

KNXV-TV 2010 EEO PUBLIC FILE REPORT

Reporting period: June 1, 2010 thru May 31, 2011

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk by the name of the Recruitment Source indicates that the source sought notification of all full-time vacancies.

** Two asterisks by the name of the Recruitment Source indicates that the source sought notification of all full-time newsroom vacancies.

Code	Recruitment Source	Address	Contact Person	Contact Information	Number of Interviewees Referred
AA	Al Collins	1140 S. Priest Drive, Tempe, AZ 85281	Susan Jensen	(480) 446-1114	
AC	Arizona State University	Arizona State University, Tempe, AZ 85287	Elaine Stover	(480) 965-9011	
AE	DeVry Technical Institute	2149 W. Dunlap, Phoenix, AZ 85021	Gerri Dames	(623) 870-9222	
AF	Media Line	542 Lighthouse, Top Floor, Pacific Grove, CA 93950	Mark Shilstone	(813) 648-5200	
AG	*NAHJ (National Assoc. Hispanic Journalists)	1193 National Press Bldg, Washington, DC 20045-2100	Michelle Vignoli	(888) 346-6245	
AH	Native American Journalists Assn.	555 Dakota Street, Al Neuharth Media Center, Vermillion, So. Dakota	Kim Baca	(605) 677-5282	
AI	Organization of Chinese Americans	1001 Connecticut Ave, NW #601, Washington, DC 20036	Dorothy Wong	(202) 223-5500	
AJ	Art Center College of Design	1700 Lida Street, Pasadena, CA 91103-1999	www.artscenter.edu	(626) 396-2441	
AK	Job.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	(808)821-9692	
AL	Society of Broadcasters Engineers	8445 Keystone Crossing, Suite 140, Indianapolis, IN 46240	Scott Jones	(317) 846-9000	
AN	Arizona Broadcasters Association (ABA)	AZ Broadcasters Assoc., 2302 N. 3rd Street, Phoenix, AZ 85004	Art Brooks	(602) 252-4833	
AO	NATAS	111 W. 57th Street, Suite 600, New York, NY 10019	Barbara Baker	(212) 586-8424	
AP	Promax-BDA PROMOTION	2029 Century Park East, Suite 555, Los Angeles, CA 90067	Raven Murphy	(310) 788-7600	
AQ	ProductionHub Inc	801 W Fairbanks Ave., Winter park, FL 92789	Tara Withrow	(877) 629-4122	
AR	LDS Job Placement	4333 N. Central, Phoenix, AZ 85012	Elder Brodt	(602) 241-9444	
AS	NAACP of Phoenix	1818 S. 16th Street Phoenix, AZ 85034-0530	Reverend Oscar Tillman	(602) 252-4064	
AT	Arizona OIC/ROMP (Reaching Out for Minority Personnel)	39 E. Jackson, Phoenix, AZ 85004	Betty Lou Long	(602) 254-5081	
AU	KNXV-TV website (www.abc15.com)	515 N 44th St. , Phoenix, AZ 85008	Anice Stonerock	(602) 685-3026	
AV	EW Scripps website (www.scripps.com)	PO Box 5380, Cincinnati, OH 45201	Terri Mullikin	(513) 977-3000	71
AW	Spots 'N' Dots	167 Oakdale Rd., Johnson City, NY 13790	Dai Korba	(888) 884-2630	1
AX	Phoenix Urban League	1402 S. 7th Avenue, Phoenix, AZ 85007	Pam Farmer & Mel Hannah	(602) 254-5611	
AY	Project Hired-Hearing Impaired	1270 Franklin Mall, Santa Clara, CA 95050	Jaclyn Shinn	www.projecthired.org	
AZ	Central Job Service (National Job Line DES	438 West Adams, Phoenix, AZ	Lydia	(602) 252-7171	
BA	Arizona Women's Education & Employment	640 N. 1st Ave, Phoenix, AZ 85003	Deb Long	(602) 371-1216	
BB	Family Service Agency (Displaced Homemakers)	1530 E. Flower, Phoenix, AZ 85014	Dee Agnew	(602) 252-0918	
BC	Chicanos Por La Casa	1112 E. Buckeye, Phoenix, AZ 85034	Maria Dominguez	(602) 257-0700	
BD	Governor's Office of Equal Opportunity	1700 W. Washington Suite 156, Phoenix, AZ 85007	Wendy Greyeyes	(602) 542-3711	
BF	AD 2 Phoenix	PO Box 10471, Phoenix, AZ 85064	Chris Bohnsack	(602) 999-1147	
BG	American Marketing Association of Phoenix	311 S Wacker Dr, Suite 5800, Chicago, IL 60606	Doron Krinetz	(602) 595-2484	
BH	Arizona Republic	PO Box 20000 Phoenix, AZ 85004	Classified Department	(602) 444-4444	
BI	602 Communications/Graeme Newell	6839 Charter Hills Road, Charlotte, NC 28277	Graeme Newell	(704) 543-1426	
BL	Industry/Employee Referral	N/A	N/A	N/A	2
BM	TV Spy/Shoptalk	150 W. 22nd St., 5th Floor, NY, NY 10011	jobs@tvspy.com	jobs@tvspy.com	
BN	Word of Mouth	N/A	N/A	N/A	
BO	NPPA (National Professional Photojournalists)	3200 Croasdaile Dr Ste 306, Durham, NC 27705	Sandy Huffaker	(619) 261-2706	
BP	*American Sportcasters Association	225 Broadway, Suite 2030, New York, NY 10007	Louis Schwartz	(212) 227-8080	
BQ	Accounting Alliance Staffing	4620 N. 16th St., Phoenix, AZ 85016	Alex Karis	(602) 263-7400	
BR	Jobing.com	shrm.posting@jobing.com	Kenny Hill	(602) 200.6800	
BS	Careerbuilder.com	PO Box 20000 Phoenix, AZ 85004	Classified Department	(602) 444-4444	3
BT	Valley of the Sun Human Resources Association	P.O. Box 7631, Phoenix, AZ 85011-7631	Marie Fredette	(602) 417-8963	

