

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2022 - July 31, 2023

Station Included in Report: KGTV-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				18
C2	Internal Candidate / WorkLife				21
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			28
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		70
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				7
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		12
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	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
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	1
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	
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	

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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	
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	4
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	
C491	Bonita Sunnyside Library One-Stop Career Center Branch - - 4375 Bonita Road (marjorie@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C492	Bonita Sunnyside Library One-Stop Career Center Branch - Diane Rose - 4375 Bonita Road (dianer@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C493	Catholic Charities Employment Case Management - - 349 Cedar Street (laguirre@ccdsd.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C494	East County Career Center - Susan Roberts - 924 E. Main Street (susanr@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C496	Goodwill Industries of San Diego County - Sylvia Blansett - 3663 Rosecrans Street (sblansett@sdgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C497	Goodwill Industries of San Diego County Workforce Development - Kathy Hebert (Employment Services Case Manager) - 8250 La Mesa Blvd., Ste.102 (Khebert@sdgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C498	Metro Career Center - James Sly - 3910 University Ave. (jamess@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C499	National Association for Women in Construction - Pat Brown - 3442 Southerland Street (patriciadeveraux@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C500	National Association Of Women In Construction (Nawic) San Diego Chapter #21 - Pat Brown - 3442 Southerland Street (pbrown1@san.rr.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C501	National University San Diego, CA - - 4141 Camino Del Rio South (careerservices@nu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C502	North City Veteran Employment Services -Homeless Veterans Reintegration Program - - 4079 A Oceanside Blvd (maureen.hanley@vvsd.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C503	North County Coastal Career Center - Connie Vasquez - 1949 Avenida Del Oro (conniev@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C504	North County Coastal Career Center - Escondido - Lauren H. - 463 N. Midway Drive Suite 100-B (laurenh@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C505	North County Coastal Career Center - Holly Childs - 1949 Avenida del Oro Suite 106 (holly@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C506	North County Coastal Career Center - Renee Huston (Business Services Coordinator) - 1949 Avenida Del Oro (renee.huston@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C507	North County Inland Career Center - Escondido - - 463 North Midway Drive Suite 100 B (darrylburgess@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C508	North County Inland Career Center - Escondido - Connie Vasquez - 463 North Midway Drive, Suite 100B (conniev@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C509	North County Inland Career Center - Escondido - Holly Childs - 463 North Midway Drive Suite 100 B (hollychilds@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C510	Salvation Army - Lisa Robinson - 1335 Broadway (lisa.robertson@usw.salvationarmy.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C511	San Diego Braille Club - Jacqueline Jackson - 1805 Upas Street (jackson@fundraiser.yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C512	San Diego Job Corps - Ruby Brown - 1325 Iris Avenue Bldg. 60 (brown.ruby.j@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C513	San Diego Metro Career Center - - 3910 University Avenue (davidshea@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C514	San Diego Metro Career Center - Patricia Deveraux - 3910 University Avenue (patriciadeveraux@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C515	San Diego South Metro Career Center - - 4389 Imperial Avenue (erikag@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C516	San Diego State University - Cheryl Rietz - 5500 Campanile Dr (crietz@mail.sdsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C517	South County Career Center - - 1111 Bay Boulevard, Suite E (Emilia@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C518	South County Career Center - Diane Rose - 1111 Bay Boulevard Suite E (Dianerose@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C519	South County Career Center - Jose Gaspar - 1111 Bay Boulevard, Suite E (jose.gaspar@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C520	South County Career Center - Leonardo Alarcon - 1111 Bay Boulevard, Suite E (leonardo@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C521	South County Career Center - Ricardo Hernandez (Veterans Representative) - 1111 Bay Boulevard Suite E (ricardo.hernandez@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C522	South County Career Center - Vet Rep - Alfred Aguinaldo - 1111 Bay Boulevard Suite E (alfred.aguinaldo@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C523	South County Career Center - William Taylor (Veterans Representative) - 1111 Bay Boulevard, Suite E (william.taylor@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C524	South Metro / Grant Hill Branch - Dora Mendivil - 4153 Market Street, Suite C (doram@cet2000.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C525	South Metro Career Center - Inna Lomack , Business Services Coordinator - 4839 Imperial Avenue (inna@workforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C526	Spring Valley Library Career Center Info - - 836 Kempton Street (rbutts@guhsd.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
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	
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	

