

**KMSB-TV/KTTU-TV
EEO PUBLIC FILE REPORT
June 1, 2008 to May 31, 2009¹**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title/Person Hired	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Photographer	6, 9-11, 14, 15, 24, 25, 28, 31, 33-37, 91, 94, 98, 99, 103, 105	98
Photog/Video Journalist	5, 6, 9-11, 14, 15, 24, 25, 28, 31, 33-37, 55, 91, 94, 99, 104, 105	14
Anchor/Reporter	5, 6, 9-11, 14, 15, 24, 25, 28, 31, 33-37, 55, 91, 94, 98, 99, 104, 105	98
Producer/Reporter	1, 5, 6, 9-11, 14, 15, 24, 25, 28, 31, 33-37, 55, 91, 94, 98, 99, 104, 105	98
Executive News Producer	1, 5, 6, 9-11, 14, 15, 24, 25, 28, 31, 33-37, 55, 91, 94, 98, 99, 104, 105	1
Tech. Director/Editor	5, 6, 9-11, 14-20, 22, 24, 25, 28, 31, 34-37, 91, 94, 98, 99, 104, 105	98
Classified Auto Sales Rep	5, 6, 9-11, 14, 15, 24, 25, 28, 31-37, 42, 91, 96, 98, 99, 104, 105	42
Internet Account Executive	1, 5, 6, 9-11, 14, 15, 24, 25, 28, 31, 33-37, 42, 91, 94, 98, 99, 105	42

¹ This report provides recruitment data collected through May 26, 2009

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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	<p>Fox11az.com Bryce Potter 1855 N. 6th St. Tucson, AZ 85705 www.fox11az.com P: (520) 770-1123</p> <p>KTVK Website: Lea-Ann Clement, HR Director 5555 N. 7th Avenue Phoenix, AZ 85013 P: (602) 207-3306 www.Azfamily.com Email: careers@azfamily.com</p>	N	4
2	<p>ASU Career Services (online) Scott Berren, Sr. Career Services Specialist P.O. Box 871312 Tempe, AZ 85287 P: 480-965-9011 careerservices@asu.com www.asu.edu/career</p>	N	0
3	<p>craigslist Clint Powell 1381 9th Avenue San Francisco, CA 94122 P: (415) 566-6394 www.craigslist.com</p>	N	0
4	<p>Creative Cow Ron & Kathleen Lindeboom, Publishers 2205 Villa Lane Paso Robles, CA P: (805) 239-5645 F: (805) 239-0712 www.creativecow.net</p>	N	0
5	<p>Digital Video Professionals Association Rod Harlan, Founder/Director of Education 135 Interstate Blvd, Suite One Greenville, SC 29615 P: (877) 629-4122 www.Productionhub.com</p>	N	0
6	<p>Filmstaff World Headquarters 152 Lombard Street San Francisco, CA 94111 www.filmstaff.com Email to: jobs@filmstaff.com</p>	N	0

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7	<p><u>www.lostremote.com</u> Next Door Media Cory Bergman Seattle, WA 98117 <u>tips@myballard.com</u> <u>www.lostremote.com</u></p>	N	0
8	<p>Maricopa Career Network Hosted by jobing.com Brian Eastwood 4747 N. 22nd Street #100 Phoenix, AZ 85016 P: (602) 200-6800 <u>www.maricopa.jobing.com</u></p>	N	0
9	<p>Medialine Mark Shistone PO Box 51909 Pacific Cove, CA 93950 P: (800) 237-8073 F: (831) 648-5204 <u>www.medialine.com</u></p>	N	0
10	<p>National Alliance of State Broadcasters (includes Arizona Broadcasters Assn.) 1771 N. Street, NW Washington D.C 20036 P: (800) 442-3614 <u>www.careerpage.org</u> Email: <u>careermail@careerpage.org</u></p>	N	0
11	<p>National Academy of Television Arts & Sciences Stephen Laughlin 5220 Lanherstim Blvd. North Hollywood, CA 91601 P: (818) 754-2800 <u>http://jobbank.emmyonline.org</u></p>	N	0
12	<p>Society of Broadcast Engineers John Poray, Executive Director 9102 N. Meridian Street, Ste. 150 Indianapolis, IN 46260 P: (317) 846-9000 F: (317) 846-9120 <u>www.sbe.org</u> <u>kjones@sbe.org</u></p>	N	0

