to be successful in a professional career.	2	News Director News Content Manager

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7	Ongoing Event	Establishment of an intern program designed to assist members of the community	KVOA conducts a paid internship program called Quinternship. The purpose behind Quinternships 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 (Quinterns) 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 Quintern is assigned a mentor and has a "curriculum" for each position. KVOA hosted 4 Quinterns from the University of Arizona for the Fall of 2020, August 24, 2020 to December 4, 2020, and Spring of 2021, January 8, 2021 to April 30, 2021, and Summer of 2021, May 10, 2021 to August 20, 2021.	2	News Director News Content Manager Local Sales Manager
8	9/23/2020	Participation in events or programs sponsored by educational institutions	The General Manager spoke to University of Arizona Creative Professional Communications students via Zoom on Wednesday, September 23, 2020, about the different careers in the broadcasting industry and television marketing industry, along with cable and digital.	1	General Manager
9	11/10/2020	Participation in Job Fairs	The News Content Manager, participated with a Virtual University of Arizona Internship Fair for the School of Journalism, Tuesday, November 10, 2020. Virtual interviews were held with UA Journalism students who are interested in interning at KVOA Television, Inc.	1	News Content Manager

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10	12/10/2020	Establishment of training programs for station personnel	The Vice President and Director of Sales from Quincy Media Inc., held virtual Training Sessions on Thursday, December 10, 2020, from 8:00 AM to 9:30 AM and 12:30 PM to 1:00 PM. Four KVOA Sales Managers and nine Sales Account Executives participated in the sessions. The sessions included training that involved "You, Inc." which is a concept about how each Account Executive essentially runs their own business, resources to manage their business/accounts, efficiencies and time management.	13	General Sales Manager Local Sales Manager Account Executive Account Executive
11	3/24/2021	Provision of training to management	KVOA Administrative and Human Resources Manager participated in "Staying on Top of Your Broadcast FCC EEO Obligations" webinar sponsored by the Arizona Broadcasters Association. The webinar was held Wednesday, March 24, 2021, 12:00 PM to 1:30 PM. It covered the FCC's obligations for EEO rules and how you can meet those obligations even during COVID-19.	1	Administrative and Human Resources Manager
12	4/7/2021	Participation in events or programs sponsored by educational institutions	KVOA Administrative and Human Resources Manager, joined members of the UArizona Employer Relations team for an informative workshop on how to develop or strengthen virtual college recruiting practices at the University of Arizona and how to increase engagement on campus. The virtual event was Wednesday, April 7, 2021, from 2:00 PM to 3:00 PM.	1	Administrative and Human Resources Manager

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13	4/15/2021	Participation in events or programs sponsored by educational institutions	Content News Manager and the Administration and Human Resources Manager, participated in the Virtual Recruiting ASU Summit, held Thursday, April 15, and April 16, 2021, from 10:00 AM to 1:30 PM daily. This event was created for employers, from all industries, who are tasked with recruiting talent from college campuses. Sessions were presented by ASU and Industry experts, and featured engaging, thought-provoking topics in an all-virtual format. The goals of this inaugural summit were to: 1. Learn (ROI of on campus recruiting/branding; ASU's preparation of students; Value of Diversity + Inclusion) 2. Strategize (Recruiting strategy; Connecting with students; Leveraging remote work) 3. Connect (Network with ASU Staff, faculty and students and with others in the industry and/or profession)	2	Administrative and Human Resources Manager News Content Manager
14	5/13/2021	Participation in Job Fairs	The News Content Manager participated in the Arizona State University Alumni and New Graduation Virtual Hiring Event/Career Fair scheduled on Thursday, May 13, 2021, from 3:00 PM to 5:00 PM.	1	News Content Manager