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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	
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	Able-Disabled Advocacy	4283 El Cajon Boulevard San Diego, CA 92105	Lynda Crawford lynda@able2work.org	619.231.5990	
L2	Adecco	9095 Rio San Diego San Diego, CA 92108	Scott Gayes scott.gayes@adecon.com	619.849.2891	
L3	Albrecht Training*	5480 Baltimore Drive La Mesa, CA 91942	Carly albrecht calbrecht93@yahoo.com	619.992.2017	
L5	Apple One	1450 Frazee Road San Diego, CA 92108	LaToya Jones ljones@appleone.com	619.849.5818	
L6	Arizona State University	555 North Central Avenue Phoenix, AZ 85004	Mike Wong mike.wong@asu.edu Walter Cronkite School of Journalism and Mass Communication	602.527.0820	
L7	Asian American Journalists Association*	350 Camino De La Reina San Diego, CA 92119	Melissa Mecija melissa.mecija@10news.com	619.237.6215	
L8	Broadcast Employment Services - TV jobs	PO Box 4116 Oceanside, CA 92058	Mark Holloway	760.754.8177	
L9	California Chicano News Media Association	725 Arizona Avenue Santa Monica, CA 90401	Nuren Altier ccnmainfo@ccnma.org	424.229.9482	
L10	California State University, San Marcos	333 South Twin Oaks Valley Road San Marcos, CA 92096	careers@csusm.edu	760.750.4000	
L12	Goodwill Industries	1105 Broadway Street Chula Vista, CA 91911	Nancy Kennaly nkennaly@sdgoodwill.org	619.420.1522	
L13	Manpower Staffing*	1855 First Avenue San Diego, CA 92101	Derek Harrison dharrison@manpower-sd.com	619.699.1240	
L15	Military Officers Association of America	PO Box 84629 San Diego, CA 92138	Bud Lichtenstern henry.lichtenstern.ctr@score.com	619.275.1143	
L16	National Association of Broadcasters Education Foundation	1771 N Street NW Washington, DC 20036	Garrett Culver gculver@yourmembership.com	866.376.0949 X7081	
L19	North County Coastal Career Center	1949 Avenida del Oro Oceanside, CA 92056	Antonio Escomiendo, Jr. antonio.escomiendo@edd.ca.gov	760.414.3576	