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* An asterisk by the name of the Recruitment Source indicates that the source sought notification of all full-time vacancies.

** Two asterisks by the name of the Recruitment Source indicates that the source sought notification of all full-time newsroom vacancies.

Code	Recruitment Source	Address	Contact Person	Contact Information	Number of Interviewees Referred
BU	Internal Candidate	N/A	N/A	N/A	37
BV	Agent Referral	N/A	N/A	N/A	
BW	Unknown/Walk-in	N/A	N/A	N/A	
BX	**National Hispanic Journalists Parity Project	1193 National Press Bldg, Washington, DC 20045-2100	Leticia Salazar	lsalazar@nahj.org	
BY	NLGJA (National Gay Lesbian Journalist Association)	1420 K Street, NW Suite 910, Washington, DC 20005	Lorena Corona	(202) 588-9888	
BZ	Collective Talent	collectivetalent.com	collectivetalent.com	collectivetalent.com	
CA	IRE (Investigative Reporters and Editors)	jobpostings@nicar.org	jobpostings@nicar.org	573-882-2042	
CB	Rick Gevers & Associates	P.O Box 577, Zionsville, IN 46077	Rick Gevers	317-769-7900	
CC	tvjobs.com	admin@tvjobs.com	Mark Holloway	admin@tvjobs.com	
CD	Entertainmentcareers.net	entertainmentcareers.net	jobpostings@entertainmentcareers.net	N/A	
CE	Ken Lindner & Associates	2049 Century Park East, Suite 3050, Los Angeles, CA 90067	Karen Lavelle	310-277-9223 ex. 226	
CF	NABJ (National Association of Black Journalists)	http://nabj.jobcontrolcenter.com/hr	N/A	888-491-8833	
CG	Poynter Career Center	careers.poynter.org	Colleen Eddy	727-456-2331	
CH	JournalismNext.com	JournalismNext.com	JournalismNext.com	703-629-0178	
CI	TV Newsday	TVNewsday.com	Sheri Bolkcom	908-654-1093	
CJ	SmartBrief Jobs	Smartbrief.com	jobhelp@smartbrief.com	jobhelp@smartbrief.com	
CK	MediaRecruiter.com	MediaRecruiter.com	Sue Arno	Sue@mediaRecruiter.com	
CL	Media Bistro	mediabistro.com	mediabistro.com	mediabistro.com	
CM	Broadcasting & Cable	katie.rosa@reedbusiness.com	Katie Rosa	katie.rosa@reedbusiness.com	
CN	TVBR.com	mediaepaper1@tvbrepaper.com	mediaepaper1@tvbrepaper.com	mediaepaper1@tvbrepaper.com	
CO	TDGA.org	Traffic Directors Guild of America	tdga@cox.net	(949) 429-7063	
CP	google.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	10
CQ	Careerjet.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
CR	NACM - Credit Group	Credit Organization	Dina Amadril – Director of Marketing/ anscn	nacm.org	
CS	Indeed.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	11
CT	craigslist.org	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	3
CU	South Mountain User Association List Server (SUMA)	SUMA	Ryan Steward	602-685-3045	
CV	oodle.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692	
CW	America's Job Exchange	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
CX	JuJu.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
CY	simplyhired.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	1
CZ	vetjobs.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DA	jobirn (InsidersReferral.com, Inc.)	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DB	National Association of Broadcasters Education Foundation	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DC	medialine	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DD	AWRT (American Women in Radio & Television)	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DE	Journalism Job Bank	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DF	JustJobs.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DG	Trovit U.S	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DH	TV Jobs/Broadcast Employment	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	6

