

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2020 - May 31, 2021

Stations Included in Report: KASW-TV, KNXV-TV

I. List of Recruitment Sources
 (including the number of interviewees referred during the reporting period)
 * An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				28
C2	Internal Candidate / WorkLife				24
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			34
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		117
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	7
C130	Face-to-face Networking				4
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		23
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	4
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C941	Maricopa Workforce Connections-East Valley One-Stop Career Center (Gilbert Career Center) - Dennis Cleveland - 735 North Gilbert Road, Suite #134 (clevelandd@mail.maricopa.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C942	AARP Arizona - - 16165 N 83rd Ave (aazarp.@aarp.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C943	Advocates for the Disabled - - 5060 N 19th Ave Ste 306 (afdagency@advocatesforthe-disabled.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C944	Anti-Defamation League - - 1 East Camelback Road #670 (arizona@adl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C945	Arizona Center for the Blind and Visually Impaired - Frank Vance (Director of Rehabilitation Services) - 3100 East Roosevelt Street (fvance@acbvi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C946	Arizona Chapter Paralyzed Veterans of America - - 5015 N 7th Ave (azpv@azpva.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C947	Arizona Foundation for Women - - 2828 N Central Ave Ste 1200 (afw@azfoundationforwomen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C948	Arizona Hispanic Chamber of Commerce - - 255 E Osborn, Suite 201 (christianf@azhcc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C949	Arizona Opportunities Industrialization Center - Denise Mendoza - 39 East Jackson Street (denise.mendoza@azoic.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C950	Arizona Rehabilitation Services Administration - Tina Bone - 515 North 51st Avenue, Suite #250 (tbone@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C951	Arizona Women's Education and Employment - - 640 N 1st Ave (karenbeckford@awee.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C952	Arizona Workforce Connection DES - Employment Office - Manual Dallago - 4635 South Central Avenue (mariavelasquez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C953	Asian Chamber of Commerce - - 7217 N 6th Way (asiansun@aol.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C954	Catholic Charities Community Services - Bob Brown - 1825 W Northern Avenue (cmascaro@cc-az.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C955	Central Arizona Shelter Services - - 230 S 12th Avenue (ddemers@cass-az.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C956	Chicanos Por La Causa, Inc - Edmundo Hidalgo - 3150 N 35th Ave, Suite 5 (eloise.enriquez@cpclc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C957	City of Phoenix Housing Department - Kim Doreny - 251 W Washington (molly.weiss@phoenix.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C958	Cochise County Workforce Development - John Bloomquist - 163 North Dodson Road (jbloomquist@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C959	Council on American-Islamic Relations (CAIR) - Ana Hlayhel - 1071 Alma School Rd (tamattullah@cair.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C960	Department of Economic Security: Arizona Industries for Rehabilitation Services (formerly Arizona Industries for the Blind) - - 4620 N 16th Street (nfooster@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C961	DES Mesa - - 163 North Dobson Road (jbloomquist@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C962	DES Unemployment Service - - 4732 S Central Ave (sberroth@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C963	DES Unemployment Service - Phoenix, AZ 85020 - 9801 N 7th St (jfreeman@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C964	DES Unemployment Service - Phoenix, AZ 85037 - 1840 N 95th Ave, Ste 160 (mariavelasquez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C965	DES Unemployment Service (Phoenix) - Burnis Ingram (Veterans Representative) - 1840 North 95th Avenue, Suite #160 (bengram@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C966	DK Advocates - Mei Lin Gonzales (Program Director) - 2106 North 24th Street (mgonzales@dkajobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C967	Family Service Agency: Employment & Educational Support Services - Sorrel Bowman-Rodgers - 2400 N Central Ave (julie@fsaphoenix.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C968	Focus Employment Services - - 2345 E Thomas Road, Suite 412 (kareng@msn.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C969	Friendly House - Raul Espericueta - 802 S 1st Ave (luise@friendlyhouse.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C970	Gila River Indian Community (Sacaton) - Lana Chanda (Director) - 192 South Skill Center Road, Suite #208, P.O. Box 97 (lana.chanda@gric.nsn.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C971	Goodwill Career Resource Center - - 7700 East Roosevelt (mdecker@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C972	Goodwill Industries of Southern Arizona - Dennis Godbolt - 39 East Jackson Street (dennis@azoic.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C973	Graham County Workforce Development - Ruby Ramos - 518 South Third Street (ramos.ruby@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C974	Helping Hands for Single Moms - Joanne Grady - PO Box 7737 (chris@helpingsinglemoms.