

KPAZ-TV, Arizona - EEO PUBLIC FILE REPORT 6-01-10 through 5-31-11

A station may accumulate the relevant information for the past year (using its internal job vacancy and hiring information) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

Pursuant to the Equal Employment Opportunity rules and regulations of the FCC, and as explained in this station's Equal Employment Opportunity policy: "This ministry is a Christian church and religious organization. This ministry has religious missions throughout the world, ordains ministers, and performs a host of sacerdotal functions. Consequently, hiring and employment decisions are based on religious beliefs and creeds." Within the context of those Christian beliefs and creeds, ministry policy prohibits unlawful discrimination based on race, gender, national origin or ancestry, or physical disability. The ministry has adopted a Statement of Faith, reflected in its Employee Manual, and all directors, officers and employees must be able to subscribe to it, participate in regular prayer gatherings, Bible readings and teachings, and follow station policy, recognizing the need for unity in the spirit as explained in Ephesians 4:1-6: "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, With all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all."

A. Full-Time Vacancies Filled During Past Year

1. **Job Title: Engineer Assistant/Editor** **Date Filled: November 1, 2010**

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. **Job Title: Engineer Assistant/Editor** **Date Filled: November 1, 2010**

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Word of mouth				NO
KPAZ-TV 21	Station Manager	3551 E. McDowell Road Phoenix, AZ 85008	(602) 273-1744	YES
Beth Yachad	Joyce	1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	NO
City of Grace	Deanna	9610 E. Cactus Rd. Scottsdale, AZ 85260	(480) 661-9209	NO
Community Church Of Joy		21000 N 75 th Ave. Glendale, AZ 85308	(623) 561-0500	NO
First Institutional Baptist Church		1141 E. Jefferson Phoenix, AZ 85034	(602) 258-1998	NO
Living Word Bible Church		13520 E. Brown Rd. Mesa, AZ 85213	(480) 964-4463	NO
Love International Ministries		5201 N. 27 th Ave. Phoenix, AZ 85017	(602) 242-8644	NO
North Phoenix Baptist		5757 N Central Ave., Phoenix, AZ 85012	(602) 707-5900	NO
Phoenix First Assembly		13613 N Cave Creek Rd., Phoenix, AZ 85022	(602) 867-7117	NO
Phoenix World Outreach	Rose	1601 W. Grand Ave. Phoenix, AZ 85007	(602) 423-4493	NO
Pilgrim Rest Baptist Church		1401 E. Jefferson St. Phoenix, AZ 85034	(602) 258-0831	NO

River of Life Tabernacle	Peggy	4039 E Raymond Phoenix, AZ 85040	(602) 437-3912	NO
St Timothy Catholic Church		1730 W Guadalupe Rd. Mesa, AZ 85202	(480) 775-5200	NO
Scottsdale Bible Church		7601 E Shea Blvd. Scottsdale, AZ 85260	(480) 948- 7801	NO
Skyway Church of the West Valley	Jan	14900 W. Van Buren St. Goodyear, AZ 85338	(623) 935-4858	NO
Grand Canyon University		3300 W. Camelback Rd. Phoenix, AZ 85017	(602) 639-6341	NO
Phoenix University of Theology		3600 N. 2 nd Ave. Phoenix, AZ 85013	(602) 224-1161	NO

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 6

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources

Source	Contact Person	Address	Telephone No.	Number of interviewees:
Word of mouth				2
KPAZ TV 21	Station Manager	3551 E. McDowell Road Phoenix, AZ 85008	(602) 273-1477	1
Beth Yachad	Joyce	1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	1
City of Grace	Deanna	9610 E. Cactus Rd. Scottsdale, AZ 85260	(480) 661-9209	0
Community Church Of Joy		21000 N 75 th Ave. Glendale, AZ 85308	(623) 561-0500	0
First Institutional Baptist Church		1141 E. Jefferson Phoenix, AZ 85034	(602) 258-1998	0
Living Word Bible Church		13520 E. Brown Rd. Mesa, AZ 85213	(480) 964-4463	0
Love International Ministries	Bertha	5201 N. 27 th Ave. Phoenix, AZ 85017	(602) 242-8644	1
North Phoenix Baptist		5757 N Central Ave., Phoenix, AZ 85012	(602) 707-5900	0
Phoenix First Assembly		13613 N Cave Creek Rd., Phoenix, AZ 85022	(602) 867-7117	0
Phoenix World Outreach	Rose	1601 W. Grand Ave. Phoenix, AZ 85007	(602) 423-4493	1
Pilgrim Rest Baptist Church		1401 E. Jefferson St. Phoenix, AZ 85034	(602) 258-0831	0
River of Life Tabernacle	Peggy	4039 E Raymond Phoenix, AZ 85040	(602) 437-3912	0
St Timothy Catholic Church		1730 W Guadalupe Rd. Mesa, AZ 85202	(480) 775-5200	0
Scottsdale Bible Church		7601 E Shea Blvd. Scottsdale, AZ 85260	(480) 948- 7801	0
Skyway Church of the West Valley	Jan	14900 W. Van Buren St. Goodyear, AZ 85338	(623) 935-4858	0
Grand Canyon University		3300 W. Camelback Rd. Phoenix, AZ 85017	(602) 639-6341	0

Phoenix University of Theology		3600 N. 2 nd Ave. Phoenix, AZ 85013	(602) 224-1161	0
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E. Outreach Activities

07-20-10 Notification letter to co-religionists of intent to notify upon vacant full-time positions.
08-12-10 AZ Prayer Summit, AZ State Capitol, Phoenix, AZ - Information booth opened from 8:00 AM – 3:30 PM
09-04-10 Fire & Water Conference, Phoenix, AZ - Information booth opened from 9:30 AM – 10:00 PM
10-14-10 Notification letter to co-religionist of follow-up of intent to notify upon vacant full-time positions.
10-14-10 Notification of Job Opening for Engineer Assistant/Editor position immediately.
01-10-11 Notification letter to co-religionist of follow-up of intent to notify upon vacant full-time positions.
04-13-11 Notification letter to co-religionist of follow-up of intent to notify upon vacant full-time positions.