

Grantee Information

ID	1706
Grantee Name	KAET-TV
City	Phoenix
State	AZ
Licensee Type	University

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

Please enter the number of FULL-TIME TELEVISION and JOINT employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000 - TV Only	1						1
Officials - 1000 - Joint							0
Managers - 2000 - TV Only	1				3		4
Managers - 2000 - Joint	0						0
Professionals - 3000 - TV Only	2	4	1		9		16
Professionals - 3000 - Joint	0						0
Technicians - 4000 - TV Only							0
Technicians - 4000 - Joint							0
Sales Workers - 4500 - TV Only					1		1
Sales Workers - 4500 - Joint							0
Office and Clerical - 5100 - TV Only	1	7		1	5	1	15
Office and Clerical - 5100 - Joint							0
Craftpersons (Skilled) - 5200 - TV Only							0
Craftpersons (Skilled) - 5200 - Joint							0
Operatives (Semi-Skilled) - 5300 - TV Only							0
Operatives (Semi-Skilled) - 5300 - Joint							0
Laborers (Unskilled) - 5400 - TV Only							0
Laborers (Unskilled) - 5400 - Joint							0
Service Workers - 5500 - TV Only							0
Service Workers - 5500 - Joint							0
Total	5	11	1	1	18	1	37

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000 - TV Only							0
Officials - 1000 - Joint	2	1			2		5
Managers - 2000 - TV Only							0
Managers - 2000 - Joint							0
Professionals - 3000 - TV Only					7	1	8
Professionals - 3000 - Joint					0		0
Technicians - 4000 - TV Only		2			4		6
Technicians - 4000 - Joint							0
Sales Workers - 4500 - TV Only					1		1
Sales Workers - 4500 - Joint							0
Office and Clerical - 5100 - TV Only		1			2		3
Office and Clerical - 5100 - Joint							0

Craftspersons (Skilled) - 5200 - TV Only							0
Craftspersons (Skilled) - 5200 - Joint							0
Operatives (Semi-Skilled) - 5300 - TV Only	0						0
Operatives (Semi-Skilled) - 5300 - Joint							0
Laborers (Unskilled) - 5400 - TV Only							0
Laborers (Unskilled) - 5400 - Joint							0
Service Workers - 5500 - TV Only							0
Service Workers - 5500 - Joint							0
Total	2	4	0	0	16	1	23

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1

Major Job Category / Job Code

Persons with Disabilities

Officials - 1000 - TV Only	
Officials - 1000 - Joint	
Managers - 2000 - TV Only	1
Managers - 2000 - Joint	
Professionals - 3000 - TV Only	
Professionals - 3000 - Joint	
Technicians - 4000 - TV Only	
Technicians - 4000 - Joint	
Sales Workers - 4500 - TV Only	
Sales Workers - 4500 - Joint	
Office and Clerical - 5100 - TV Only	
Office and Clerical - 5100 - Joint	
Craftspersons (Skilled) - 5200 - TV Only	
Craftspersons (Skilled) - 5200 - Joint	
Operatives (Semi-Skilled) - 5300 - TV Only	
Operatives (Semi-Skilled) - 5300 - Joint	
Laborers (Unskilled) - 5400 - TV Only	
Laborers (Unskilled) - 5400 - Joint	
Service Workers - 5500 - TV Only	
Service Workers - 5500 - Joint	
Total	1

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

1 Hispanic Male

1.2 Major Programming Decision Makers

Jump to question: 1.2

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

1.2 Major Programming Decision Makers

Jump to question: 1.2

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	More Than One Race	Total
Female Major Programming Decision Makers	2	0					2
Male Major Programming Decision Makers		1					1
Total	2	1	0	0	0	0	3

1.2 Major Programming Decision Makers

Jump to question: 1.2

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: 1.3

Please enter the number of PART-TIME employees, both TV-only and Joint, in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: 1.3