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13	Society of Professional Journalists Heather Porter, Professional Development Coordinator 3909 N. Meridian St. Indianapolis, IN 46208 P: (317) 927-8000 x211 F: (317) 920-4789 hporter@spj.org www.spj.org/jobpost.asp	N	0
14	TV Jobs website Mark Holloway P.O. Box 4116 Oceanside, CA 92052 P: (877) 988-9808 F: (760-754-2115 Email: info@tvjobs.com www.Tvjobs.com	N	1
15	University of Arizona Career Services Attn: Cindy Shriver 1303 E. University Blvd. Suite 411 Tucson, AZ 85721 P: (520) 621-8144 http://www.career.arizona.edu/Employers/	N	0
16	Pima Community College Center for Training and Development 5901 South Calle Santa Cruz Tucson, AZ 85709-6350 P: 520-206-5100 Fax: (520) 206-5196	N	0
17	San Xavier District Office Job Placement 2018 W. San Xavier Road Tucson, AZ 85746 P: 520-573-4000 Fax: (520) 807-8676	N	0
18	Southwest Business Colleges, Inc. (fka Tucson College of Business) Attn: M. A. Mikhail 7310 E 22nd Street Tucson, AZ 85710-6427 P: (520) 296-3261 Fax: (520) 296-3484	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	Tucson-Southern Arizona Black Chamber of Commerce Clarence Boykins, President Career Services 1443 E. Broadway Tucson, AZ 85719 P: (520) 623-0099 Email: info@tsabcc.org Fax: (520) 623-1930	N	0
20	Tucson Indian Center Evelyn Delgado, HR Manager 97 E. Congress, Ste. 101 Tucson, AZ 85701 P: 520-884-7131 Fax: (520) 884-0240 www.ticenter.org	N	0
21	Tucson Urban League, Inc. Daphne Conner, Employment & Training Facilitator Career Services 2305 .S Park Ave Tucson, AZ 85713 P: 520-791-9522, Ext. 2230 Fax: (520) 623-9364	N	0
22	Pima County Tucson Women's Commission Jessie Baxter, Executive Director 240 North Court Avenue Tucson, AZ 85701 P: 520-624-8318 Fax: (520) 624-5599 www.pimatucsonwomen.org	N	0
23	Arizona Department of Economic Security Patrick Harrington Attn: Job Bank 5441 E. 22 nd St. Suite 100 Tucson, AZ 85711 F: (520) 584-9567 Email: tucemployerbank@azdes.gov	N	0
24	Arizona Workforce Connection Arizona Dept. of Commerce Kent Ennis, Interim Director Workforce Development 1700 W. Washington, Ste. 600 Phoenix, AZ 85007 P: 602-771-1100 F: 602-771-1200 www.arizonavirtualonestop.com Email: juliec@azcommerce.com	N	0

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25	Art Institute of Phoenix Brittany Ludera 2233 W. Dunlap Ave. Phoenix, AZ 85021 P: (602) 331-7515 Email: bludera@aii.edu	Y	0
26	Glotel, Inc. 350 S. Mill Ave., Suite 202B Tempe, AZ 85281 P: (480) 829-8162 F: (480) 829-1863 Email: phoenix@glotelinc.com	N	0
27	ITT Technical Institute Vicki Parsons Director of Career Services 1455 W. River Rd. Tucson, AZ 85704 P: (520) 408-7488 Email: vparsons@itt-tech.edu They will post online to all ITT locations	N	0
28	National Academy of Television Arts & Sciences Stephen Laughlin 5220 Lanherishim Blvd. North Hollywood, CA 91601 P: (818) 754-2800 http://jobbank.emmyonline.org	N	0
29	National Association of Hispanic Journalists Michele Vignoli 1000 National Press Building 529 14 th Street NW Washington D.C 20045-2001 P: (202) 662-7145 www.nahj.org/jobbank Email: jobbank@nahj.org	N	0
30	National Collegiate Sales Competition Kennesaw State University Mary Foster 1000 Chastain Road NW, Mailbox 3504 Kennesaw, GA 30144 P: (678) 797-2513	N	0

