

EEO Public File Report

Employment Unit Covered

KAFF(AM), KAFF-FM, KMGH, KTMG, KNOT(AM)

REPORTING PERIOD

6/1/2012 - 5/31/2013

Full-Time Vacancies Filled During the Reporting Period and Recruitment/Referral Sources Used for Each Vacancy

Job Title	Date Filled	Hire Source	Recruitment Sources (See List below)
Account Executive Flagstaff	7/9/2012	Station Website	B,D,E,G,H,I,J,K,L,M & On-Air Ads
Account Executive Prescott	8/1/2012	Station Website	B,D,E,G,H,I,J,K,L,M & On-Air Ads
Receptionist Flagstaff	9/11/2012	Employee Referral	B,D,E,G,H,I,J,L,M and On-Air Ads
Receptionist Flagstaff	11/2/2012	On-Air Ad	B,D,E,G,H,I,J,L,M and On-Air Ads

Total Number of Interviews For All Full-Time Vacancies

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source	Number of Interviewees Referred
Arizona Broadcaster Assoc.	1
Craigslist	3
DES Job Service	1
Market Referral	3
NAU	1
On-Air Recruitment Ads	7
Station Websites	4
TOTAL	20

Performance Initiatives Undertaken

Ongoing semester internship program has been in place for the last 10 years. The internship program provides the students real world working experience in Marketing, Programming, Engineering, Sales and the Broadcast Industry as a whole. Their duties include graphic design, writing and distributing press releases, maintaining websites, handling prizewinner paperwork, copy writing, voice work assignments, broadcast equipment set up, on-site marketing and other duties as assigned. Five (5) interns from NAU and Prescott College have been through the program during the reporting period

Guided tours were offered by the group of stations to share the knowledge of careers in the radio industry. Some of the groups who took advantage of this opportunity were the Hopi High School Students, Boy Scouts (2 Troops), Cub Scouts (2 Packs), Tiger Scouts (1 Den).

The station group's personnel and management take opportunities for speaking engagements sharing their passion of radio as a means to educate those in attendance. Some of those engagements included speaking to the Electronic Media students at NAU, Coconino County public discussion on media and Sinagua Middle School.

The station group also participated in one (1) job fair sponsored by the Goodwill of Arizona in Prescott during the reporting period

Recruitment Source List

Source:	Code:
AllAccess.com 28955 Pacific Coast Highway STE 210 Malibu, CA 90265 310-457-6616	A
Arizona Broadcaster Assoc. 426 N. 44th St #310 Phoenix, AZ 85008 602-252-4833	B
Arizona Daily Sun 1751 S. Thompson St Flagstaff, AZ 86001 928-774-4545	C
Craigslist 222 Sutter Street San Francisco, CA 94108	D
DES Job Service 397 Malpais Lane, Suite 9 Flagstaff, AZ 86001 928-779-4557 928-774-4943 (fax)	E
The Employment Network PO Box 2930 Prescott, AZ 86302-2930 928-771-8527 928-771-0119 (fax)	F
Flagstaff Chamber of Commerce 101 West Route 66 Flagstaff, AZ 86001 928-774-4505	G
Havasupai Tribal Office PO Box 10 Supai, Arizona 86435 928-448-2731 928-448-2130 (fax)	H
NAU Career Services Flagstaff, AZ 86011 928-523-4772 928-523-2220 (fax)	I
Navajo Human Resources PO Box 7080 Window Rock, AZ 86515 928-871-6330 928-871-6976 (fax)	J

Recruitment Source List

Source:	Code:
Prescott Chamber of Commerce 117 W. Goodwin St. Prescott, AZ 86303 928-445-2000	K
Station Websites 1117 W. Route 66 Flagstaff, AZ 86001 928-774-5231 928-779-2988 (fax)	L
Yavapai Apache HR 2400 W. Datsi St. Camp Verde, AZ 86322 928-567-1080 928-567-1064 (fax)	M