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Code	Recruitment Source	Address	Contact Person	Contact Information	Number of Interviewees Referred
DI	Linked In	Linked In	linkedin.com	linkedin.com	3
DJ	TV and Radio Jobs	TV and Radio Jobs	tvandradiojobs.com	tvandradiojobs.com	
DK	HotJobs	Hotjobs.com	Hotjobs.com	Hotjobs.com	
DL	Scrippsnetworksinteractive.com	scrippsnetworksinteractive.com	scrippsnetworksinteractive.com	scrippsnetworksinteractive.com	2
DM	lostremote.com	the blog lostremote.com	lostremote.com	lostremote.com	
DN	salesclassified.com	Thru SmartPost in Virtual Edge	salesclassified.com Virtual Edge	salesclassified.com	
DO	tvnewscheck.com	tvnewscheck.com	tvnewscheck.com	tvnewscheck.com	
DP	Direct Recruited - ABS	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	4
DQ	Grand Canyon University	Jacqueline Smith at Grand Canyon University	Jacqueline Smith	jasmith@gcu.edu	
DR	National Asian Pacific Bar Association (NAPABA)	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	
DS	Internet Mining	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	6
DT	University of Arizona	University of Arizona Career Services	joblink@email.arizona.edu	joblink@email.arizona.edu	
DU	Monster	Thru SmartPost in Virtual Edge	<u>Melissa Costales, Client Care Manager, S</u>	808-821-9692 phone	6
DV	IT Jobs Board	Thru SmartPost in Virtual Edge	<u>Melissa Costales, Client Care Manager, S</u>	808-821-9692 phone	1
DW	Narional Association of Broadcasters Education	Thru SmartPost in Virtual Edge	<u>Melissa Costales, Client Care Manager, S</u>	808-821-9862 phone	
DX	ABC Affiliate Marketing on Facebook	Thru Facebook - private page for all ABC affiliated stations only	<u>thru Facebook</u>	<u>Facebook</u>	
DY	salesgravy.com	salesgravy.com	<u>salesgravy.com</u>	<u>salesgravy.com</u>	1
DZ	Journalismjobs.com	Thru SmartPost in Virtual Edge	Melissa Costales, Client Care Manager, Smartpost	808-821-9692 phone	2
Total Number of Interviewees during the Reporting Period					170

