

KPAZ-TV, Channel 21, Arizona - EEO PUBLIC FILE REPORT 6-01-07 through 5-31-08

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: Production Assistant	Date Filled: August 13, 2007
2. Job Title: Production Assistant	Date Filled: December 17, 2007
3. Job Title: Receptionist/Secretary	Date Filled: March 26, 2008
4. Job Title: Secretary	Date Filled: March 26, 2008
5. Job Title: Editor	Date Filled: May 27, 2008

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

1. Job Title: Production Assistant		Date Filled: August 13, 2007		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Word of mouth				NO
Azusa World Ministries		5109 W. Thomas Road Phoenix, AZ 85031	(602) 269-6959	NO
Beth Yachad		1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	NO
City of Grace		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	Bertha	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	YES
Phoenix World Outreach		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		14900 W. Van Buren St. Goodyear, AZ 85338	(623) 935-4858	NO
Valley Cathedral		6225 N. Central Ave. Phoenix, AZ 85012	(602) 266-6668	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
Southwestern College		2625 E. Cactus Rd. Phoenix, AZ 85032	(602) 992-6101	NO

2. Job Title: Production Assistant

Date Filled: December 17, 2007

Word of mouth				YES
Azusa World Ministries		5109 W. Thomas Rd., Phoenix, AZ 85031	(602) 269-6959	NO
Beth Yachad		1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	NO
City of Grace		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	Bertha	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		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		14900 W. Van Buren St. Goodyear, AZ 85338	(623) 935-4858	NO

Valley Cathedral		6225 N. Central Ave. Phoenix, AZ 85012	(602) 266-6668	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
Southwestern College		2625 E. Cactus Rd. Phoenix, AZ 85032	(602) 992-6101	NO
3. Job Title: Receptionist / Secretary-Production			Date Filled: March 26, 2008	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Word of mouth				NO
Azusa World Ministries		5109 W. Thomas Rd., Phoenix, AZ 85031	(602) 269-6959	NO
Beth Yachad		1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	NO
City of Grace		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	Bertha	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		1601 W. Grand Ave. Phoenix, AZ 85007	(602) 423-4493	YES
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		14900 W. Van Buren St. Goodyear, AZ 85338	(623) 935-4858	NO
Valley Cathedral		6225 N. Central Ave. Phoenix, AZ 85012	(602) 266-6668	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

Southwestern College		2625 E. Cactus Rd. Phoenix, AZ 85032	(602) 992-6101	NO
4. Job Title: Secretary			Date Filled: March 26, 2008	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Word of Mouth				NO
Azusa World Ministries		5109 W. Thomas Rd., Phoenix, AZ 85031	(602) 269-6959	NO
Beth Yachad		1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	YES
City of Grace		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	Bertha	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		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
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Valley Cathedral		6225 N. Central Ave. Phoenix, AZ 85012	(602) 266-6668	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
Southwestern College		2625 E. Cactus Rd. Phoenix, AZ 85032	(602) 992-6101	NO
5. Job Title: Editor			Date Filled: May 27, 2008	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Word of Mouth				NO

Azusa World Ministries		5109 W. Thomas Rd., Phoenix, AZ 85031	(602) 269-6959	YES
Beth Yachad		1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	NO
City of Grace		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	Bertha	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		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		14900 W. Van Buren St. Goodyear, AZ 85338	(623) 935-4858	NO
Valley Cathedral		6225 N. Central Ave. Phoenix, AZ 85012	(602) 266-6668	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
Southwestern College		2625 E. Cactus Rd. Phoenix, AZ 85032	(602) 992-6101	NO

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 13

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
Azusa World Ministries		5109 W. Thomas Rd., Phoenix, AZ 85031	(602) 269-6959	1
Beth Yachad		1055. Hearn Road Phoenix, AZ 85022	(602) 626-8253	1

City of Grace		9610 E. Cactus Rd. Scottsdale, AZ 85260	(480) 661-9209	1
Community Church Of Joy		21000 N 75 th Ave. Glendale, AZ 85308	(623) 561-0500	2
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	1
Phoenix World Outreach		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	1
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		14900 W. Van Buren St. Goodyear, AZ 85338	(623) 935-4858	0
Valley Cathedral		6225 N. Central Ave. Phoenix, AZ 85012	(602) 266-6668	0
Grand Canyon University		3300 W. Camelback Rd. Phoenix, AZ 85017	(602) 639-6341	1
Phoenix University of Theology		3600 N. 2 nd Ave. Phoenix, AZ 85013	(602) 224-1161	1
Southwestern College		2625 E. Cactus Rd. Phoenix, AZ 85032	(602) 992-6101	0

E. Outreach Activities

06-29-07 Notification of Job Opening for Production Assistant position to start upon finding qualified person.

07-30-07 Notification letter to co-religionists of intent to notify upon vacant full-time positions.

11-01-07 Notification letter to co-religionist of follow-up of intent to notify upon vacant full-time positions.

11-01-07 Notification of Job Opening for Production Assistant position immediately.

01-15-08 Notification letter to co-religionist of follow-up of intent to notify upon vacant full-time positions.

02-25-08 Notification of Job Opening for Receptionist/Secretary position to be filled immediately.

02-29-08 Notification of Job Opening for Final Cut Pro Editor position to start immediately upon finding qualified person.

04-15-08 Notification letter to co-religionist of follow-up of intent to notify upon vacant full-time positions.

09-01-07 Fire & Water Conference, Phoenix, AZ – KPAZ-TV 21 had an information booth opened from 1:00 pm – 10:00 pm.

12-07-07 Showing of the movie "Noelle" KPAZ-TV 21 had an information table opened from 5:00 pm – 10:00 pm.