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C975	Homeward Bound - - 2302 W Colter Street (m.pitts@hbphx.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C976	House of Refuge - Nancy Marion - 6935 E Williams Field Road (cherylann@houseofrefuge.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C977	Labor's Community Service Agency - Kevin Murphy - 3117 N 16th Street, Suite 100 (tania@lcsa.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C978	Maricopa County Division of Human Services (Maricopa Workforce Connections) - Kevin Berry - 1840 North 95th Ave (escamillas@mail.maricopa.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C979	Maricopa Workforce Connections-East Valley One- Stop Career Center - Diana Diaz - 735 North Gilbert Road (Maricopaworkforceconnection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C980	Maricopa Workforce Connections-East Valley One- Stop Career Center (Gilbert Career Center) - - 735 N. Gilbert Road, Suite #134 (fieldry@mail.maricopa.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C981	Maricopa Workforce Connections-East Valley One- Stop Career Center (Gilbert Career Center) - Dale Groen (Veterans Representative) - 735 North Gilbert Road, Suite #134 (dale.groen@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C982	Maricopa Workforce Connections-East Valley One- Stop Career Center (Gilbert Career Center) - Dondi Green (Veterans Representative) - 735 North Gilbert Road, Suite #134 (dgreen2@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C983	Maricopa Workforce Connections-West Valley One- Stop Career Center - Nancy Lee - 1840 N 95th Avenue (maricopaworkforceconnection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C984	Maricopa Workforce Connections-West Valley One- Stop Career Center (Phoenix) - Joel O'Conner (Veterans Representative) - 1840 North 95th Avenue, Suite 160 (joconnor@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C985	Maricopa Workforce Connections-West Valley One- Stop Career Center (Phoenix) - Steven Berroth (Veterans Representative) - 1840 North 95th Avenue, Suite #160 (sberroth@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C986	Maricopa Workforce Connections-West Valley One- Stop Career Center (Phoenix) - Tracey Maroney (Business Representative) - 1840 North 95th Avenue (maroney@mail.maricopa.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C987	NAACP - Maricopa County - Rev Oscar Tillman - 1818 South 16th St PO Box 20883 (johntreadwell@qwest.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C988	Native American Connections - Diana Yazzie-Devine - 4520 N Central Ave, (info@nativeconnections.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C989	One Stop System, Hopi Tribe - General Workforce/Job Center Contact Email - 2328 W. Guadalupe Rd. Bldg 1 (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C990	One Stop System, Hualapai Tribe - General Workforce/Job Center Contact Email - 4620 N. 16th Street Suite B-16 (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C991	One Stop System, Quechan Indian Tribe - General Workforce/Job Center Contact Email - 4150 W. Peoria Suite 125 (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C992	One Stop System, Salt River Pima-Maricopa Indian Community (Rehabilitation Services Administration) - General Workforce/Job Center Contact Email - 4622 West Indian School Road , Suite D12 (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C993	One Stop System, San Carlos Apache Tribe - General Workforce/Job Center Contact Email - 4411 S. 40th Street Suite D-12 (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C994	One Stop System, Tohono O'odham Nation - General Workforce/Job Center Contact Email - 10900 N. Scottsdale Road Suite 401 (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C995	One Stop System, White Mountain Apache Tribe - General Workforce/Job Center Contact Email - 11526 W. Bell Road (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C996	Paradise Valley Community College - Career Services - 18401 N 32nd St (career.services@paradisvalley.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C997	Phoenix Indian Center, Inc - Karen Thorne - 4520 N Central Ave (debrat@phxndcenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C998	Phoenix Job Corps - Alvin Ford - 518 S 3rd St (azjobcorps@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C999	Phoenix Workforce Connection Center- North - General Workforce/Job Center Contact Email - 11518 E. Apache Trail Suites 110-111 (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1000	Phoenix Workforce Connection Center- North - General Workforce/Job Center Contact Email - 1155 North Arizona Blvd. (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1001	Phoenix Workforce Connection One-Stop Career Center - North (Phoenix) - Gary Phillips (Veterans Representative) - 9801 North 7th Street (gphillips@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1002	Phoenix Workforce Connection One-Stop Career Center - North (Phoenix) - John Freeman (Veterans Representative) - 9801 North 7th Street (jfreeman@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1003	Phoenix Workforce Connection One-Stop Career Center - West - - 3406 North 51st Avenue (jprzystup@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1004	Phoenix Workforce Connection One-Stop Career Center - West (Phoenix) - - 3406 North 51st Avenue (cmelton@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1005	Phoenix Workforce Connection One-Stop Career Center - West (Phoenix) - David Lisco (Veterans Representative) - 3406 North 51st Avenue (dlisco@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1006	Phoenix Workforce Connection One-Stop Career Center - West (Phoenix) - David Lisco (Veterans Representative) - 3406 North 51st Avenue (dlisco@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1007	Save the Family - Tim Lidster - 450 W 4th Place (juliec@savethefamily.