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number or name]	Recruitment Source for Person Hired [by code number or name]
Non-News MMJ	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH	AV
Producer	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH	DH
MMJ	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BU, BV, BY, BZ, CC, CF, CN, CW, CT, CP, CS, CX, CV, CY, CZ, DA, DB, DC	AV
Producer	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH	AV
Producer	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH	BU
MMJ	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, BZ, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH	DH
Local Programming Producer	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH, DP	BU
Local Programming Producer	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH, DP	AV
Associate Producer	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BU, BV, BY, BZ, CC, CF, CGCN, CW, CT, CP, CS, CX, CV, CY, CZ, DA, DB, DC, DH	AV
Content Coordinator	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BS, BU, BV, BY, BX, CF, CH, CI, CJ, CK, CS, CT, CP, CV, CW, CX, CY, CZ, DB, DD, DE, DF, DG, DH	BU
Associate Producer	AC, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BL, BN, BP, BR, BU, BV, BY, BZ, CC, CF, CGCN, CW, CT, CP, CS, CT, CV, CZ, DA, DB, DC, DE, DF, DG, DH	BU
Assignment Editor	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CU, CY	BL
Associate Producer	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, DI	AV
Associate Producer	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, DI	BU
Account Executive	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CT, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DJ, DP	DP
Planning Editor	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CS, CT, CN, CT, CP, CS, CV, CW, CX, CY, CZ, DB, DD, DG, DH, DI, DJ	BU
Account Executive	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CB, CF, CS, CT, CN, DJ	AV
iTeam Photographer	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BI, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CH, CS, CT, CN, CP, CT, CV, CW, CX, CY, CZ, DD, DJ	AV
Account Executive	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, CT, CV, CW, CX, CY, CZ, DB, DD, DF, DG, DH, DI, DJ	DI
Executive Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, CT, CV, CW, CX, CY, CZ, DB, DD, DF, DG, DH, DI, DK, DL, DM	DH
Local Programming Manager	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, CT, CV, CW, CX, CY, CZ, DF, DG, DH, DI, DK, DL, DM, DU	AV
Web Producer	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, CT, DH, DI, DK, DL, DM, DS	AV
Account Executive	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, CT, DI, DK, DL, DM	AV
Account Executive	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CJ, CK, CN, CP, CS, CT, CY, DI, DK, DL, DM, DN, DO, DV	AV
Sales Assistant	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CN, CP, CS, CT, CV, CW, CX, CY, CZ, DF, DG, DU, DV	AV
iTeam Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DW	BL
iTeam Editor	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DW	AV
MMJ	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DH, DU, DW	AV
Associate Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DH, DU, DW	AV
Promotions Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BI, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CK, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DH, DU, DW, DV	AV
Digital Account Executive	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BF, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CK, CN, CP, CS, CT, CV, CW, CX, CY, CZ, DF, DG, DH, DI, DV	AV
Sales Assistant	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BF, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CG, CK, CN, CP, CS, CT, CV, CW, CX, CY, CZ, DF, DG, DV	AV
Producer	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BI, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CK, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DH, DU, DV, DW	BU
TV Apprentice	AB, AC, AD, AF, AG, AH, AI, AK, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AX, AY, BA, BB, BC, BD, BH, BI, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CC, CF, CK, CN, CP, CS, CV, CW, CX, CY, CZ, DF, DG, DH, DU, DV, DW, DV	AV
Account Executive	AB, AC, AD, AF, AG, AH, AI, AN, AO, AP, AQ, AR, AS, AT, AU, AV, AW, AX, AY, BA, BB, BC, BD, BH, BL, BO, BP, BR, BS, BU, BV, BY, BX, CA, CB, CF, CJ, CK, CN, CP, CS, CT, CY, DI, DK, DL, DM, DN, DO, DV	AV
Director	Internal Promotion	Internal Promotion
Studio Technician II	Internal Promotion	Internal Promotion
Producer	Internal Promotion	Internal Promotion
Studio Technician III	Internal Promotion	Internal Promotion
Studio Technician II	Internal Promotion	Internal Promotion
Producer	Internal Promotion	Internal Promotion

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Internship Program for College Students

KNXV-TV's internship program is offered to college sophomores, juniors, seniors and graduate students interested in broadcast careers. Internships are offered in news (general, investigative, sports, web and consumer), local programming and Sales.. The program is designed to introduce students to broadcasting careers and assist them with acquiring the basic skills needed to obtain broadcast employment. Students receive college credit for their participation in the program. Internship opportunities are posted with Arizona State Universities and Maricopa Community Colleges. In addition, information regarding KNXV-TV's program may be found on KNXV-TV's website, www.abc15.com & www.scripps.com. From June 1, 2010 to May 31, 2011 45 interns worked closely with a mentor to obtain specific training in various departments (news, sports, consumer, web, Sonoran Living and our investigative unit). Two received the Scripps Howard Foundation internship.

Cronkite School Mentor Program (CMP)

Investigator Lori Jane Gliha, Sports MMJ Jeff Heisner, Sports Producer Cory Williams and Associate Producer Shannon Richards participated in the Mentor Program at ASU Cronkite School of Journalism. A professional is matched with a freshman in order to give the student insight into the broadcasting industry, give career advice, introduce them to others in the field and to encourage them. Mentors contact the student at least twice per month in person, by email, phone, text, etc. to see how they are doing and answer questions. First meeting is in person.

Speaking Engagements on Broadcast Employment Issues

June 30, 2010 - Investigator Lori Jane Gliha spoke about broadcast journalism careers to a group of visiting students from Montenegro who came to KNXV-TV through an ASU program. Mike Wong of ASU hosted 3 journalists (2 print & 1 broadcast) from Montenegro. They were here to learn more about reporting on cops, crime and corruption.

September 1, 2010 - A class from Desert Vista High School toured the station and watched the 4:00 p.m. newscast. Anchor/MMJ Katie Raml and Executive Producer of New Media Chris Kline discussed career opportunities in broadcasting. The class was paired with us via RTDNA open ended relationship with the school. In addition we provided speakers for some of their classes.

September 16, 2010 - Managing Editor Andy Ramirez was a panelist for an ASU/NAHJ event on journalism and ethnicity. He discussed objectivity and ethnicity when reporting in the age of cultural warfare and how does ethnicity impact objectivity?

October 12, 2011 - Investigator Lori Jane Gliha spoke to the RTDNA student group at Arizona State University regarding jobs as a reporter.

