

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							0
Officials - 1000 - Joint							0
Managers - 2000 - TV Only		1			5		6
Managers - 2000 - Joint							0
Professionals - 3000 - TV Only	3	5		2	8	1	19
Professionals - 3000 - Joint							0
Technicians - 4000 - TV Only							0
Technicians - 4000 - Joint							0
Sales Workers - 4500 - TV Only					1		1
Sales Workers - 4500 - Joint					0		0
Office and Clerical - 5100 - TV Only	1	2		1	3		7
Office and Clerical - 5100 - Joint							0
Craftspersons (Skilled) - 5200 - TV Only							0
Craftspersons (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	4	8	0	3	17	1	33

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					1		1
Officials - 1000 - Joint							0
Managers - 2000 - TV Only		1			6		7
Managers - 2000 - Joint							0
Professionals - 3000 - TV Only		1			7	1	9
Professionals - 3000 - Joint							0
Technicians - 4000 - TV Only		2			3		5
Technicians - 4000 - Joint							0
Sales Workers - 4500 - TV Only					2		2
Sales Workers - 4500 - Joint		0					0
Office and Clerical - 5100 - TV Only		1		0			1
Office and Clerical - 5100 - Joint							0

Craftspersons (Skilled) - 5200 - TV Only	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Craftspersons (Skilled) - 5200 - Joint	<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 - TV Only	<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 - Joint	<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 - TV Only	<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 - Joint	<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 - TV Only	<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 - Joint	<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="5"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="19"/>	<input type="text" value="1"/>	<input type="text" value="25"/>

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

Major Job Category / Job Code

Officials - 1000 - TV Only

Officials - 1000 - Joint

Managers - 2000 - TV Only

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

Persons with Disabilities

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 White, Non-Hispanic Female

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	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>
Male Major Programming Decision Makers	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="0"/>	<input type="text" value="4"/>
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="4"/>	<input type="text" value="0"/>	<input type="text" value="5"/>

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" value="2"/>	<input type="text"/>	<input type="text" value="2"/>
Professionals - 3000	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
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" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<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="1"/>	<input type="text" value="0"/>	<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	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" value="0"/>	<input type="text" value="0"/>
Professionals - 3000	<input type="text"/>	<input type="text"/>	<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"/>	<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"/>	<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="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="2"/>

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" value="0"/>
Managers - 2000	<input type="text" value="1"/>
Professionals - 3000	<input type="text" value="1"/>
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="2"/>

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				1	1
Managers - 2000	1	1		1	3
Professionals - 3000	3	1			4
Technicians - 4000			0		0
Sales Workers - 4500				1	1
Office / Service Workers - 5100-5500		1			1
Total	4	3	0	3	10

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

53

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	\$ 275,400	1
Chief Executive Officer - Joint		\$	
<u>Chief Operations Officer</u> - TV Only		\$ 0	0
Chief Operations Officer - Joint		\$	
<u>Chief Financial Officer</u> - TV Only	1.00	\$ 131,000	2
Chief Financial Officer - Joint		\$	
<u>Chief Digital Media Operations</u> - TV Only	1.00	\$ 126,000	1
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	\$ 127,900	2
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	\$ 59,200	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="83,769"/>	<input type="text" value="6"/>
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="54,003"/>	<input type="text" value="5"/>
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="67,450"/>	<input type="text" value="5"/>
<u>Digital Content Director</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="73,570"/>	<input type="text" value="10"/>
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: [2.3](#) ▼

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

2.4 Development and Fundraising

Jump to question: [2.4](#) ▼

<u>Development, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="150,000"/>	<input type="text" value="1"/>
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="111,200"/>	<input type="text" value="13"/>
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"/>	<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="105,520"/>	<input type="text" value="28"/>
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: [2.4](#) ▼

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

2.5 Underwriting and Grant Solicitation

Jump to question: [2.5](#) ▼

<u>Underwriting, Chief</u> - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="104,736"/>	<input type="text" value="5"/>
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: [2.5](#) ▼

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

2.6 Broadcast Engineering and Information Technology

Jump to question: [2.6](#) ▼

<u>Operations and Engineering, Chief</u> - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
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="107,731"/>	<input type="text" value="14"/>
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="78,263"/>	<input type="text" value="33"/>
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="97,135"/>	<input type="text" value="34"/>
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="120,000"/>	<input type="text" value="17"/>
Announcer / On-Air Talent - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Reporter - TV Only	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
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="74,503"/>	<input type="text" value="12"/>
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="119,538"/>	<input type="text" value="24"/>
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="66,300"/>	<input type="text" value="1"/>
Parent / Pre-School Coordinator - TV Only	<input type="text" value="6.00"/>	\$ <input type="text" value="54,102"/>	<input type="text" value="7"/>
Volunteer Coordinator - TV Only	<input type="text" value="1.00"/>	\$ <input type="text" value="66,260"/>	<input type="text" value="7"/>
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="59,490"/>	<input type="text" value="5"/>
Events Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Section 2. Average Salary Totals	<input type="text" value="32.00"/>	<input type="text" value="2,313,070"/>	<input type="text" value="234"/>

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 but will

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 MembersJump 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.

