

KPHO, KTVK, KPHE-LD
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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 |
|---|--|-------------------------------|
| Multimedia Journalist (Flagstaff) | 2-3, 6-9, 11, 14, 18, 22-26 | 8 |
| Reporter | 2-3, 7-9, 11, 14, 18, 22-26 | 23 |
| Producer/Booker | 2-3, 5-7, 9, 11, 14, 18, 22, 24-26 | 6 |
| Sales Assistant | 2-3, 6-9, 11, 14, 16, 18, 22-26 | 11 |
| MULTIMEDIA JOURNALIST - KTVK/KPHO (Yuma, AZ) | 2-3, 7-9, 11, 14-18, 22, 24-26 | 15 |
| MASTER CONTROL OPERATOR (F/T) - KPHO/KTVK | 2-3, 6-9, 11, 14, 18, 21-22, 24-26 | 21 |
| MULTIMEDIA JOURNALIST - KTVK/KPHO | 2-3, 7-9, 11, 14-15, 18, 22, 24-26 | 15 |
| NEWS ANCHOR/REPORTER - KTVK/KPHO | 2-3, 6-9, 11, 14, 18, 21-22, 24-26 | 8 |
| NEWS ANCHOR/REPORTER - KTVK/KPHO | 2-3, 6-9, 11, 14, 18, 21-22, 24-26 | 21 |
| TECHNICAL PRODUCER - KTVK/KPHO | 2-3, 5-9, 11, 14-15, 18, 22, 24-26 | 8 |
| MMJ/SPORTS - KTVK/KPHO | 2-3, 5-9, 11, 14-15, 18-22, 24-26 | 5 |
| SENIOR NEWS PRODUCER - KTVK/KPHO | 2-3, 5, 7-9, 11, 14, 18, 22, 24-26 | 5 |
| NEWS PRODUCER - KTVK/KPHO | 2-3, 6-7, 9, 11-12, 14, 17-18, 22, 24-26 | 6 |
| ACCOUNT EXECUTIVE - KTVK/KPHO | 2-3, 7-9, 11, 14, 16, 18, 21-26 | 21 |
| PHOTOJOURNALIST - KPHO/KTVK | 2-4, 6-9, 11, 14, 16, 18, 22-26 | 4 |
| PHOTOJOURNALIST - KPHO/KTVK | 2-4, 6-9, 11, 14, 16, 18, 22-26 | 6 |
| SPORTS MARKETING MANAGER - KTVK/KPHO | 2-4, 6-9, 11, 14-15, 18, 21-22, 24-26 | 21 |
| COMMUNITY RELATIONS MANAGER - KTVK/KPHO | 2-3, 5-9, 11, 14-16, 18, 21-22, 24-26 | 16 |
| ASSIGNMENT EDITOR/DIGITAL NEWS CONTENT PROD. - KTVK/KPHO | 2-3, 5-9, 11, 14, 18, 20, 22, 24-26 | 6 |
| MULTIMEDIA JOURNALIST - KTVK/KPHO | 2-3, 6, 8-9, 11, 13-14, 18, 22-26 | 8 |
| METEOROLOGIST - KTVK/KPHO | 2-3, 6, 8-9, 11, 14, 16, 18, 22, 24-26 | 6 |
| COMMUNITY RELATIONS MGR./GUEST HOST/PRODUCER - REPORTER - KTVK/KPHO | 2-3, 6-9, 11, 14, 18, 22, 24-26 | 6 |
| PHOTOJOURNALIST - KPHO/KTVK | 2-3, 8-9, 11, 13-14, 16, 18, 22-26 | 13 |
| PHOTOJOURNALIST - KTVK/KPHO (Yuma) | 2-3, 6, 8-9, 11, 13-14, 18, 22, 24-26 | 6 |
| NEWSCAST DIRECTOR - KTVK/KPHO | 2-3, 7-9, 11, 14, 16, 18, 22-26 | 8 |
| MARKETING PRODUCER - KTVK/KPHO | 2-3, 7-9, 11, 13-14, 18, 20, 22-26 | 23 |
| EXECUTIVE NEWS PRODUCER - KTVK/KPHO | 2, 7-9, 11, 13-14, 16, 18, 22, 24-26 | 13 |
| PHOTOJOURNALIST - KTVK/KPHO | 2, 8-9, 11, 14, 16, 22, 24-26 | 16 |

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|---|--|-----------------------|
| LOCAL SALES MANAGER - KTVK/KPHO | 2, 4, 6-9, 11, 13-14, 16, 18, 20, 22, 24-26 | 13 |
| DIGITAL NEWS CONTENT PRODUCER - KTVK/KPHO | 2, 6-9, 11, 14, 16, 18, 22, 24-26 | 6 |
| DIGITAL MARKETING CONSULTANT - KTVK/KPHO | 2, 7-11, 14, 16, 18, 22-26 | 16 |
| DIGITAL SALES SPECIALIST - KTVK/KPHO | 2, 6-9, 11, 14, 16, 18, 22, 24-26 | 11 |
| NEWS PRODUCER (SENIOR) - KTVK/KPHO | 1-2, 7-9, 11, 14, 16, 18, 22, 24-26 | 16 |
| DIGITAL CONTENT NEWS PRODUCER - KTVK/KPHO | 2, 7-9, 11, 14, 16, 18, 22, 24-26 | 16 |
| NEWS PRODUCER (PRIMARY) - KTVK/KPHO | 2, 4, 7-9, 11, 14, 16, 18, 22, 24-26 | 4 |
| NATIONAL ACCOUNT MANAGER - KTVK/KPHO | 2, 6-9, 11, 13-14, 16, 18, 22, 24-26 | 16 |