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1008	Southwest Autism Research and Resource Center - Kathleen Hand - 300 North 18th Street (khand@autismcenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1009	Spectrum College Transition - Max McFadden (Administrative Assistant) - 9659 N. Hayden Rd. (maxmcfadden@gatewayacademy.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1010	St Joseph the Worker - Amy Caffarello - 1125 W Jackson St (Ineldon@sjwjjobs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1011	Tetra Services - Nichole Walla - 2222 N. 24th St. (nwalla@tetraservices.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1012	The Beacon Group/Tetra Services - Linda Rusay - 2222 N 24th St (lrusay@beaongroup.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1013	U.S. Vets - Phoenix - John Scott II (Executive Director) - 804 East Jones Avenue (mtweedale@usvetsinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1014	US VETS Phoenix - - 804 E Jones Ave (bibriddwell@usvetsinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1015	Veteran Career Assistance Foundation - Jamie Lyons (Veterans Representative) - 339 West Mountain Sky Avenue (jlyons@azgfd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1016	Veterans Employment and Training Service (Rehabilitation Services Administration) - Michael Espinosa (DVET) - 1400 West Washington Street, Suite #123 (espinosa.michael@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1017	Vista Del Camino - Kathy Breen - 7700 East Roosevelt Street (kbreen@scottsdaleaz.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1018	Vista Del Camino Center - Kathy Kline (Director) - 10005 East Osborn (kathy.kline@srpmic-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1019	WHEAT - Tamera Zivic - 4000 N 7th Street, Suite 118 (tamera.zivic@HungerHurts.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	602 Communications/Graeme Newell	6839 Charter Hills Road Charlotte, NC 28277	Graeme Newell/Sandy Lizik slizik@602communications.com	704-543-1426	
L2	ABC Affiliate Marketing on Facebook	through Facebook - private page for all ABC affili			
L3	Ad 2 Phoenix	PO Box 10471 Phoenix, AZ 85064	Chris Bohnsack www.ad2phoenix.com/job_bank/pos tjob.php	602-999-1147	
L4	American Sportscasters Association	225 Broadway, Ste 2030 New York, NY	Louis Schwartz lschwa8918@aol.com	212-227-8080	
L5	American Women in Radio and TV			703-506-3290 703-606-3266 (fax)	
L6	Andrew Finlayson (Smith Geiger)*		Andrew Finlayson Andrew@smithgeiger	818-430-9562	
L7	Arizona Broadcaster Association (ABA)	2302 N. 3rd Street Phoenix, AZ 85004	Art Brooks www.azbroadcasters.org	602-252-4833	
L8	Arizona DES (Central Job Service - National Job Line DES)*	438 W Adams Phoenix, AZ	Wallin Gustin, Arizona Workforce Connection wgustin@asdes.gov	844.711.9242	
L9	Arizona Latino Media (ASU NAHJ Chapter)	Phoenix, AZ	Anita Luera azlatinomedia@gmail.com	602-496-5477	
L10	Arizona OIC/ROMP (Reaching Out for Minority Personnel)	39 E. Jackson Phoenix, AZ	Janet Shines janet@azoi.org	602-254-5081	
L11	Arizona Women's Education & Employment	620 N 1st Avenue Phoenix, AZ	Deb Long aweecenter@aweec.org / info@aweec.org	602-371-1216	
L12	B-roll.net		www.b-roll.net/jobs		
L13	Chicanos Por La Causa*	1112 E. Buckeye Phoenix, AZ	Terrance "Dee" Pinkston terrance.pinkston@cplc.org	480-414-1945	
L14	Cronkite School of Journalism (ASU)	Phoenix, AZ	Mike Wong mike.wong@asu.edu	602-527-0820	1
L15	DeVry Technical Institute	2149 W Dunlap Phoenix, AZ 85021	Diana Navarro dnavarro@devry.edu		
L16	Family Service Agency (Displaced Homemakers)	1530 E. Flower Phoenix, AZ	Kim Guerrero kim.guerrero@fsaphoenix.org	602-252-0918/60 2-264-9891	
L17	Governor's Office of Equal Opportunity	1700 W. Washington, Ste 156 Phoenix, AZ	Wendy Greyeyes	602-542-3711	
L18	Ken Lindner & Associates	2049 Centruy Park East, Ste 3050 Los Angeles, CA 90067	Karen LaVelle	310-277-9223 ex 226	
L19	LDSjobs.org*	LDS Job Placement 4333 N. Central Phoenix, AZ 85012	Elder Brodt/LDS Employment Resource Services www.LDSjobs.org	602-241-9444	
L20	Life Development Institute	18001 N 79th Ave E-71 Glendale, AZ 85308	Chester Hamore Chaymore@discoverldi.com discoverldi.com	(623) 773-2774	
L21	Mediabizjobs.com		www.medabizjobs.com		
L22	MediaRecruiter.com	9457 So. University Blvd. #303 Highlands Ranch, CO 80126	Art Scott art.scott@mediarecruiter.com www.MediaRecruiter.com	303-400-5150	
L23	NAACP of Phoenix	1818 S. 16th Street Phoenix, AZ 85034-0530	Carol Black carole56@yahoo.com	602-252-4064	
L24	NASBA (National Alliance State Broadcaster Association)	2333 Wisconsin St, NE Albuquerque, NM 87110	careerpage.org	505-881-4444	
L25	National Academy of Television Arts & Science - Emmy Online (NATAS)	111 W 57th Street, Ste. 600 New York, NY 10019	Robert Lazo (Bob) rlazo@emmyonline.tv www.emmyonline.org		
L26	newscheckmedia.com		Phil Kirk classifieds@newscheckmedia.com	516-674-4914	
L27	NLGJA (National Gay Lesbian Journalist Association)	1420 K Street, NW Suite 910 Washington, DC 20005	Matthew Rose, Membership Coordinator mrose@nlgja.org	202-588-9888	
L28	NPPA (National Professional Photojournalists)	3200 Croasdale Dr. Ste 306 Durham, NC 27705	Sandy Huffaker sandy@sandyhuffakerir.com		
L29					
L30	Paradise Valley Community College	18401 N. 32nd Street Phoenix, AZ 85032	www.pvc.maricopa.edu/careerservi ces	602.787.7862	
L31	Phoenix Ad Club		president@aafmetrophenix.com www.aafmetrophenix.com		
L32	Greater Phoenix Urban League	1402 S. 7th Avenue Phoenix, AZ 85007	Gitika Pawar gpawar@gphxul.org gphxul.org	602-254-5611	
L33	Pollyspipeline.com		www.pollyspipeline.com		