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31	National Press Photographers Association Timothy Jones 3200 Croasdaile Drive, Ste. 306 Durham, NC 27705 P: (919) 383-7246 F: (919) 383-7261 www.nppa.org Email: nppajib@hotmail.com	N	0
32	Pascua Yaqui Tribe Human Resources Department 7474 S. Camino De Oeste Tucson, AZ 85757 P: (520) 883-5040 F: (520) 883-5036 Email: hr@pascuayaqui-nsn.gov	N	0
33	Television Bureau of Advertising Arleen Fong, Accountant 3 East 54 th Street, 10 th Floor New York, NY 10022 P: (212) 486-1111 F: (212) 935-5631 www.Tvb.org Email: arleen@tvb.org	Y	0
34	Tucson Advertising Federation & Ad2 Tucson PO Box 90167 Tucson, AZ 85752 P: (520) 326-1060 F: (520) 326-9973 www.tucsonadfed.org Email: membership@tucsonadfed.org	N	0
35	UPS-Hershey Square Center College Broadcasters, Inc. Attn: Warren 1152 Mae Street Hummelstown, PA 17036 1-877-275-2241 Email: Cbjob@mailman.rice.edu	Y	0
36	Ad2 Phoenix Website Nick Spade PO Box 25586 Tempe, AZ 85285-5586 (no phone number listed on website) www.Ad2phoenix.com	N	0

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37	Advertising Federation of Minnesota Attn: Paul Nealy 1821 University Avenue West, Ste. 5256 St. Paul, MN 55104 P: (651) 917-6251 www.adfed.org	N	0
38	Arizona Daily Star Erika Gonzales 4850 S. Park Avenue Tucson, AZ 85714 P: (520) 573-4343 www.careerbuilder.com	N	0
39	Arizona Republic Kimberly Bond PO Box 20000 Phoenix, AZ 85004 P: (602) 444-8520 www.careerbuilder.com	N	0
40	Asian American Journalists Association Ellen Endo, Executive Director 1182 Market Street, Suite 320 San Francisco, CA 94201 P: 415-346-2051 F: 415-346-6343 www.aaaja.org Email: national@aaaja.org	N	0
41	Broadcasting and Cable Read Business Jon Kemp 360 Park Avenue South New York, NY 10010 P: (646) 746-6400 Site refers for posting to: www.ihirebroadcasting.com Employer customer service & posting assistance: 877-758-4854	N	0
42	Careerbuilder Chris Lindner 14180 Dallas Parkway #700 Dallas, TX 75254 P: (214) 267-6513 Chris.Lindner@careerbuilder.com www.careerbuilder.com	N	7

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43	Cynopsis Media, LLC One Corporate Drive, Ste. 724 Shelton, CT 06484 P: (203) 926-9878 F: (203) 926-9865	N	0
44	Green Valley News Classified Peggy Dorio PO Box 567 Green Valley, AZ 85622 P: (520) 625-5511 www.gvnews.com	N	0
45	Investigative Reporters & Editors Missouri School of Journalism 141 Neff Annex Columbia, MO 65211 P: 573-882-2042 F: 573-884-5544 www.ire.com Call 573-882-2042 or Email: jobpostings@nicar.org	N	0
46	Jobing.com Brian Eastwood 4747 N. 22 nd Street, STE 100 Phoenix, AZ 85016 P: (602) 200-6800 Email: Brian.eastwood@wowhr.com www.Jobing.com	N	0
47	Journalism Jobs Dan Rohn 72 Plaza Drive Berkeley, CA 94705 P: (510) 653-1521 www.Journalismjobs.com Email: ads@journalism.com	N	0
48	Journalism Next Eric Wee, President 1804 W. Abingdon Drive, #202 Alexandria, VA 22314 P: (703) 739-0408 www.Journalismnext.com	N	0
49	Media Biz website Media Biz LLC John Stipe PO Box 95915 Seattle, WA 98145 P: 206-331-3876 F: 866-457-5554 www.mediabizjobs.com	N	0

