

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2018 - May 31, 2019

Station Included in Report: 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				32
C2	Internal Candidate / WorkLife				62
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			50
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C41	National Press Photographers Association (NPPA.org)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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		48

EEO PUBLIC FILE REPORT

C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C110	Storytellers				
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				12
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building I Austin, TX 78750	www.indeed.com		22
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
C179	nahj	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	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	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	2
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	
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	

EEO PUBLIC FILE REPORT

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	
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	

EEO PUBLIC FILE REPORT

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 (azaarp.@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	
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@cplc.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	

EEO PUBLIC FILE REPORT

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 (nfoster@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 Engram (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@helpsinglemoms.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

EEO PUBLIC FILE REPORT

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 (maroneyt@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	
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	

EEO PUBLIC FILE REPORT

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@sjwjobs.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@beacongroun.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 (bibridwell@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	

Local Sources					
L1	602 Communications/Graeme Newell	6839 Charter Hills Road Charlotte, NC 28277	Graeme Newell	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/postjob.php	602-999-1147	

EEO PUBLIC FILE REPORT

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 info@awee.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	
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	602-252-0918/602-264-9891	
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		Chester Hamore Chaymore@discoverldi.com		
L21	Mediabizjobs.com		www.medabizjobs.com		
L22	MediaRecruiter.com		Art Scott art.scott@mediarecruiter.com www.MediaRecruiter.com		
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		www.pvc.maricopa.edu/careerservices		
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	

EEO PUBLIC FILE REPORT

L33	Pollyspipeline.com		www.pollyspipeline.com		
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@tvbrepaper.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)		http://tdga.cox.net	949-429-7063	
L44	TV and Radio Jobs		www.tvandradiojobs.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		Paul Brewer and Mark Shilstoner medialine@medialine.com		
L50	Talent Dynamics	600 Las Colinas Blvd, Ste. 100 Irving, TX 75039	Sandra Connell connell@talentdynamics.com talentdynamics.com	214-640-3139	
L51	Well Dunne! Talent	blog.welldunnetalent.com AZ	Kate Bacon Dunne kate@welldunnetalent.com wellnnetalent.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	
				Total Number of Interviewees Referred:	237

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 [14197]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50, L53	Code Number: C1 Start Date: 2018-06-29
Account Exec, Integrated [14704]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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, L8, L13	Code Number: C97 Start Date: 2018-12-31
Account Exec, Integrated [JR020166]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C182, C183, 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, L8, L13	Code Number: C1 Start Date: 2019-01-14
Assoc Account Exec, TV [14638]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C97 Start Date: 2018-11-26
Assoc Account Exec, TV [JR020630]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C183, 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, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50	Code Number: C134 Start Date: 2019-05-13

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]
Asst News Director [15014]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167, L8, L13	Code Number: C1 Start Date: 2018-11-28
Digital Sales Manager [JR020645]	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, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50	Code Number: C2 Start Date: 2019-04-08
Dir, HR Business Partner [14431]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, C165, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Director II [14196]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Director II [14196]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Director II [14196]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Director II [14196]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Director II [14196]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Evening Anchor, MMJ [14386]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C39, C41, C69, C97, C100, C130, C131, C132, C134, C165, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-14
Exec Producer [14846]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, L4, L6, L7, L8, L9, L10, L11, L13, L14, L23, L28, L34, L40, L42, L48, L50	Code Number: C1 Start Date: 2018-11-26

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]
Inventory Control Specialist [14291]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L43, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-09-10
Inventory Control Specialist [14291]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L43, L46, L47, L48, L50	Code Number: C1 Start Date: 2018-07-23
Inventory Control Specialist [14823]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L4, L6, L7, L8, L9, L10, L11, L13, L14, L23, L28, L34, L40, L42, L48, L50	Code Number: C1 Start Date: 2018-10-29
Morning Anchor, MMJ [14311]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-08-06
Multimedia Journalist [14586]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L40, L42, L46, L47, L48, L50	Code Number: C131 Start Date: 2018-08-15
Multimedia Journalist [14725]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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, L8, L13	Code Number: C130 Start Date: 2019-03-25
Photographer II [14717]	C1, C2, C3, C5, C69, C97, C110, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, L8, L13	Code Number: C134 Start Date: 2018-10-29

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 [14717]	C1, C2, C3, C5, C69, C97, C110, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, L8, L13	Code Number: C3 Start Date: 2019-01-28
Photographer III [JR020634]	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, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50	Code Number: C3 Start Date: 2019-05-20
Producer [14843]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, L4, L6, L7, L8, L9, L10, L11, L13, L14, L23, L28, L34, L40, L42, L48, L50	Code Number: C131 Start Date: 2018-11-26
Producer [15020]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C187, C188, 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, L8, L13	Code Number: C97 Start Date: 2019-01-21

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 [JR020231]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C187, C188, 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, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L34, L40, L42, L48, L50	Code Number: C2 Start Date: 2019-03-25
Real-Time Editor [14822]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L4, L6, L7, L8, L9, L10, L11, L13, L14, L23, L28, L34, L40, L42, L48, L50	Code Number: C1 Start Date: 2018-10-09
Real-Time Editor [15069]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L34, L40, L42, L48, L50	Code Number: C1 Start Date: 2019-01-04
Sales Marketing Manager [JR020481]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, L6, L8, L9, L10, L13, L14, L23, L34	Code Number: C2 Start Date: 2019-03-01