This year, Arizona PBS has been deeply engaged in outreach and educational activities supporting unserved and underserved audiences across the state. Our station provided over 1,075 professional development experiences, family math workshops, camps, and community events, reaching more than 55,570 educators, caregivers, parents, and children. Through our scholarship and registry program, funded by First Things First and expanded in partnership with the Arizona Department of Economic Security (DES), we supported 1,243 early childhood educators by awarding 5,780 scholarships covering tuition, books, and fees—removing financial barriers for those pursuing higher education. Additionally, our literacy initiatives, such as Super Why Reading Camps and Ready To Learn (RTL) family literacy workshops, empowered parents and children in communities with lower literacy rates, increasing engagement and confidence in early reading skills. In collaboration with the Delta Dental Foundation of Arizona, we also promoted oral health through PSAs and local events offering free dental screenings and fluoride varnishes to families with limited access to dental care. Additionally, Blue Cross Blue Shield Foundation supported family and educator workshops providing parenting and mental health strategies. The response from the community has been overwhelmingly positive, with participants expressing appreciation for accessible, high-quality resources that support early childhood education and family well-being. Through these initiatives, Arizona PBS continues to bridge gaps in access to education and essential services, fostering lasting impact across Arizona's underserved communities.

4.2 Production Activity Jump to question: 4.2 ▼

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

Arizona PBS original productions included the continuation and expansion of its Emmy-award winning digital series Black in Arizona to a one-hour broadcast special. The digital episode Being Black in AZ also received a 2024 Rocky Mountain Regional Emmy nomination in the Diversity, Equity, and Inclusion Long Form Content category. Black in Arizona was also incorporated into PBS Learning Media curriculum with support materials for teachers and students. The weekly original public affairs program Horizonte examined issues of particular interest to the state's Hispanic community. Host Catherine Anaya interviewed experts on subjects including public policy, education, as well as arts and culture. Horizonte airs on Saturdays at 6 p.m. following PBS News Hour Weekend and is also available on YouTube and the station's website. PBS News Hour West, the West Coast Bureau for PBS News Hour, highlights stories specifically impacting the western region of the United States. Arizona PBS' daily public affairs program Arizona Horizon explores topics including state politics, consumer affairs, the environment, business, health concerns, and social and legal issues that impact residents across the state. The program airs every weekday at 5 and 10pm and streams on YouTube and Facebook. Indian Country Today is a media organization focusing on the issues affecting Indigenous people nationwide. ICT produces a daily newscast that is broadcast on our 8.3 World Channel.

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 provided Spanish language early childhood education coaching, family+math workshops and digital resources, as well as parenting and mental health workshop series for families and teachers. Online professional development from Sesame Workshop and national PBS is provided to AZ educators in Spanish. Additionally, Bright By Text on-air and parent messaging is available in English and Spanish. Lastly, our Healthy Smile Learning microsite in partnership with Delta Dental Foundation provides Spanish language resources for the classroom.

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 under ASU Media Enterprise, a collection of broadcast, digital, podcast, and project formats that focus on science, technology, innovation, the arts, and social change. The General Manager of KAET reports to the Managing Director of ASU Media Enterprise, 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. KAET did not have a formal advisory board in place during the period, but expects to have the Advisory Council in place by mid-2025. The General Manager annually and periodically submits updated operational and financial plans to the Managing Director of ASU Media Enterprise for approval. As approved, the General Manager is responsible for executing and administering the plan. Weekly meetings are held

between the Managing Director and GM to monitor the progress of the plan, and monthly financial reviews are held between KAET management staff, ASU Media Enterprise leadership, and ASU Executive Administration. KAET Human Resources are coordinated with ASU Executive Administration and other ASU HR departments. The KAET Development staff coordinates with the ASU Foundation and KAET Engineering coordinates with the ASU Purchasing Department and University Technology Office (UTO).

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/KAET hired a new senior director of content at the end of the period in order to expand its content offering to more people via more platforms, including digital and podcast offerings. The development of a full content strategy and plan to implement and will occur in FY25. A key element of the plan will be to engage various communities and co-creation partners, moving beyond programming to an audience to including the audience in what we make and how we make it. This will lead to the elevation of authentic voices telling their own stories and prioritizing what's most important to them. Not only will this help us connect better with the many various communities within our coverage area, but also will present opportunities to develop new skills within the communities served and create career paths forward in some cases. Goal-setting will be part of the development of the strategy and action plan and will look at reaching more people with a multi-platform approach in a way that can be measured while increasing the amount of programming and accessible content that is co-created with community members.