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50	Media Recruiter Jim Birschbach 22102 E. Canyon Place Centennial, CO 80016 P: (303) 400-5150 F: (303) 400-5063 www.mediarecruiter.com Email: jim@mediarecruiter.com (click "post an opening" at bottom site)	N	0
51	Monster.com website 5 Clock Tower Place Maynard, Massachusetts, 01754-2530 Local rep: Danielle Miller (480) 246-5251 Customer #853580 www.monster.com	N	0
52	National Association for Multi-Ethnicity in Communications Michelle Lewis 336 W. 37 th Street, Ste. 302 New York, NY 10018 P: (212) 594-5985 F: (212) 594-8391 Website: www.Namic.com	N	0
53	Nielsen Business Media / Media Job Market Eric Biener 770 Broadway New York, NY 10003 P: 646-654-5633 Email: eric.biener@nielsen.com www.mediajobmarket.com/jobs	N	0
54	Nogales International Classified Adella Contreares 268 W. View Pointe Dr Nogalez, AZ 85629 P: (520) 281-9706 www.nogalesinternational.com	N	0
55	RTNDA Attn: Stacey Staniak 1025 F street NW, 7 th Floor Washington, DC 20004 P: (202) 659-6510 F: (202) 223-4007 https://map.rtna.org/careercenter/CC13PostaJob.aspx	N	0

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56	Smart Brief Jobs Greg Van Ullen 116 E. 27 th Street, 7 th Floor New York, NY 10016 P: (212) 380-4700 www.IAB.net/jobs	N	0
57	Spots 'n Dots Website: April Causey SND Publishing LLC 600 W. Peachtree Street NW, Ste. 350 Atlanta, GA 30308 P: (888) 884-2630, Ext. 1 F: (866) 870-6989 www.Spotsndots.com Email postings to: ads@spotsndots.com	N	0
58	Talent Dynamics Sandra Connell 600 E. Las Colinas Blvd. Ste. 100 Irving, TX 75039 P: (214) 630-9590 Email postings to: davis@talentdynamics.com www.Talentdynamics.com Pay site: 1 job/4wks - \$200	N	0
59	Talent Zoo, Inc. Amy Hoover 1736 Defoor Pl., NW Atlanta, GA 30318 P: (866) 360-6417 www.talentzoo.com	N	0
60	The Poynter Institute Sandy Johnakin 801 Third Street South St. Petersburg, FL 33701 P: 888-769-6837 Poynter Online (journalist, internet, etc.) www.poynter.org	N	0
61	TV Spy Website: TVSpy/Vault Allison (no last name) 150 W. 22 nd St, 5 th Floor New York, NY 10011 P: (212) 366-4212 Email posting to: jobs@tvspy.com www.tvspy.com	N	0