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L34	ProductionHub, Inc.	801 Fairbanks Ave Winter Park, FL 92789	Tara Withrow classifieds@productionhub.com	877-629-4122	
L35	Project Hired - Hearing Impaired	1270 Franklin Mall Santa Clara, CA 95050	Jaclyn Shinn www.projecthired.org		
L36	Promax - BDA PROMOTION	2029 Century Park East, Ste 555 Los Angeles, CA 90067	Raven Murphy	310-788-7600	
L37	Radio Television Digital News Association (RTDNA)		http://email.production.membersuite.com		
L38	RBR & TVBR (TVBR.com)	P.O. Box 6633 Woodbridge, VA 22195	April McLynn amclynn@rbr.com www.rbr.com	703-490-3099/ mediaepaper1@t vbrepaper.com	
L39	Rick Gevers & Associates	PO Box 577 Zionsville, IN 46077	Rick Gevers	317-769-7900	
L40	Society of Broadcasters Engineers	8445 Keystone Crossing, Ste. 140 Indianapolis, IN 46240	Scott Jones kjones@sbe.org	317-846-9000	
L41	South Mountain User Association List Service (SUMA)		Ryan Steward	602-685-3045	
L42	Sun Devil Career Link (Arizona State University)	Tempe, AZ	Elaine Stover Elaine.stover@asu.edu www.asu.edu/career	480-965-9011 (or 480-965-5125 for Tempe campus)	
L43	TDGA.org (Traffic Directors Guild of America)	San Juan Capistrano, CA 92675	tdgaorg@gmail.com http://tdga.cox.net	949-429-7063	
L44	TV and Radio Jobs		www.tvandradijobs.com		
L45	TV Spy/Shoptalk	150 W. 22nd Street, 5th floor New York, NY 10011	jobs@tvspy.com		
L46	University of Arizona	University of Arizona Career Services	jobline@email.arizona.edu www.career.arizona.edu/?post		
L47	Arizona State University/Handshake	Phoenix, AZ	https://app.joinhandshake.com/		
L48	Medialine Talent	2515 Sparrow Crest Drive Katy, TX 77494	Paul Brewer and Mark Shilstoner jobs@medialinetalent.com	(913)-217-0685	
L50	Talent Dynamics	600 Las Colinas Blvd, Ste. 100 Irving, TX 75039	Julie Pumphrey pumphrey@talentdynamics.com talentdynamics.com	214-640-3180	
L51	Well Dunne! Talent	blog.welldunnetalent.com AZ	Kate Bacon Dunne kate@welldunnetalent.com welldunnetalent.com	602-288-9043	
L52	University of Arizona/Handshake	Tucson, AZ	https://app.joinhandshake.com/		
L53	Organizaton of Chinese Americans	7121 E. 1st Avenue Scottsdale, AZ 85251	Dorothy Wong ocanational.org	202-223-5500	
L54	Dina Evan, Ph.D.	14036 N. 14th Place Phoenix, AZ 85022	Dr. Dina Evan drdinaevan@cox.net drdinaevan.com	602.997.1200	
L55	A New Leaf	2245 W. Ella Street Suite B Mesa, AZ 85201	Tasha Reeves treeves@turnanewleaf.org	602.601.7214	
Total Number of Interviewees Referred:					260

