

**KTVK(TV) AND KASW(TV)
EEO PUBLIC FILE REPORT
December 23, 2013 to May 31, 2014¹**

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
Reporter	1-4, 6-11, 13-33, 52-58, 61	61
Reporter	1-4, 6-11, 13-33, 52-58, 61	61
News Producer	1-3, 5-11, 13-33, 43, 52-58, 61, 63	61
News Producer	1-3, 5-11, 13-33, 41, 43, 52-58, 61, 63	41
News Producer	1-3, 5-11, 13-33, 43, 52-58, 61, 63	13
Graphic Artist	1-3, 5-11, 13-33, 52-58, 61	61
Sports Producer	1-3, 5-9, 11, 13-33, 52-58, 61	61
Reporter/Anchor	1-11, 13-33, 52-58, 61	61
Senior Level KASW Account Executive	1-11, 13-33, 52-58, 61	61
Digital Sales Coordinator	1-3, 5-6, 8-11, 13-33, 52-58	1
News Producer	1-3, 5-6, 8-11, 13-28-33, 52-59	59
News Producer	1-11, 13-33, 52-58, 61	61
News Producer	1-11, 13-33, 52-58, 61	61
Reporter	1-3, 5-11, 13-28-33, 52-58, 61	61
News Photographer/Editor	1-3, 5-11, 13-33, 52-58, 61	61

¹ On December 23, 2013, the assignment of stations KTVK(TV) and KASW(TV) from KTVK-TV, Inc. and KASW-TV, Inc., respectively, to Sander Operating Co. II LLC d/b/a KTVK Television was consummated. See FCC File Nos. BALCDT- 20130619AFA & 20130619AFJ. Pursuant to 47 C.F.R. § 73.2080(c)(6), the timeframe for this report is abbreviated, beginning on December 23, 2013 and ending on ending on May 21, 2014.

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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	KTVK/KASW 5555 N. 7 th Avenue Phoenix, AZ 85013 P: (602) 207-3306 F: (602) 207-3336 www.Azfamily.com	N	18
2	Arizona Broadcasters Association Jennifer Latko 426 N. 44 th Street, Suite 310 Phoenix, AZ 85008 P: (602) 252-4833 F: (602) 252-5265 www.azbroadcasters.org	N	1
3	ASU Career Services Patty Munson, Career Services Coordinator P.O. Box 871312 Tempe, AZ 85287 P: (480) 965-5112 Email: careerservices@asu.com www.asu.edu/career	N	1
4	Collective Talent Michaels Media Michael Bille 1721 Richardson Place Tampa, FL 33606 P: (813) 254-9695 F: (813) 254-9291 Email: bille@michaelsmedia.com www.collectivetalent.com	N	0
5	Localwork.com Ryan Naylor, President 3321 E. Bell Rd., Suite B01 Phoenix, AZ 85032 P: 602-733-6344 www.localwork.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	Maricopa Career Network Maricopa Community Colleges Hosted by Jobing.com Brian Eastwood 4747 N. 22 nd St., #100 Phoenix, AZ 85016 P: (602) 200-6800 http://maricopa.jobing.com	N	0
7	Medialine Mark Shistone PO Box 51909 Pacific Cove, CA 93950 P: (800) 237-8073 F: (831) 648-5204 www.medialine.com	N	0
8	National Academy of Television Arts & Sciences (NATAS) Stephen Laughlin 5220 Lanhershim Blvd. North Hollywood, CA 91601 P: (818) 754-2800 http://jobbank.emmyonline.org	N	0
9	National Alliance of State Broadcasters Association 1771 N. Street NW Washington DC, 20036 P: (800) 442-3614 Email: careermail@careerpage.org www.careerpage.org	N	0
10	Northern Arizona University Sonya Daw, Management Analyst, Sr. Gateway Student Success Center P.O. Box 4097 Flagstaff, AZ 86011-4097 P: (928) 523-6185 P: (928) 523-4772 www.myinterfase.com/nau/employer	N	0