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62	University of Arizona Arizona Daily Wildcat Karen Tortorella-Notari 615 N. Park Ave, Rm 101 Tucson, AZ 85721 P: (520) 621-3425 http://classifieds.arizona.edu/	N	0
63	b-roll.net Kevin Johnson 1623 D St. NE Washington, DC 20002 P: (202) 486-8842 F: (270) 837-3491 www.b-roll.net	N	0
64	American Women in Radio and Television Tucson Chapter Attn: Katrina 10041 E Queensgate Way Tucson, AZ 85748	N	0
65	Career Innovation Group 1161 N. El Dorado Pl. Ste 338340 Tucson, AZ 85715-4622 (520) 298-5777	N	0
66	Chicanos Por La Causa, Inc. Attn: Aurelio Otero, HR 200 N. Stone Tucson, AZ 85701 P: (520) 882-0018 F: (520) 884-9007	N	0
67	City of Nogales Mayra Zuniga, HR Director 777 N. Grande Ave. Nogales, AZ 85621 P: (520) 285-5610	N	0
68	Dynac Developments Attn: Ryan 5402 E. Calle Vista De Colores Tucson, AZ 85711 P: (520) 745-1991	N	0
69	Economic Development Foundation Attn: Yolando Council 1080 VP PO Box 2380 Sierra Vista, AZ 85636 P: 520-458-6948 F: 520-458-7453	N	0

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70	El Imparcial Publishing Co. Attn: Enrique Arvayo 1661 N. Swan Road Tucson, AZ 85712 P: (520) 792-2114	N	0
71	El Pueblo Neighborhood Center Attn: (LM 4/30) 101 W. Irvington Rd. Tucson, AZ 85714 P: (520) 791-4629	N	0
72	Green Valley Chamber of Commerce Amy Greenwald 270 W. Continental Rd., Ste. 100 Green Valley, AZ 85614 P: (520) 625-7575	N	0
73	Green Valley Community Library Amber Mattewson 601 N. LaCanada Dr. Green Valley, AZ 85622 P: (520) 594-5295	N	0
74	Green Valley Recreation Inc. Nancy Mackel PO Box 586 Green Valley, AZ 85622-0586 P: (520) 625-3440 F: (520) 625-2352	N	0
75	LULAC 1005 Enrique Gomez 165 W. Calle Margarita Tucson, AZ 85706-5311 Email: <u>gonogales@aol.com</u> P: (520) 294-7012	N	0
76	LULAC Council 1080 Rubin Ortega PO Box 3924 Sierra Vista, AZ 85636 Email: <u>rortega@theriver.com</u>	N	0
77	Mt. Calvary Missionary Baptist Church Attn: Barbara Williams 210 E. Lester Tucson, AZ 85705 P: (520) 624-3813 F: (520) 624-2468	N	0

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78	NAB Employment Clearing House Attn: Rumana Sultana 1771 N. Street NW Washington, DC 10036 P: (202) 429-5428	N	0
79	National Association of Black Journalists Ryan Williams, Career Services University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 P: 866-479-6225 F: 301-445-7101 New address as of 11/10/08 www.nabj@nabj.org	N	0
80	Nogales-Santa Cruz County Economic Development Foundation 1790 N. Mastic Way, Ste. E Nogales, AZ 85621 P: (520) 377-2055	N	0
81	Nogales-Santa Cruz County Chamber of Commerce Attn: Olivia Ainza-Kramer 123 W. Kino Park Place Nogales, AZ 85621 P: (520) 287-3685	N	0
82	Nogales-Santa Cruz County Public Library Attn: Suzanne Haddock 518 N. Grand Ave. Nogales, AZ 85621 P: (520) 287-3343	N	0
83	Northern Arizona University Lisa Wischmeier, Career Services P.O. Box 4097 Flagstaff, AZ 86011-4097 P: (928) 523-4772	N	0
84	Pima Community College Human Resources Phylis Lim 4905 E. Broadway Tucson, AZ 85709 P: (520) 206-4624	N	0