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR023476]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C97 Start Date: 2020-10-12
Account Exec, Integrated [JR023991]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C97 Start Date: 2020-11-30
Account Exec, Integrated [JR024276]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C97 Start Date: 2021-01-11

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR024502]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C2396 Start Date: 2021-02-15
Account Exec, Integrated [JR024893]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C1 Start Date: 2021-04-26
Content Coord III [JR024388]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C134 Start Date: 2021-03-01

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Content Coord III [JR025134]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L8, L9, L10, L13, L14, L19, L23, L28, L32, L34, L40, L42, L47, L48, L50, L54, L55	Code Number: C2 Start Date: 2021-05-17
Exec Producer [JR023786]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C134 Start Date: 2020-11-09
Multimedia Journalist [JR024078]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C131 Start Date: 2020-12-14

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR024441]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C134 Start Date: 2021-04-05
Producer [JR024882]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C3 Start Date: 2021-04-05
Producer, Creative Services [JR023746]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C2 Start Date: 2020-12-01
Production Assistant [JR025252]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2021-05-18

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Programming Photographer III [JR023591]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C97 Start Date: 2020-09-14
Real-Time Editor [JR023880]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C97 Start Date: 2020-12-07
Sales Support Asst II [JR023717]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C2 Start Date: 2020-11-01

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sales Support Asst II [JR023958]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L8, L13, L23	Code Number: C97 Start Date: 2020-10-19
Sales Support Asst II [JR025199]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L7, L8, L9, L10, L13, L14, L19, L23, L28, L32, L34, L40, L42, L47, L50, L54, L55	Code Number: C1 Start Date: 2021-05-10
Spec, Ad Ops [JR023579]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C3 Start Date: 2020-08-24