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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 | Applied for Previous Posting | N | 2 |
| 2 | Arizona Media Association (formerly AZ Broadcasters Assn.) 555 N. Central Ave. Ste. 302 Phoenix, Arizona 85004 Phone : 6022524833 Url : http://www.azbroadcasters.org/ Chris Kline Manual Posting | N | 0 |
| 3 | CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings | N | 1 |
| 4 | Corporate Recruiter | N | 5 |
| 5 | Current Employee | N | 11 |
| 6 | Employee Referral | N | 27 |
| 7 | Gray Media Group 5555 N. 7th Ave. Phoenix, Arizona 85013 Phone : 602-207-3326 Url : https://gray.tv/careers Email : kim.meadar@azfamily.com Kim Meader | N | 0 |
| 8 | Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting | N | 47 |
| 9 | Greater Phoenix Urban League 1402 S Seventh Ave. Phoenix, Arizona 85007 Phone : 602-254-5611 Url : http://gphxul.org/ Fax : 1-602-253-7359 Mel Hannah | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 10 | Indeed 7501 N. Capital of Texas Hwy. Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com/ Salvatore Grillo Manual Posting | N | 1 |
| 11 | Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting | N | 22 |
| 12 | Internal Candidate | N | 1 |
| 13 | Internal Transfer/Promotion | N | 8 |
| 14 | LDS Employment Resource Services 232 S El Dorado Circle Mesa, Arizona 85202 Phone : 480-829-8999 Url : http://www.ldsjobs.org/employer Gloria Scott Manual Posting | Y | 0 |
| 15 | Linked In | N | 8 |
| 16 | Linked In - not directly contacted by SEU | N | 30 |
| 17 | Linkedin 1000 W. Maude Ave. Sunnyvale, California 94085 Phone : 855-655-5653 Url : https://www.linkedin.com/ Sarah Zigman Manual Posting | N | 2 |
| 18 | Luke Air Force Base Family Support 7282 N. 137th Ave. Bldg. 1113 Luke AFB, Arizona 85303 Phone : 623-856-6781 Url : http://www.luke.af.mil/ Email : angelica.johnson.1@us.af.mil Angelica Johnson | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|--|---|
| 19 | National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting | N | 1 |
| 20 | Non-Employee Referral | N | 5 |
| 21 | Other Source | N | 10 |
| 22 | TVJobs P.O. Box 4166 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting | N | 2 |
| 23 | Unknown (source not adequately identified upon inquiry by SEU) | N | 14 |
| 24 | Walter Cronkite School of Journalism 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602-496-7430 Url : https://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong | Y | 0 |
| 25 | Walter Cronkite School of Journalism and Mass Comm. 555 N. Central Avenue Phoenix, Arizona 85004 Phone : 602-496-5555 Email : kbordell@asu.edu Karen Bordeleau | Y | 0 |
| 26 | www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 197 |

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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 | 8/17/2023 | Establishment of an intern program designed to assist members of the community | During the Fall 2023 semester, our station hosted one student in our internship program. The student was from Arizona State University. They worked in the News/Sports department and was supervised by the department managers while they learned practical skills for jobs in broadcasting. | 1 | Asst. News Director |
| 2 | 9/23/2023 | Participation in Job Fairs | Arizona State University, Walter Cronkite School of Journalism Recruitment and interviews for ASU students Interested in an internship in broadcast careers at our local station and Gray TV stations. | 1 | Sports Director |
| 3 | 10/5/2023 | Participation in Job Fairs | Arizona State University, Walter Cronkite School of Journalism Recruitment and interviews for ASU students Interested in an internship in broadcast careers at our local station and Gray TV stations. | 1 | News Director |
| 4 | 1/8/2024 | Establishment of an intern program designed to assist members of the community | During the Spring 2024 semester, our station hosted five interns. Four from Arizona State University and one from Northern Arizona University. They worked in the News/Sports department and were supervised by the department managers while they learned practical skills for jobs in broadcasting. | 1 | Asst. News Director |
| 5 | 2/20/2024 | Participation in Job Fairs | Arizona State University Spring 2024 Career & Internship Fair | 1 | H.R. Coordinator |
| 6 | 4/19/2024 | Provision of training to management | The FCC's Equal Employment Opportunity Rules: Webinar for Gray Television Licensee. | 1 | V.P./General Manager |
| 7 | 4/23/2024 | Participation in events or programs sponsored by educational institutions | Arizona State University, Walter Cronkite School of Journalism and Mass Media. Session devoted to broadcast internship employers. The goal is to collect information from the Cronkite School's vast network to inform future curriculum. | 1 | News Director |