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85	Pima County Community Resources Kino 1 Stop Career Center Attn: Jim Mize 2797 E. Ajo Way Tucson, AZ 85713 P: (520) 243-6700	N	0
86	Pima County Community Resources Rio Nuevo 1 Stop Career Center Mary Brodesky 340 N. Commerce Park Loop Tucson, AZ 85745 (520) 798-0500	N	0
87	PIO Decimo Center Employment Assistance Attn: Laura Nickles 848 S. 7 th Ave. Tucson, AZ 85701-2698 P: (520) 622-2801	N	0
88	Sierra Vista Economic Development Foundation Human Resources PO Box 2380 Sierra Vista, AZ 85636 P: (520) 458-6948 F: (520) 458-7453	N	0
89	Tetra Corporation Attn: Chuck Tiller 1716 W. Glenn St. Tucson, AZ 85719 P: (520) 321-3685	N	0
90	Tohono O'Odham Nation HR Department PO Box 837 Sells, AZ 85634 P: (520) 383-6540	N	0
91	Tucson Hispanic Chamber of Commerce Job Board Submission Veronica Caseres-Roca 120 North Stone Ave., Suite 200 Tucson, AZ 85701 P: (520) 620-0005 F: (520) 243-1910	N	0
92	<i>Intentionally Omitted</i>	N/A	N/A
93	<i>Intentionally Omitted</i>	N/A	N/A
94	Internal Posting Candidate	N	2
95	Internships	N	0
96	Unknown recruitment source	N	2
97	<i>Intentionally Omitted</i>	N/A	N/A

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98	Word of Mouth Referrals	N	14
99	American Women in Radio and Television Julia Cochren, Resource Development Manager 1760 Old Meadow Rd., Ste. 500 McLean, VA 22102 P: (703) 506-3290 F: (703) 506-3266 jcochren@awrt.org www.awrt.org/careers	N	0
100	Belo Corp. Kim Cummings 400 S. Record Street Dallas, TX 75202 P: (214) 977-2246 www.belo.com	N	0
101	Collective Talent Michaels Media Michael Bille 1721 Richardson Place Tampa, FL 33606 P: 813-254-9695 F: 813-254-9291 C: 813-494-4555 bille@michaelsmedia.com www.collectivetalent.com	N	0
102	USAIntern, LLC c/o ArizonaIntern.com Brittany Boas, Internship Coordinator Fairway Corporate Center 4300 Haddonfield Road, Suite 200 Pennsauken, NJ 08109 P: 856-675-1288 F: 856-675-1289 www.arizonaintern.com	N	0
103	Brooks Institute Carrie Kawell Career Service Advisor 5301 N. Ventura Avenue Ventura, CA 93001 P: (805) 653-8320 or (888) 304-3456 F: (805) 653-8346 www.brooks.edu	N	0

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104	Promaxbda.org Anush Payaslyan Manager, Member Services 1522e Cloverfeld Blvd. Santa Monica, CA 90404 P: 310-788-7800 F: 310-788-7616	N	0
105	Parajamediamatch.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			30

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	During the reporting period, the news division hosted four (4) interns: two (2) hired during the Fall 2008 semester and two (2) hired during the Spring 2009 semester. The interns attended the University of Arizona. Interns were placed in newsroom production and sports positions. Students were required to be in their junior or senior year of college study to be eligible for the programs.
2	Internship Program	During the reporting period, the sales division hosted one (1) intern during the Fall 2008 semester. The intern attended the University of Arizona. Intern was placed in sales department and participated in multiple sales projects during the term. Students for the program were required to be in their junior or senior year of college study to be eligible for the program.
3	Management EEO Training	On October 30, 2008, SEU participated in EEO/FCC procedure training presented by Wiley Rein. Human Resources Director, Human Resources Coordinator and Executive Assistant attended.
4	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	Fall 2008, the SEU General Manager participated in a bi-annual broadcasting career development program hosted by the University of Arizona and Youth on Their Own. The General Manager mock interviewed two students and provided critique on resume and interviewing skills, and discussed opportunities in broadcasting.
5	Participate in Job Fair	On April 1, 2009, the SEU attended the annual University of Arizona Spring Career Fair, reviewing resumes for full-time and internship positions and discussing careers in broadcasting with attendees. SEU participants included Human Resources Director.
6	Event(s) or program(s) sponsored by educational institution(s) relating to broadcasting careers	In April 2009, the SEU General Manager participated in a bi-annual broadcasting career development program hosted by the University of Arizona and Youth on Their Own. The General Manager mock interviewed two students and critiqued resume and interviewing skills, and discussed opportunities in broadcasting.