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Professionals - 3000	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="4"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Total	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text" value="0"/>	<input type="text" value="5"/>

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: [1.3](#)

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Professionals - 3000	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="2"/>
Technicians - 4000	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Total	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="3"/>

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: [1.3](#)

Major Job Category / Job Code	Persons with Disabilities
Officials - 1000	<input type="text"/>
Managers - 2000	<input type="text"/>
Professionals - 3000	<input type="text"/>
Technicians - 4000	<input type="text"/>
Sales Workers - 4500	<input type="text"/>
Office and Clerical - 5100	<input type="text"/>
Craftspersons (Skilled) - 5200	<input type="text"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>
Laborers (Unskilled) - 5400	<input type="text"/>
Service Workers - 5500	<input type="text"/>
Total	<input type="text" value="0"/>

1.4 Part-Time Employment

Jump to question: [1.4](#)

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

1.4 Part-Time Employment

Jump to question: [1.4](#)

Number working less than 15 hours per week

1.4 Part-Time Employment

Jump to question: [1.4](#)

Number working 15 or more hours per week

1.5 Full-Time Hiring

Jump to question: [1.5](#)

Enter the number of full-time employees in each category hired during the fiscal year. (Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

1.5 Full-Time Hiring

Jump to question: [1.5](#)

No full-time employees were hired (check here if applicable)

1.5 Full-Time Hiring

Jump to question: [1.5](#)

Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000					0
Managers - 2000					0
Professionals - 3000		3	1		4
Technicians - 4000	0		0		0
Sales Workers - 4500					0
Office / Service Workers - 5100-5500	6	2		1	9
Total	6	5	1	1	13

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6

Number of full-time and part-time job openings

78

1.7 Hiring Contractors

Jump to question: 1.7

During the fiscal year, did you hire independent contractors to provide any of the following services?

1.7 Hiring Contractors

Jump to question: 1.7

Check all that apply

- None
- Development Activities
- Legal Services
- Human Resources Services
- Accounting/Payroll Services
- Computer Operations
- Engineering

Comments

Question Comment
No Comments for this section

2.1 Corporate Management

Jump to question: 2.1

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Chief Executive Officer</u> - TV Only	1.00	\$ 285,598	2
Chief Executive Officer - Joint		\$	
<u>Chief Operations Officer</u> - TV Only		\$	
Chief Operations Officer - Joint		\$	
<u>Chief Financial Officer</u> - TV Only	1.00	\$ 85,782	4
Chief Financial Officer - Joint		\$	
<u>Chief Digital Media Operations</u> - TV Only	1.00	\$ 117,876	6
Chief Digital Media Operations - Joint		\$	

2.1 Corporate Management

Jump to question: 2.1

Please list the Other Job titles in this sub-category not listed above

2.2 Communication and Promotions

Jump to question: 2.2

<u>Publicity, Program Promotion Chief</u> - TV Only	1.00	\$ 108,000	1
Publicity, Program Promotion Chief - Joint		\$	
<u>Communication and Public Relations, Chief</u> - TV Only		\$	
Communication and Public Relations, Chief - Joint		\$	
<u>Head of Audience</u> - TV Only		\$	
Head of Audience - Joint		\$	
<u>Social Media Specialist / Manager</u> - TV Only	1.00	\$ 62,400	1
Social Media Specialist / Manager - Joint		\$	

2.2 Communication and Promotions

Jump to question: 2.2

Please list the Other Job titles in this sub-category not listed above

2.3 Programming and Productions

Jump to question: 2.3

<u>Programming Director</u> - TV Only		\$	
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Programming Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Production, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="72,919"/>	<input type="text" value="5"/>
Production, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Executive Producer</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Executive Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Producer</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="47,662"/>	<input type="text" value="4"/>
Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Director - (Television Production ONLY)</u>	<input type="text" value="2.00"/>	\$ <input type="text" value="62,253"/>	<input type="text" value="4"/>
<u>Digital Content Director</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="63,367"/>	<input type="text" value="9"/>
Digital Content Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Digital Project Manager</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Digital Project Manager - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Managing Director, Audience Engagement</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Managing Director, Audience Engagement - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