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L20	Ohio State University Alumni Association	2200 Olentangy River Road Columbus, OH 43210	Jonathon Wray wray75@osu.edu	614.392.3314	
L21	PATH	1250 6th Avenue San Diego, CA 92101	Randy Wortman rwortman@epath.org	619.810.8610	
L22	Point Loma University	3900 Lomaland Drive San Diego, CA 92106	Debra Lively debralively@pointloma.edu	619.849.2633	
L23	Randstad Technologies	4660 La Jolla Village Drive San Diego, CA 92122	Kirin Quackenbush kirin.quackensbush@randstadusa.com	925.487.3506	
L24	Rick Gevers and Associates	PO Box 577 Zionsville, IN 46077	Rick Gevers	317.769.7900	
L26	San Diego State University	5500 Campanile Drive San Diego, CA 92182	Preston Chipps pnieves@mail.sdsu.edu	619.594.5200	
L27	San Diego Veterans Affairs	2121 San Diego Avenue San Diego, CA 92110	Laurie Arnold laurie.arnold@va.gov	619.497.8442	
L28	San Diego Workforce Services - Veterans Employment	1111 Bay Boulevard San Diego, CA 91911	Albert Butler albert.butler@edd.ca.gov	619.628.0341	
L29	Second Chance*	6145 Imperial Avenue San Diego, CA 92114	Dave Benites dbenites@secondchanceprogram.org	619.839.0931	
L30	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	Keely Jones kjones@sbe.org	370.846.9000	
L31	South County Career Center	1111 Bay Boulevard Chula Vista, CA 91911	Paula Duarter dinaer@workforce.org	619.628.0342	
L32	South Metro Career Center	4389 Imperial Avenue San Diego, CA 92113	Andrew Weatherspoon andrew.weatherspoon@edd.ca.gov	619.266.4220	
L33	Talent Dynamics	600 Las Colinas Boulevard Irving, TX 75039	Sandra Cannell connell@talentdynamics.com	214.266.6263	
L34	The Urban League of San Diego*	720 Gateway Center Drive San Diego, CA 92102	Jackie Reed jackie.reed@sdul.org	619.266.6263	
L35	University of California, San Diego	9600 Gilman Drive San Diego, CA 92093	Andy Ceperley	858.534.2230	
L36	University of San Diego	5998 Alcala Park HC 110 San Diego, CA 92110	Connie Wilson conniew@sandiego.edu	619.260.4654	
L37	VetWORKS	1111 Bay Boulevard San Diego, CA 91911	John Engstrom john@able2work.org	619.424.6890	
L38	Workforce Services - Disabled Veterans Outreach Program	1949 Avenida del Oro Oceanside, CA 92056	Cirilo Urmeneta cirilo.urmeneta@edd.ca.gov	760.414.3518	
L39	Work for Warriors	8450 Okinawa Street Sacramento, CA 95828	Sgt. Jason Cameron jason.m.cameron.ctr@mail.mil	916.854.1365	
L40	Wounded Warriors Support Network*	11118 Raju Street San Diego, CA 92129	Beverly Trout beverly@iheartmilitary.com	858.204.4899	
L41	Business Referral				
L44	Storytellers	118 6th Avenue #602 Seattle, WA 98109	Matt Mrozinski tvnstorytellers@gmail.com tvnewsstorytellers.com	724-316-2059	
L45	602 Communications	1011 Lyndhurst Falls Lane Knightdale, NC 27545	Sandy Lizik slizi@602communications.com	919-217-44338	
L46	New Gateway Solutions Corporation	49 Third Avenue Chula Vista, CA 91910	Michelle John mjohn@newgateway.org newgateway.com	619.623.4361	
L47	Society of Broadcast Engineers*	9680 Granite Ridge San Diego, CA 92123	Gary Stigall editor@sbe36.org sbe36.org	(858) 349-9191	
L48	College Central Network - Grossmont College	8800 Grossmont College Drive Room 60-145 El Cajon, CA 92020	https://www.collegecentral.com/grossmont/ContactUs.cfm	619-644-7611	
L49	Deanna Stevens	101 16th Street San Diego, CA 92101	Deanna Stevens deannastevens@namisd.org www.namisaniego.org	858-262-9710	
L50	Jason Navarro	10981 San Diego Mission Road Suite 110 San Diego, CA 92108	Jason Navarro jason.navarro@mhsinc.org	619-724-7905	
Total Number of Interviewees Referred:				172	

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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, Local [JR028783]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2022-09-06
Assignment Editor [JR029813]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C1 Start Date: 2022-11-14
Assignment Editor [JR030958]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2023-06-26
Digital Content Producer [JR029256]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2022-08-15

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]
Editor II [JR029815]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C134 Start Date: 2022-10-19
Evening Anchor, MMJ [JR028303]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C130 Start Date: 2022-10-03
Multimedia Journalist [JR029181]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C3 Start Date: 2022-09-06
Multimedia Journalist [JR029856]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C1 Start Date: 2022-11-14

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]
Multimedia Journalist [JR030449]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2023-01-10
Multimedia Journalist [JR031342]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L28, L29, L34, L38, L40, L46, L47	Code Number: C130 Start Date: 2023-07-31
Ops Engineer II [JR030445]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C5 Start Date: 2022-12-02
Ops Engineer II [JR030523]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C1 Start Date: 2022-11-01