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11	Radio and Television Business Report April McLynn P.O. Box 6633 Woodbridge, VA 22195 P: (703) 492-8191 Email: amclynn@rbr.com www.rbr.com	N	0
12	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 Email: kjones@sbe.org www.sbe.org	N	0
13	TV Jobs Broadcast Employment Services Mark Holloway P.O. Box 4116 Oceanside, CA 92052 P: (800) 374-0119 F: (760) 754-2115 Email: jobs@tvjobs.com www.Tvjobs.com	N	5
14	University of Arizona Career Services Attn: Cindy Shriver 1303 E. University Blvd. Suite 411 Tucson, AZ 85721 P: (520) 621-8144 www.career.arizona.edu	N	0
15	Greater Phoenix Urban League Mel Hannah 1402 S. 7th Avenue Phoenix, AZ 85007 P: (602) 254-5611, ext. 105 F: (602) 253-7359	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
16	602communications.com Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, NC 27545 P: (919) 217-4438 Local contact: Sandy Lizik P: (602) 954-8373 Email: slizik@602communications.com	N	0
17	Arizona Association of Black Journalists Weldon Johnson, Chapter President PO Box 865 Phoenix, AZ 85001-0865 P: (602) 444-7801 www.azblackjournalists.org Email: weldonbjohnson@aol.com	N	0
18	Arizona Women's Education and Employment, Inc. (includes Fresh Start Women's Foundation) Jamie Starner, Career Services Manager 640 N. 1st Ave. Phoenix, AZ 85003 P: (602) 261-7161 Email: jstarner@fswf.org	N	0
19	Art Institute of Phoenix Danielle Goggans 2233 W. Dunlap Ave. Phoenix, AZ 85021 P: (602) 331-7515 F: (602) 331-5301 Email: dgoggans@aii.edu	N	0
20	Brooks Institute Carrie Kawell Career Service Advisor 5301 N. Ventura Avenue Ventura, CA 93001 P: (888) 276-4999 F: (805) 653-8346 www.brooks.edu Email: careers@brooks.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
21	College Broadcasters, Inc. UPS-Hershey Square Center Attn: Warren 1152 Mae Street Hummelstown, PA 17036 P: (877) 275-2241 Email: cbjob@mailman.rice.edu	N	0
22	Collins College Amy Roberts, Career Services 1140 S. Priest Dr Tempe, AZ 85281 P: (480) 446-1112 www.collinscollege.edu Email: aroberts@collinscollege.edu	N	0
23	DeVry University Lataifa Edward, Career Services 2149 W. Dunlap Ave. Phoenix, AZ 85021 P: (602) 870-9222, X601 F: (602) 943-3391 Email: ledward@devry.edu	N	0
24	East Valley Institute of Technology Molly Miller, Student Services Coordinator 1601 W. Main St. Mesa, AZ 85210 P: (480) 461-4000 F: (480) 461-4169 Email: mmiller@evit.com	N	0
25	Goodwill Industries of Central AZ Attn: Roberta J. Burt, Career Services 417 N. 16th St. Phoenix , AZ 85006 P: (602) 254-2222 Email: jobleads@goodwillaz.org	N	1
26	Grand Canyon University La Toya Johnson Career Services Specialist 3300 West Camelback Rd. Phoenix, Arizona 85017 P: (602) 639-6541 Email: lajohnson@gcu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
27	LDS Employment Resource Services Contact: Bob Shaha 235 S. El Dorado Circle Mesa, AZ 85202-1044 P: (480)829-8999 Email: Wel-ec-mesa@ldschurch.org www.ldsjobs.org/employer	N	0
28	Luke Airforce Base James Knuckles Community Readiness Consultant Airman and Family Readiness Flight 7282 N. 137th Ave., Bldg. 1113 Luke AFB, AZ 85309 P: (623) 856-6781 F: (623) 856-2067 E-mail: james.knuckles@us.af.mil	N	0
29	National Press Photographers Association Sandy Huffaker Region 10 Job Posting 3200 Croasdaile Drive, Ste. 306 Durham, NC 27705 P: (619) 261-2706 F: (858) 483-9523 www.nppa10.org Email: sandy@sandyhuffakerjr.com	N	0
30	Phoenix Indian Center Karen Thorne Native Workforce Services Director 4520 N. Central Avenue #250 Phoenix, AZ 85012 P: (602) 264-6768 F: (602) 274-7486 Email: kthorne@phxindcenter.org	N	0
31	SEEM Hispanic Employment Program Tim Tucker, State Diversity Coordinator 5636 E. McDowell Rd. Phoenix, AZ 85008 P: (602) 629-4806 Email: timothy.g.tucker2.mil@mail.mil	N	0