2.3 Programming and Productions

Jump to question:

Please list the Other Job titles in this sub-category not listed above

2.4 Development and Fundraising

Jump to question:

<u>Development, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="114,243"/>	<input type="text" value="7"/>
Development, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Member Services, Chief</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Member Services, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Membership Fundraising, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="111,468"/>	<input type="text" value="4"/>
Membership Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Major Giving Fundraising Chief</u> - TV Only	<input type="text"/>	\$ <input type="text" value="0"/>	<input type="text"/>
Major Giving Fundraising Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>On-Air Fundraising, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="99,625"/>	<input type="text" value="27"/>
On-Air Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Auction Fundraising, Chief</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Auction Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

2.4 Development and Fundraising

Jump to question:

Please list the Other Job titles in this sub-category not listed above

2.5 Underwriting and Grant Solicitation

Jump to question:

<u>Underwriting, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="95,327"/>	<input type="text" value="4"/>
Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Corporate Underwriting, Chief</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Corporate Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Foundation Underwriting, Chief</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Foundation Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Government Grants Solicitation, Chief</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Government Grants Solicitation, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

2.5 Underwriting and Grant Solicitation

Jump to question:

Please list the Other Job titles in this sub-category not listed above

2.6 Broadcast Engineering and Information Technology

Jump to question:

<u>Operations and Engineering, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="117,700"/>	<input type="text" value="2"/>
Operations and Engineering, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Engineering Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="100,631"/>	<input type="text" value="13"/>
Engineering Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Broadcast Engineer 1</u> - TV Only	<input type="text" value="3.00"/>	\$ <input type="text" value="69,983"/>	<input type="text" value="32"/>
Broadcast Engineer 1 - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Production Engineer</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Production Engineer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Facilities, Satellite and Tower Maintenance, Chief</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Facilities, Satellite and Tower Maintenance, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Technical Operations, Chief - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Technical Operations, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Information Technology, Director - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Information Technology, Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Web Administrator/Web Master - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Web Administrator/Web Master - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

2.6 Broadcast Engineering and Information Technology

Jump to question: [2.6](#)

Please list the Other Job titles in this sub-category not listed above

2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: [2.7](#)

News / Current Affairs Director - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="88,660"/>	<input type="text" value="33"/>
News / Current Affairs Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Announcer / On-Air Talent - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="103,880"/>	<input type="text" value="16"/>
Announcer / On-Air Talent - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Reporter - TV Only	<input type="text"/>	\$ <input type="text" value="0"/>	<input type="text" value="0"/>
Reporter - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Cinema / Videographer - TV Only	<input type="text" value="2.00"/>	\$ <input type="text" value="66,620"/>	<input type="text" value="11"/>
Video Film Editor - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Unit / Studio Supervisor - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Public Information Assistant - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Public Information Assistant - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Supervisor - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Supervisor - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Director of Continuity / Traffic - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Director of Continuity / Traffic - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: [2.7](#)

Please list the Other Job titles in this sub-category not listed above

2.8 Education and Community Engagement

Jump to question: [2.8](#)

Education, Chief - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="112,288"/>	<input type="text" value="22"/>
Education, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Instructional Services Director - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="100,581"/>	<input type="text" value="12"/>
Parent / Pre-School Coordinator - TV Only	<input type="text" value="10.00"/>	\$ <input type="text" value="53,025"/>	<input type="text" value="11"/>
Volunteer Coordinator - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="63,000"/>	<input type="text" value="6"/>
Volunteer Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Events Coordinator - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="50,290"/>	<input type="text" value="4"/>
Events Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Section 2. Average Salary Totals	<input type="text" value="37.00"/>	<input type="text" value="2,253,178"/>	<input type="text" value="240"/>