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]
Photographer II [JR029451]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2022-08-22
Photographer II [JR029839]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, 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, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2424, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2022-08-15
Photographer II [JR030574]	C1, C2, C3, C5, C69, C95, 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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2023-03-20
Photographer II [JR031041]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L3, L5, L6, L7, L13, L22, L27, L28, L29, L34, L38, L40, L46, L47	Code Number: C97 Start Date: 2023-05-22

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 [JR029651]	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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C3 Start Date: 2022-08-08
Sr Dir, News [JR029652]	C1, C2, C3, C5, C69, C97, C100, 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, C491, C492, C493, C494, C496, C497, C498, C499, C500, C501, C502, C503, C504, C505, C506, C507, C508, C509, C510, C511, C512, C513, C514, C515, C516, C517, C518, C519, C520, C521, C522, C523, C524, C525, C526, 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, L1, L3, L5, L6, L7, L13, L22, L27, L29, L34, L38, L40, L46, L47	Code Number: C1 Start Date: 2022-09-06

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Attended the Grossmont College 44th Annual Career EXPO/Internship Job Fair on October 26, 2022. Director, HRBP attended the outdoor job fair
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.	On March 4, 2023, three anchors/reporters attended the San Diego Festival of Science and Engineering (STEM). They spoke with the youth of San Diego about KGTV, Scripps and, perhaps, a career in Journalism. One of the anchors was also the Luncheon emcee which was held at Petco Park in San Diego.
	March 31, 2023, our MMJ/reporter was part of the Women in Business Panel/Expo where she was the Emcee/Host for the event. She also spoke about her career as an anchor for KGTV.
	April 3, 2023, our evening meteorologist spoke with a sorority (Delta Kappa Gamma) about weather and working in journalism/meteorology.
	March 16, 2023, our daytime meteorologist participated in Career Day at a Non-Profit (Promises to Kids) and spoke to the group of students about a career in journalism/meteorology.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Scripps has a great tuition reimbursement plan for our employees. This helps them with financial means while they attend school to further their education in the field in which they work. In 2023 so far, we have had three (3) employees take advantage of this program.
	eMerge - A focused development program that builds extraordinary leaders capable of meeting current and future challenges. We have one employee attending this year's development program at KGTV.
	2023 - Sales Department provides training to new AAE's and AE's during the year. This training is a deep dive into the process to learn how to get and retain clients, and helps to build career longevity.
	We continue to educate our staff all year long with our Learning and Development. The modules are used for training and learning. This happens year-round and courses are to be completed by the end of the quarter that they were assigned to staff.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Scripps Corporate has created a new manager plan for those who are on a succession plan with Scripps. Manager Essentials. Kick off was in May, 2023. KGTV had three (3) manager in the programs.
Establishment of a mentoring program for station personnel.	During 2022/2023, the HR Director has worked with one staff member who expressed an interest in creating a career path for them. During the year, HR Director coached and mentored her about every six weeks. Staff member has been promoted within KGTV.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	February 20, 2023 - Anchor visited Camarena Elementary School in Eastlake to speak about a career in Journalism.
	February 17, 2023 - Evening Meteorologist spoke with and gave a presentation to an Innovations Academic School as the guest speaker so students could learn more about meteorology and a future career.
	Our MMJ has been instructing students and mentoring them for their future roles in Journalism at St. Rose of Lima Journalism Program. MMJ started in January 2023 and will coach/mentor approximately two (2) days of the month until the end of 2023.
	On February 28, 2023, one of our evening anchors visited an elementary school (Otay Elementary School) in the San Diego area. He spoke about his career to the students of the class about Journalism and KGTV.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Q3 - Managers were assigned Sexual Harassment Training for Managers in California. Approximately fourteen managers received this mandatory training, due August 31, 2023.
	Q3 - All employees were assigned a module for Whistleblower compliance for completion on or before August 31, 2023. Approximately 14 managers were provided this module to complete.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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.

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.