

KAZT-TV and KAZT-CD
Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KAZT-TV, Prescott Arizona and KAZT-CD, Phoenix, Arizona and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in this Report covers the time period beginning June 1, 2022 to and including May 31, 2023 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC's rules.

Appendices 1, 2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2022 to May 31, 2023

Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CD

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
I	Account Executive	F
2	Videographer / Editor	N
3	Sales Assistant	I

Total Number of Persons Interviewed During Applicable Period: 26

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2022 to May 31, 2023

Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CD

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Prescott Chamber of Commerce newsletter & website	0	1, 2, 3
B	Yavapai College 1100 Sheldon Street Prescott, AZ 86301 928- 445-7300	0	0
C	Maricopa Community Colleges job site	0	0

D	ASU Career Link 480-965-2350 www.careerservices@asu.edu	0	0
E	ABA Job Bank* 426 N. 44 th street, ste. 310 Phoenix, AZ 85004	2	1, 2, 3
F	www.linkedin.com job site	17	1, 2, 3
G	www.Indeed.com job site	0	1, 2, 3
H	Society of Broadcast Engineers website & newsletter	0	0
I	Referral	2	2, 3
J	Northern AZ Univ Jobs.com	0	0
K	KAZT-TV web: aztv.com	4	1, 2, 3
L	Spots and Dots.com website	0	0
M	Better Prescott Jobs.com	0	0
N	Promote from within	1	2

*Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from June 1, 2022 to May 31, 2023
Station(s) Comprising Station Employment Unit: KAZT-TV and KAZT-CD

Section 3: Supplemental (Non-Vacancy Specific Recruitment Activities Undertaken by KAZT)

1. KAZT Internship Program

KAZT-TV has conducted an on-going internship program to provide students with an opportunity to learn about our industry and to challenge them to consider further education/and or careers in the television industry. During this reporting period, KAZT-TV had seven student interns from Arizona State University's Walter Cronkite School of Journalism and Mass Communications, one from the University of Arizona School of Journalism, and one from the Grand Canyon University College of Arts and Media.

2. College & Career Fair

KAZT Creative Services Director attended the Native American Basketball Career Fair on July 17, 2023 to expose over 1,000 High School aged student athletes to career paths in media. They were introduced to all the facets of the industry – providing first-hand knowledge and advice on continuing education as well as internship possibilities for those with an interest in the entertainment industry.

3. Student Film Festival/Networking Event

KAZT Creative Services Director attended the Grand Canyon University Film Festival on October 6, 2022 where he watched and critiqued student films and PSAs. Additionally, he spoke with educators about helping to develop specific skills that their students should have as they enter the field and also exchanged information on setting up an internship program with the Arts and Digital Film Program. He spoke with film/media students about the industry, trends and the importance of developing strong skills in storytelling and editing techniques. He followed up with a few senior level students about connecting on job placement following graduation.

4. Student Media Training / Internship Recruitment

KAZT Creative Services Director was invited to speak to the Glendale Community College advanced video production class on October 26, 2022 about opportunities within the industry and must-have skills they should perfect to help them be more marketable upon graduation. He also spoke about the different career paths within the industry and provided guidance on supplemental courses of study that would be useful in their media endeavors, i.e., business, government, graphic design, etc. Each student was encouraged to seek an internship and were offered the possibility of one at KAZT.

5. Business/Marketing Career Fair

KAZT Creative Services Director attended the Grand Canyon University Career Fair on November 1, 2022 aimed at graduating students. He interviewed students for a current station position, collected resumes and contact information with students. He consulted with many students who had not considered a position at a TV station to inform them of the vast opportunities within the industry.

6. Arizona State University Career Fair

KAZT Creative Services Director attended a career fair on February 22, 2023 aimed at graduating students looking for positions in marketing, engineering, and the journalism field. He collected resumes and contact information with students. He consulted with many students who had not considered a position at a TV station to inform them of the vast opportunities within the industry.

7. Training Program – Account Executives and Sales Assistants

A station Account Executive and Sales Assistant participated in P1 Learning’s “P1 Plus” Program providing training and mentorship to be successful in advertising sales. The program includes online videos and tests as well as one on one virtual training. The skills acquired by the participants could allow them to qualify for higher level positions. Dates: January – February 2022 and July – August 2023

8. Internal Training Program – Engineer

A program of study and practical learning was implemented by the Station’s Chief Engineer over a 15-month period that concluded in March 2023. The purpose was to teach and mentor an internal associate in Broadcast / RF Engineering as well as information technology. The skills acquired by the associate could allow him/her to qualify for higher level positions.

9. Internal Training Program – Administrative Assistant

A training program was implemented for all Administrative Assistants to cross train in order entry, traffic duties, creation of presentations and other duties as required. The skills acquired by the participants could allow them to qualify for higher level positions. Dates: January - May 2023

10. Management-Level Personnel EEO Training

Management-Level Personnel (General Manager) reviewed the content at <https://www.law.cornell.edu/cfr/text/47/73.2080>. This allowed the GM to review requirements and guidelines of the FCC regarding Equal Employment Opportunities. Date: May 2023.

11. Scholarship Program

A number of KAZT personnel participated in the annual Cronkite Award for Excellence in Journalism on February 21, 2023 supporting and contributing to scholarships for journalism students.