2.8 Education and Community Engagement

Jump to question: [2.8](#)

Please list the Other Job titles in this sub-category not listed above

Comments

Question	Comment
No Comments for this section	

3.1 Governing Board Method of Selection

Jump to question: [3.1](#)

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

3.1 Governing Board Method of Selection

Jump to question: [3.1](#)

Ex-Officio (Automatic membership because of another office held)

3.1 Governing Board Method of Selection

Jump to question: [3.1](#)

Appointed by government legislative body (including school board) or other government official (e.g. governor)

3.1 Governing Board Method of Selection

Jump to question: [3.1](#)

Elected by community/membership

3.1 Governing Board Method of Selection

Jump to question: [3.1](#)

Elected by board of directors itself (self-perpetuating body)

3.1 Governing Board Method of Selection

Jump to question: [3.1](#)

Other (please specify below)

3.1 Governing Board Method of Selection

Jump to question: 3.1

Governing Board was disbanded in 2022

3.1 Governing Board Method of Selection

Jump to question: 3.1

Total number of board members (Automatic total of the above)

3.2 Governing Board Members

Jump to question: 3.2

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

3.2 Governing Board Members

Jump to question: 3.2

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

3.2 Governing Board Members

Jump to question: 3.2

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	More Than One Race	Total
Female Board Members	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Male Board Members	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
Total	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

3.2 Governing Board Members

Jump to question: 3.2

Number of Vacant Positions

3.2 Governing Board Members

Jump to question: 3.2

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

3.2 Governing Board Members

Jump to question: 3.2

Number of Board Members with disabilities

Comments

Question Comment

No Comments for this section

4.1 Local Community Outreach

Jump to question: 4.1

In what local community outreach or educational activities has your station been involved this year that supports unserved or underserved audiences? Please describe in detail: outcomes, audience served, community response.

Arizona PBS Education & Community Impact department provides services for the entire state of Arizona. We have nine early childhood specialists located in various communities across the state that connect early childhood educators, parents and community members to PBS resources. FY23 continued the growth of return of face-to-face opportunities as we emerged from the COVID 19 Pandemic. Arizona's educators, caregivers, parents and children took advantage of the dozens of opportunities Arizona PBS provided for their communities in FY23. Our nine outreach specialists, eight in office staff and 20+ on call staff provided overall 1,700 professional development trainings, camps, events, literacy workshops, and support groups that reached over 105,000 educators, caregiver, parents and children. This included professional development and communities of practice for early care professionals, family literacy workshop series emphasizing RTL content for parents of young children, Love +Logic support groups for parents, Super Why Reading camps for children about to enter kindergarten, and back to school and health resource events. Arizona PBS continues to be the only PBS station to administer a registry and college scholarship program for early childhood educators. This initiative is funded by First Things First and in FY23 it joined in partnership with the Arizona Department of Economic Security (DES) Division of childcare. With this partnership, AZPBS is able to provide scholarships now to any early childhood practitioner pursuing a bachelor level coursework towards a degree in early childhood education. The registry has over 80,000 participants and we have awarded over 6,000 scholarships (including tuition, books and fees) since its inaugural year in 2015. Through the continued partnership established in 2022 with the Delta Dental Foundation of Arizona, Arizona PBS created PSAs promoting good oral health and provided dental health resources, including dental screenings and fluoride varnishes at 20 events across the state of Arizona in FY23.

4.2 Production Activity

Jump to question: 4.2

In what production activity has you station been involved that supports unserved or underserved audiences?