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32	Talent Dynamics Christina Hedding, Operations Manager 600 E. Las Colinas Blvd. Ste. 100 Irving, TX 75039 P: 214-640-9590 www.Talentedynamics.com Email: hedding@talentedynamics.com	N	2
33	Walter Cronkite School of Journalism Mike Wong 555 N. Central Avenue Phoenix, AZ 85004 P: (602) 496-5555 F: (602) 496-7041 Email: mike.wong@asu.edu	N	0
34	Ad Age Talent Works Rance Crain, Editor-in-Chief 711 Third Avenue New York, NY 10017-4036 P: (212)-210-0752 or (800)-248-1299 F: (212)-210-0200 www.adagetalentworks.com	N	0
35	Ad2Phoenix Stephanie Lieb, President 10645 N. Tatum Blvd., Ste. 200-252 Phoenix, AZ 85028 P: (602) 207-3530 www.Ad2phoenix.com	N	0
36	B-roll.net Kevin Johnson 1623 D St. NE Washington, DC 20002 P: (202) 486-8842 F: (270) 837-3491 www.b-roll.net Email: info@b-roll.net	N	0
37	Broadcasting and Cable NewBay Media, LLC PO Box 26889 New York, NY 10087-6889 Lisette Goldberg P: (212)-378-0462 www.nbmedia.com	N	0

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38	Careerbuilder Chris Lindner 14180 Dallas Parkway #700 Dallas, TX 75254 P: (214) 267-6513 Email: Chris.Lindner@careerbuilder.com www.careerbuilder.com	N	4
39	Craigslist / Phoenix Jim Buckmaster, CEO 1831 9th Avenue San Francisco, CA 94122-2308 P: 415-566-6394 www.craigslist.org	N	0
40	iHire Broadcasting Attn: Heather Gonzales 345 N. Hetzler Court Angola, IN 46703 P: (877-798-4854, ext. 201 (Job Posting Sales) P: 877-798-4854, ext. 102 (Customer Service) www.ihirebroadcasting.com	N	0
41	Indeed.com (not directly contacted by SEU) Jessica Kamzik, Client Services 177 Broad Street, 6 th Floor Stamford, CT 06901 P: (203) 328-2691 P: (800) 462-5842 Jkamzik@indeed.com www.indeed.com	N	19
42	Jobing.com/Recruiting.com Brian Eastwood 4747 N. 22nd Street, Ste. 100 Phoenix, AZ 85016 P: (602) 200-6800 Email: Brian.eastwood@wowhr.com www.Jobing.com	N	8
43	LinkedIn Jeff Weiner, CEO and Director 2019 Stierlin Court Mountain View, CA 94043-4684 P: (650) 687-3600 F: (650) 687-0505 www.linkedin.com	N	1

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44	Media Recruiter Art Scott, Vice President 9457 So. University Blvd. #303, Highlands Ranch, CO 80126 P: (303) 400-5150 F: (303) 400-5063 www.mediarecruiter.com Email: art@mediarecruiter.com	N	0
45	Monster.com 5 Clock Tower Place Maynard, Massachusetts, 01754-2530 Internet Recruitment Consultant: Kim Holderby P: (480)-567-3638 or 1-(800)-666-7837, Ext 3638 F: (317)-669-4193 Email: kim.holderby@monster.com www.monster.com	N	0
46	(TV) NewsCheckMedia LLC Steve Stoltz Director of Sales P.O. Box 565 Chatham, NJ 07928 P: (215) 901-9495 F: (610) 896-1858 Email: Steve.stoltz@newscheckmedia.com www.TVNewsCheck.com www.NetNewsCheck.com	N	0
47	The Poynter Institute Sandy Johnakin 801 Third Street South St. Petersburg, FL 33701 P: (888)-769-6837 Email: info@newsu.org www.poynter.org	N	0
48	Simply Hired, Inc. James Beriker President & CEO 370 San Aleso Ave., Ste. 200 Sunnyvale, CA 94085 P: (650) 254-9000 F: (650) 254-9001 www.simplyhired.com	N	2