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Specialty MMJ [JR024842]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C941, C942, C943, C944, C945, C946, C947, C948, C949, C950, C951, C952, C953, C954, C955, C956, C957, C958, C959, C960, C961, C962, C963, C964, C965, C966, C967, C968, C969, C970, C971, C972, C973, C974, C975, C976, C977, C978, C979, C980, C981, C982, C983, C984, C985, C986, C987, C988, C989, C990, C991, C992, C993, C994, C995, C996, C997, C998, C999, C1000, C1001, C1002, C1003, C1004, C1005, C1006, C1007, C1008, C1009, C1010, C1011, C1012, C1013, C1014, C1015, C1016, C1017, C1018, C1019, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L7, L8, L9, L10, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50, L54, L55	Code Number: C2 Start Date: 2021-05-31

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>May 13, 2021: HRBP attended Arizona State University's Virtual Job Fair. Interviewed eight candidates.</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>April 22, 2021: Our Production Supervisor joined our TA Partner, Emerging Talent at the Arizona State Chapter of the National Association of Hispanic Journalists to discuss career opportunities in Broadcast Media Production.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>KNXV/KASW Internship Program is offered to college juniors, seniors, and graduate students interested in a career in broadcasting. Students receive college credit for their participation in our 12-week program and are evaluated by the assigned department manager upon completion. The Internship Program provides students real-world experience and unique insight into newsroom operations. This includes learning alongside newsroom management, reporters, photographers, news producers, digital producers, and assignment desk editors. All KNXV/KASW interns are compensated for their time. During the reporting period we hosted two interns.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>ABC15 provides employees with continued training to enable them to acquire the skills necessary for advancement. Training initiatives during the period included: Online vocational training programs that offer required and voluntary courses. We have ongoing training on new equipment and cross-training in our Operations department to ensure our team members have the skills to operate new technology and learn other functions to offer them career advancement opportunities. During the reporting period we promoted a Studio Technician to a Director position.</p> <p>Three of our sales personnel have participated in a six-week long Scripps Sales Process Training. This is an intensive course and akin to a college course. Leadership training is provided to all employees on a quarterly basis during the reporting period.</p> <p>Leadership training is provided to all employees on a quarterly basis during the reporting period.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>We also offer an educational assistance program as we believe the pursuit of higher education allows our team members to continue to grow. During the reporting period we had five employees participate in this program.</p> <p>The company also offers the Scripps Growth Plan Program to those employees who are interested in their continued career growth.</p> <p>We have three participants (Executive Producer, Investigative Reporter, and Investigative Photographer) participating in Scripps Solutions Journalism Program. This program is designed to provide employees with opportunities to learn next level reporting to best serve our communities and increase their skills.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>January 15, 2021: Our Weekend Meteorologist spoke with two children being homeschooled. He discussed various weather phenomena and told them if they were interested in the sciences, and weather in particular, how to become a weather person in the media. He spoke of his own career trajectory.</p> <p>February 5, 2021: Our Weekend Meteorologist spoke with preschoolers at The Primrose Schools In North Scottsdale. During this visit, he spoke of various weather phenomena. He especially focused on getting those children interested in the sciences and talked about his own career path and how they might be able to have a similar path to work in media.</p> <p>April 16, 2021: Our Video Journalist joined Highland High School's Video Production class to speak about careers in media. She joined a class of Freshman and then a class of Seniors for this presentation.</p> <p>May 14, 2021: Our morning Meteorologist did a virtual school visit with fourth graders at Tavan Elementary in Phoenix. She spoke of weather and got the children excited about a career similar to hers, how she got there, and how broadcast media could be a possibility.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>September through October 2020: All managers/supervisors received Workplace Harassment Prevention training. This course is designed to address all forms of discrimination in the workplace.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>During the reporting period, we sponsored Equity, Diversity, and Inclusion training to our management team during Q1 2021. This training underscored our commitment to a diverse and inclusive workplace.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>Public Service Announcement: The station has created a public service announcement which is broadcast twice a week on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization to receive notices of job opportunities as they become available.</p>