On February 9th 2023, KAET launches its new Emmy award winning digital series, Black in Arizona, comprised of six episodes, aims to explore what it is like to be black on our community, as well as spotlight the contributions of some of the most impactful Black Arizonans in state's history. Stories include City councilmember, majors, community leaders and small business owners. Our digital series won the 2023 Rocky Mountain Southwest Emmy for Diversity/Equity/Inclusion Long Form Content. To continue the expansion on these topics to cover a national viewpoint, our partnerships with PBS NewsHour and Indian Country Today became critical to localizing national discussions. PBS NewsHour West, the West Coast Bureau for PBS NewsHour, highlights stories specifically impacting the western region of the United States. At the same time, Indian Country Today is a media organization focusing on the issues affecting Indigenous people nationwide. In addition, ICT produces a daily newscast from the AZPBS studios in Phoenix that is broadcasted on our 8.3 World Channel. They also distribute a weekly review episode to PBS World for national distribution. To expand on these topics to cover a national viewpoint, our partnerships with PBS NewsHour and Indian Country Today became critical to localizing national discussions. PBS NewsHour West, the West Coast Bureau for PBS NewsHour, highlights stories specifically impacting the western region of the United States. At the same time, Indian Country Today is a media organization focusing on the issues affecting Indigenous people nationwide. In addition, ICT produces a daily newscast from the AZPBS studios in Phoenix that is broadcasted on our 8.3 World Channel. They also distribute a weekly review episode to PBS World for national distribution.

4.3 Program Content in Other Languages

Jump to question: 4.3

Do you provide program content in languages other than English? If so, please list your services in this area

Arizona PBS, in partnership with Educational Outreach, continues to air Bright-by-Text PSAs in Spanish and is continuing to produce additional Spanish-language PSAs focusing on early childhood oral and dental health. Underwriting is also working with a utility underwriter that does water and electrical safety messages in English and Spanish. In FY23, KAET launched Conexión, which is a monthly newsletter to KAET latino community, a new way to connect with important news stories, learning resources, kids programming, and other fun opportunities. From this KAET plans to drive more new content for our latino community. As well, we continue to provide closed captioning services on programing channels in Spanish and English. With our continued expansion into the Navajo nation, we are looking to grow on captioning services to Navajo.

4.4 Governance Structure

Jump to question: 4.4

Please describe your station's governance structure. Please include information about your station's Board of Directors, Advisory Boards or Panels, Community Boards or Panels, and the Committee Structure under each of these entities.

Your response should include but is not limited to:

What are the direct and indirect reporting relationships?

What committees are active and what is their function?

Does your Board have an Audit and Finance Committee?

What are the roles and responsibilities of these Boards, Panels and/or Committees? Etc.

KAET's noncommercial FCC license is held by the Arizona Board of Regents (ABOR) which governs Arizona's three state universities

including Arizona State University. Administration of the station falls within the responsibilities of the Arizona State University (ASU) Cronkite School of Journalism and Mass Communication. The General Manager of KAET reports to the ASU Vice Provost of the Walter Cronkite School of Journalism and Mass Communication who in turn reports directly to the President of Arizona State University. Monitoring of the station's financial activities is performed by an internal ASU audit staff as well as an annual audit by an independent CPA firm. Contributions to KAET are deposited with the Arizona State University Foundation. KAET's cash and Investment accounts are managed by the ASU Foundation. Community Input is provided through a Community Advisory Board; a diverse group of approximately 20 community leaders. The community Advisory Board was disbanded in FY23 due to the change in leadership within KAET and the Cronkite School. Plans for another Community Advisory Board are still in place once a new General Manager is appointed in FY24. The General Manager annually and periodically submits updated operational and financial plans to the ASU Vice Provost of the Cronkite School for approval. As approved the General Manager is responsible for executing and administering the plan. Weekly meetings are held between the VP and GM to monitor the progress of the plan. A number of dotted line reporting relationships exist between KAET and Arizona State University. Financial reporting is coordinated between the KAET Accounting once and the ASU Office of Administration and Finance. KAET Human Resources are coordinated with ASU HR and the HR manager in the Cronkite School at ASU. The KAET Development staff coordinates with the ASU Foundation and KAET Engineering coordinates with the ASU Purchasing Department and University Technology Office (UTO). In FY24, the structure of KAET management system and reporting changed, and will include the changes during that reporting period. KAET was moved from The Walter Cronkite School of Journalism and Mass Communication to ASU Media Enterprise, which is under the umbrella of Executive Administration.