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49	Society of Professional Journalists Heather Porter, Professional Development Coordinator 3909 N. Meridian St. Indianapolis, IN 46208 P: (317) 927-8000, x204 F: (317) 920-4789 Email: hporter@spj.org http://jobs.spj.org/hr	N	0
50	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 Email: ads@spotsndots.com www.Spotsndots.com	N	0
51	The Ladders Alexandre Dopuzet, CEO & Co-Founder 137 Varick St., 8th Floor New York, NY 10013 P: (877) 249-9337 Email: rsupport@theladders.com www.theladders.com	N	0
52	Arizona Bridge to Independent Living Lisa Purdy, Employment Office 5025 E. Washington Phoenix, AZ 85034 P: (602) 256-2245	N	0
53	Arizona Commission of Indian Affairs State Capitol Building-Executive Tower Kristine M. Thomas, Director 1700 West Washington Street, Ste. 156 Phoenix, AZ 85007 P: (602) 542-4421 F: (602) 541-3712	N	0
54	Black Family and Child Services Kamal Sharraway, Supervisor Family Preservation/Family Support Program 1522 E. Southern Phoenix, AZ 85040 P: (602) 243-1773, ext 237	N	0

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55	Chicanos Por La Causa Amanda Bernal Workforce Development 6850 W. Indian School Road Phoenix, AZ 85033 P: (602) 269,6485, Ext. 12	N	0
56	NAACP, Maricopa County Rev. Oscar Tillman, President 1818 S. 16th Street Phoenix, AZ 85034 P: (602) 252-4064	N	0
57	Sojourner Center Linda Cohen Director of Finance PO Box 20156 Phoenix, AZ 85036 P: (602) 244-0089 F: (602-244-8006	N	0
58	Internal Posting	N	5
59	Internships	N	1
60	Unknown Recruitment Source	N	0
61	Word-of-Mouth Referral	N	60
62	Internal Transfer/Promotion	N	0
63	MediaBistro Laurel Touby, Founder 475 Park Avenue South, 4 th floor New York, NY 10016 P: (212) 389-2000 F: (866) 880-1429 www.mediabistro.com	N	0
64	Arizona Department of Economic Security Division of Children Youth and Families Home Recruitment Response Specialist Mary S. Martinez 1789 W. Jefferson Phoenix, AZ 85007 1-877-543-7633 Email: MMartinez3@azdes.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			128

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (Spring 2014)	From January 13, 2014 through May 19, 2014, our SEU hosted six interns from the Walter Cronkite School of Journalism at Arizona State University. These students learned about and experienced careers in television by working with our news department under the supervision of our Asst. News Director. Each student also worked with a designated mentor to assist in the development of his or her knowledge and skills.
2	Participate in Program Sponsored By or On Behalf of Educational Institution Relating to Careers in Broadcasting	From August 2013 through May 2014, our News Director participated in the mentoring program at the Walter Cronkite School of Journalism at Arizona State University. Through the program, our News Director served as a mentor to a freshman student with aspirations of becoming a journalist, regularly communicating with the student by phone and e-mail and hosting the student for a station tour.
3	Participate in Program Sponsored By or On Behalf of Educational Institution Relating to Careers in Broadcasting	From August 2013 through May 2014, our Digital Managing Editor participated in the mentoring program at the Walter Cronkite School of Journalism at Arizona State University. Through the program, our Digital Managing Editor served as a mentor to a freshman student with aspirations of becoming a journalist, regularly meeting with the student and communicating in person, by phone and through e-mail to provide professional and academic guidance.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in Program Sponsored By or On Behalf of Educational Institution Relating to Careers in Broadcasting	From August 2013 through May 2014, our Program Director participated in the mentoring program at the Walter Cronkite School of Journalism at Arizona State University. Through the program, our Program Director served as a mentor to a freshman student with aspirations of becoming a journalist, regularly meeting with the student and providing opportunities to observe station operations through tours, shadowing, and Q&A sessions with our anchors, reporters, and senior managers.
5	Participate in Program Hosted By or On Behalf of Educational Institution Relating to Careers in Broadcasting	On March 17, 2014, one of our News Anchor/Reporters spoke to a class at the Walter Cronkite School of Journalism at Arizona State University. The discussion included advice about how to pursue a career in television reporting.
6	Participate in Program Hosted By or On Behalf of Educational Institution Relating to Careers in Broadcasting	On April 1, 2014, one of our News Anchor/Reporters spoke to a class at the Walter Cronkite School of Journalism at Arizona State University. The discussion included advice about careers in broadcasting.
7	Participate in Program Hosted by or On Behalf of Educational Institution Relating to Careers in Broadcasting	On April 23, 2014, one of our On-Air News Talent spoke to a class at the Walter Cronkite School of Journalism at Arizona State University. The discussion included ethical issues in the world of media and journalism and advice about careers in broadcasting.