October 23, 2010 - Investigator Lori Jane Gliha emceed the Teen Life event benefitting local youth.

November 1, 2010 - Investigator Lori Jane Gliha gave the induction speech at the National Honor Society at Corona del Sol High School in Tempe.

November 15, 2010 - Host Connie Colla was a guest speaker at Career Day at Laguna Elementary School in Scottsdale.

January 28, 2011 - MMJ Tim Vetscher spoke to 2 journalism classes at Marquette University in Milwaukee about career opportunities in broadcasting.

February 2, 2011 - Daphne Munro served as a guest reader at SS. Simon and Jude School. She talked about careers in broadcasting.

February 25, 2011 - MMJ Steve Kuzj talked about career opportunities in broadcasting at Florence Unified School District Copper Basin K-8 in Queen Creek.

March 1, 2011 - Connie Colla hosted an Assistance League of Phoenix event at Creighton Elementary School in Phoenix. The even was to promote literacy in public schools and was a die to ABC15's dictionary donations to the Assistance league. She talked about career opportunities in broadcasting

Conferences and Job Fairs

June 10, 2010 - 22 high school students and instructors attended the ASU Cronkite School of Journalism Summer Digital Journalism Institute. They came to the station as part of the program and met with General Manager Janice Todd, News Director Joe Hengemuehler and Managing Editor Andy Ramirez.

June 24, 2010 - Desert Vista High School is part of the RTDNA Foundation "School to Station Connection" to continue journalism programs. KNXV-TV participates.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

September 14, 2010 - News Director Joe Hengemuehler, Executive Producer of New Media Chris Kline, Managing Editor Andy Ramirez, Human Resources Manager Anice Stonerock & Anchor/MMJ Susan Casper attended Media Career Night at Cronkite School. Over 300 students had the opportunity to meet us and learn about the profession and opportunities.

October 22, 2010 - Members of the KNXV-TV management team and news department attended an internship fair at ASU to interview candidates for the KNXV-TV 2011 spring internship program. Managers present included: Assistant News Director Dan Wilson, Managing Editor Andy Ramirez, Local Programming Manager Paul Hollowell, Producer Maria Tomasch. Executive Producer Aaron Wische, Sports MMJ Jeff Heisner, consumer producer Quita Jackson and Human Resources Manager Anice Stonerock.

December 3, 2010 - Director of New Media Dan Sobczak, Web Executive Producer Chris Kline and Human Resources Manager Anice Stonerock attended the online internship fair at ASU to interview web candidates for the KNXV-TV 2011 spring internship program.

February 11, 2011 - Managing Editor Andy Ramirez and New Media Executive Producer Chris Kline attended an ASU Cronkite School High School Journalism Workshop. Cronkite School hosted the ALMA High School workshop for about 90 high school students. It was a day long workshop on journalism sponsored by the Arizona Latino Media Association. The workshop focused on multimedia skills. Andy and Chris taught sessions and shared knowledge of the job.

April 1, 2011 - Members of the KNXV-TV management team and news department attended an internship fair at ASU to interview candidates for the KNXV-TV 2011 summer & fall internship programs. Managers present included: Managing Editor Andy Ramirez, Assistant News Director Dan Wilson, Local Programming Mgr Paul Hollowell, Executive Producer of Special Projects/Investigative Aaron Wische, Investigative Producer Maria Tomasch, Human Resources Manager Anice Stonerock, Sports Anchor Craig Fouhy and Consumer Producer Quita Jackson.

April 7, 2011 - KNXV-TV hosted a Broadcasting Career Fair at Scottsdale Community College to recruit for open positions. Local Programming Manager Paul Hollowell, Executive Producer Leslie Aleman & Human Resources Manager Anice Stonerock attended. 22 of the 299 attendees heard about the career fair from ABC15.

April 8, 2011 - Human Resources Manager Anice Stonerock attended the Arizona Broadcasters Association's scholarship interviews at ASU Cronkite School.

April 29, 2011 - Director of New Media Dan Sobczak attended the online internship fair at ASU to interview web candidates for the KNXV-TV 2011 summer internship program.

Job Shadowing/Station Tours

The station offers tours of the station to schools, youth groups, community groups and other venues to provide a better understanding of the broadcasting industry to the public and to students. 24 tours were given between June 1, 2010 and May 18, 2011.

Employment Opportunity Announcements

KNXV-TV participates in job banks and Internet programs designed to outreach. KNXV-TV promoted in its newscast the KNXV/Arizona Broadcasters Job Fair in April 2011. KNXV also airs a :30 spot that encourages viewers to check its website or call the station for further employment opportunities.