4.5 Community Outreach

Jump to question: 4.5

CPB is interested in learning more about stations' significant activities planned for the upcoming year - both broadcast and beyond broadcast. What types of on-air programs and off-air activities are you planning in the upcoming year that will connect your station more closely with your community? What goals are you setting in conjunction with these initiatives, and how will you measure your success?

Arizona PBS continues work aligned to the 3-year strategic plan, emphasizing the importance of localizing Arizona PBS services for rural, urban, suburban, tribal, ethnically and gender diverse communities. The deeper connections with its audiences and partners have provided more authentic engagement with content across multiple platforms. Our team continues to diversify revenue sources and build a more innovative, diverse and agile culture in order to stay ahead of technological advances. At end of year 2, Arizona PBS has made strides in connecting with Arizona residents. We have grown our direct relationship with over 400,000 Arizonans, with the goal of 500,000 by end of year 3 well in reach. In addition, Arizona PBS continues its partnership with multiple different departments throughout the university to provide new learning experiences for every student on campus. With the introduction on partnerships with Center for Future of Arizona, School of Civic and Economic Thought and Leadership, and our continued partnership with the Walter Cronkite School of Journalism and Mass Communication. AZ-PBS continues to be a learning media hub for ASU and will continue to expand the partnership in the oncoming years.

Comments

Question Comment

No Comments for this section

5.1 Journalists

Jump to question: 5.1

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

5.1 Journalists

Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific
News Director	1	0	0	1	0	0	1		
Assistant News Director									
Managing Editor									
Senior Editor									
Editor	0	1	0	1	0	0	1		
Executive Producer	3	1	0	1	3	2			
Senior Producer	0								
Producer	2	1			3	1			
Associate Producer									
Reporter/Producer									
Host/Reporter									
Reporter									
Beat Reporter									
Anchor/Reporter									
Anchor/Host		1		1					
Videographer	2			2					
Video Editor									
Other positions not already accounted for									
Total	8	4	0	6	6	3	2	0	0

Comments

Question Comment

No Comments for this section

6.1 Which Content Management System (CMS) is your station using?

Jump to question: 6.1

CMS is a platform that facilitates creating, editing, organizing, publishing web and mobile content.

6.1 Which Content Management System (CMS) is your station using?

Jump to question: 6.1

Check all that apply

- Grove
- Bento
- WordPress
- Drupal
- None

6.1 Which Content Management System (CMS) is your station using?

Jump to question: [6.1](#)

Other

6.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: [6.2](#)

CRM is a platform for planning and tracking direct marketing and fundraising programs and lead campaigns; managing and tracking communications with prospective and current donors/members; and serves as a database for storing user, donor and/or member data to build profiles.

6.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: [6.2](#)

Check all that apply

- CDP
- Salesforce
- Blackbaud
- Carl Bloom
- Roi Solutions
- Adobe
- Allegiance
- None

6.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: [6.2](#)

Other

6.3 Which Email Service Provider (ESP) is your station using?

Jump to question: [6.3](#)

ESP is a platform that provides services and templates for developing, launching, tracking email campaigns and email marketing activities.

6.3 Which Email Service Provider (ESP) is your station using?

Jump to question: [6.3](#)

Check all that apply

- Mailchimp
- Constant Contact
- GoDaddy
- SendGrid
- None

6.3 Which Email Service Provider (ESP) is your station using?

Jump to question: [6.3](#)

Other

6.4 Which Marketing Automation Platform is your station using?

Jump to question: [6.4](#)

Marketing Automation Platform is a platform to automate marketing actions or tasks, streamline marketing workflows, and measure the outcomes of marketing campaigns. These tools provide a central marketing database for all marketing information and interactions, create segmented, personalized, and timely marketing experiences for donors and members. They also provide automation features across multiple aspects of marketing including email, social media, lead generation, direct mail, digital advertising, and more.