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			1			1			
Assistant News Director										
Managing Editor										
Senior Editor										
Editor										
Executive Producer	4		2	2	4	1				
Senior Producer	0									
Producer	2	1		0	3	1				
Associate Producer	0									
Reporter/Producer										
Host/Reporter		1	3	3	1	1	1			
Reporter			0							
Beat Reporter			0							
Anchor/Reporter										
Anchor/Host										
Videographer	2		5	7		1				
Video Editor			1	1			1			
Other positions not already accounted for										
Total	9	2	11	14	8	4	3	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-compliant EAS alerts during your station's FY{{FY}}?

Jump to question: 7.1 ▼

Yes

No

☒☐

7.1 Did your station have the capability to relay CAP-compliant EAS alerts during your station's FY{{FY}}?

Jump to question: 7.1 ▼

If no, why not?

7.2 Please consult your EAS equipment log and enter the number of alerts during your station's FY{{FY}}. Include all required tests.

Jump to question: 7.2 ▼

Number of alerts received from the Emergency Alert System (EAS):

624

Number of EAS alerts relayed over the air:

52

7.3 Please select your internal procedure for relaying the following categories of EAS events that occurred during your station's FY{{FY}} (examples in parentheses). If your policy varies by Event Code, please select "Varies/No policy" and provide further explanation.

Jump to question: 7.3 ▼

National alerts and tests (EAN, NPT, RMT, RWT)

Automatic relay

Non-Weather civil alerts (CAE, CDW, CEM, LAE, LEW, TOE)

Log only

Non-Weather environment alerts (AVW, EQW, FRW, HMW, NUW, RHW)
Non-Weather imminent danger alerts (EVI, SPW)
Weather alerts (BZW, DSW, FFW, FLW, SVR, TOA, TOR, WSW)

Log only
Log only
Log only

7.3 Please select your internal procedure for relaying the following categories of EAS events that occurred during your station's FY{{FY}} (examples in parentheses). If your policy varies by Event Code, please select "Varies/No policy" and provide further explanation.

Jump to question: 7.3

Further explanation (Optional)

Due to the fact that our system of translators covers much of the State of Arizona, we currently ONLY pass through FCC Required EAS messages. Otherwise, we would send false messages to parts of the state that are not applicable to the alert. We have submitted a CPB/FEMA grant request to solve this problem and target EAS messages to the parts of the state they are applicable to. If we receive this grant, we would probably change the above policy

7.4 Please describe the relationship between your station and local emergency management agency that occurred during your station's FY{{FY}}.

Jump to question: 7.4

Statewide EAS e-mail list and know the 2 statewide chairs of the group. We have also reached out the National Weather Service to investigate implementing Partial County Alerting (PCA) throughout Arizona to allow us to further target EAS messages.

7.5 For your primary transmitter only, please list the make and model of your EAS equipment as of the end of the {{FY}} calendar year.

Jump to question: 7.5

- Stations may have to list this info for separate transmitters
- Below is what your station entered last year, please review and make necessary edits

	Call letters	Model	Make
1	KAET	Digital Endec	Sage
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
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28			
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31			
32			
33			
34			
35			
36			
37			
38			
39			
40			

41	<input type="text"/>	<input type="text"/>	<input type="text"/>
42	<input type="text"/>	<input type="text"/>	<input type="text"/>
43	<input type="text"/>	<input type="text"/>	<input type="text"/>
44	<input type="text"/>	<input type="text"/>	<input type="text"/>
45	<input type="text"/>	<input type="text"/>	<input type="text"/>
46	<input type="text"/>	<input type="text"/>	<input type="text"/>
47	<input type="text"/>	<input type="text"/>	<input type="text"/>
48	<input type="text"/>	<input type="text"/>	<input type="text"/>
49	<input type="text"/>	<input type="text"/>	<input type="text"/>
50	<input type="text"/>	<input type="text"/>	<input type="text"/>

7.6 (For State Networks, Duopolies, multiple transmitters) Does your station have separate EAS equipment located at each additional transmitter site allowing for geo-targeted, locally-relevant alerts as of the end of {{FY}} calendar year?

Jump to question: 7.6 ▼

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
N/A	<input checked="" type="checkbox"/>

Comments

Question	Comment
Does your station have separate EAS equipment located at each additional transmitter site as of the end of calendar year? - N/A	if we get the CPB/FEMA grant, then we would be adding additional EAS equipment to allow for geo-targeted alerts