6.4 Which Marketing Automation Platform is your station using?

Jump to question: [6.4](#)

Check all that apply

- Mailchimp Marketing Platform
- Hubspot Marketing Hub
- Adobe
- None

6.4 Which Marketing Automation Platform is your station using?

Jump to question: [6.4](#)

Other

Comments

Question Comment

No Comments for this section

7.1 Did your station have the capability to relay CAP messages from IPAWS in FY{{FY}}?

Jump to question: [7.1](#)

- Yes
- No

7.1 Did your station have the capability to relay CAP messages from IPAWS in FY{{FY}}?

Jump to question: [7.1](#)

If no, why not?

7.2 How many CAP messages did your station release in FY{{FY}}? (Available from CAP log from your encoder(s))

Jump to question: [7.2](#)

7.3 Is your station compliant with the new FCC rules for EAS encoder systems that went into effect December 12, {{FY}}? <https://www.fcc.gov/fcc-sets-dates-improved-emergency-alert-system-messages>

Jump to question: [7.3](#)

Yes

No

7.3 Is your station compliant with the new FCC rules for EAS encoder systems that went into effect December 12, {{FY}}? <https://www.fcc.gov/fcc-sets-dates-improved-emergency-alert-system-messages> Jump to question:

If no, why not?

7.4 Please describe your internal policy and threshold for pass-through of EAS messages, including how your system checks for CAP-compliant alerts. Jump to question:

Because we serve so many portions of Arizona and can't target messages that are only applicable to certain areas, we only carry the FCC required alerts (RMT, RWT, National) and block all other EAS messages. We submitted a request under the FEMA grant program to allow us to send "targeted EAS" messages to translators being fed by an IP feed. If this grant is approved and the project is complete, then we will revisit what EAS messages we carry.

7.5 Please describe the relationship between your station and local emergency management agency. Jump to question:

We are on the Statewide EAS e-mail list and know the 2 statewide chairs of the group.

7.6 Are you currently able to measure the number of individuals with Access and Functional Needs* (AFN) in your broadcast coverage area? Jump to question:

Yes

No

7.6 Are you currently able to measure the number of individuals with Access and Functional Needs* (AFN) in your broadcast coverage area? Jump to question:

If Yes Please list the source(s) from which you obtain data on the AFN individuals in your coverage area:

7.7 Are you currently able to reach the AFN community in your coverage area with your emergency alerting broadcast technology(ies)? (Yes -- we can reach most AFN individuals; Somewhat -- we can reach some AFN individuals but not all; No -- we are unable to reach AFN individuals; Unsure -- we do not have enough data to know) Jump to question:

Yes

No

Somewhat

Unsure

7.7 Are you currently able to reach the AFN community in your coverage area with your emergency alerting broadcast technology(ies)? (Yes -- we can reach most AFN individuals; Somewhat -- we can reach some AFN individuals but not all; No -- we are unable to reach AFN individuals; Unsure -- we do not have enough data to know) Jump to question:

(Optional) What barriers are preventing you from better reaching your AFN communities with emergency alerts?

7.8 For each transmitter, please list the make, model, current firmware version, location (specify studio, transmitter site, or other location), and internet connectivity of your EAS equipment. If you have more transmitters to add, please press the TAB button while on the last row. Jump to question:

	Call letters	Location	Model	Firmware Version	Make	Connected
1	KAET	Phoenix	Digital Endec	96-00	Sage	Yes
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						

20	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
21	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
22	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
23	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
24	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
25	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
26	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
27	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
28	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
29	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
30	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
31	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
32	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
33	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
34	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
35	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
36	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
37	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
38	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
39	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
40	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
41	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
42	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
43	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
44	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
45	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
46	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
47	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
48	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
49	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
50	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Comments

Question

Comment

No Comments for this section