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]
Specialty MMJ [15070]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L34, L40, L42, L48, L50	Code Number: C1 Start Date: 2019-03-11
Specialty MMJ [15071]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L34, L40, L42, L48, L50	Code Number: C1 Start Date: 2018-12-13
Sr Dir, News [14777]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C98, C130, C131, C132, C134, C165, C167	Code Number: C130 Start Date: 2018-09-24
Studio Tech II [14195]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Studio Tech II [14195]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27
Studio Tech II [14195]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L13, L19, L23, L24, L25, L28, L34, L40, L42, L46, L47, L48, L50	Code Number: C2 Start Date: 2018-08-27

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]
Weekend Anchor, MMJ [JR020548]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, L4, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L25, L28, L32, L34, L40, L42, L48, L50	Code Number: C2 Start Date: 2019-05-30

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.	April 4, 2019 - HR Director attended the Arizona Broadcasters Association career fair at Arizona State University in Tempe, AZ.
	May 9, 2019 - HR Director attended the Broadcasters Career Fair at the East Valley Institute of Technology.
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.	June 7, 2018 - Eight ABC15 news employees, including the News Director, Manager of Community Outreach, and VP/General Manager, hosted 30 high school students from the High School Journalism Institute at Arizona State University Cronkite School of Journalism & Mass Communications. The students were given an overview of all parts of the broadcasting field, careers in broadcasting, and educational requirements.
	June 22, 2018 - Our Weekend Anchor/Multimedia Journalist was part of a panel presenting to Women in Sports Media convention at the Hyatt. The discussion was about improving their on-air presence.
	August 15, 2018 - Two News Reporters were part of an Arizona State University Alumni panel. They shared their experiences in broadcasting and offered career advice.
	September 12, 2018 - Our Anchor/Multimedia Journalist participated in Coronado Elementary School's first annual career day. He discussed careers in broadcasting and his journey through school and the industry.
	September 18, 2018 - Our Digital Director spoke to a marketing class at Arizona State University. The topic was social media for business. He spoke of his own career path, how others can get into the broadcasting business, and fielded questions from the students.
	October 19, 2019 - Our Native Content Digital Beat Journalist spoke to an Arizona State University graphic information and technology class about social media use in broadcasting.
	February 14 and 15, 2019 - Our Multimedia Journalist was a mentor at the UNITY (United National Indian Tribal Youth) Communications boot camp. The crash course is designed for Native youth who have an interest in video storytelling and broadcasting.
	February 28, 2019 - Our Anchor attended the Auxier Elementary school open house to discuss broadcasting careers.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>April 4, 2019 - Our General Manager and Assistant News Director participated in First Job, Fast Break with approximately 50 students at the Cronkite School at Arizona State University. Students heard media professionals speak about broadcasting careers and received one-on-one coaching.</p>
	<p>May 2, 2019 - Our Morning Meteorologist attended Diamondback Career day where she spoke to third through eighth graders about her career as a meteorologist, the steps she took to get there, and how she became interested in this career.</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. Three of our sales personnel (LV, SF, and KH) have participated in a six-week long Scripps Sales Process Training. This is an intensive course and akin to a college course. During the reporting period we hired two Associate Account Executives. These individuals had no television sales experience and were trained as a sales assistant for six months. During the next six-month period we teach them advertising sales to enable them to advance into an Integrated Account Executive (IAE). One has been promoted to an IAE and the other is still training. Leadership training is provided to all employees on a quarterly basis during the reporting period. The company also offers the Scripps Growth Plan Program to those employees who are interested in their continued career growth.</p> <p>The company provides an Educational Assistance Program to enable all employees the opportunity to gain knowledge and skills that could qualify them for higher level positions. During a calendar year, the program reimburses employees for tuition and books-up to \$4,000. During the reporting period we had two employees take advantage of this benefit.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>June 20, 2018 - Our Reporter gave a tour to and was interviewed by a student from Harvard Radio on being a broadcaster.</p> <p>July 19, 2018 - Our Multimedia Community Manager gave a tour to Girl Scouts from five different troops in the Phoenix area. The topic of discussion was broadcasting careers.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>September 25, 2018 - Our Content Planner talked to Greenway High School's broadcasting class. She spoke of careers in broadcasting and provided career advice to students.</p>
	<p>October 9, 2018 - Our Operations Supervisor and Multimedia Community Manager gave a tour of the station to the production class at Notre Dame Preparatory High School. They talked about behind the scenes careers in the broadcasting industry.</p>
	<p>October 12, 2018 - Our Programming Producer gave a station tour to Centennial High School's broadcasting class. She discussed careers in broadcasting, her own career journey, and the educational background necessary for different positions in broadcasting.</p>
	<p>October 17, 2018 - Our Weekend Anchor/MMJ spoke about broadcast journalism to the first grader class at Cooley Development Center in Gilbert, AZ.</p>
	<p>October 26, 2018 - Seven employees from our Sales, News, Marketing, and Programming Departments attended the University of Arizona to speak to the Business of Entertainment Club about the various career opportunities in broadcasting.</p>
	<p>November 5, 2018 - Our Multimedia Journalist spoke to the broadcast class at Centennial High School in Peoria, AZ. She discussed her career in broadcasting, her career progression, and answered career questions from students.</p>
	<p>November 6, 2018 - Anchor Steve Irvin addressed the Arizona Interscholastic Press Association at Arizona State University. He discussed careers in broadcasting.</p>
	<p>November 30, 2018 - Our Chief Meteorologist talked to a second grade class at Kyrene del Milenio about her career as a meteorologist and discussed various forms of weather.</p>
	<p>December 12, 2018 - Our Chief Meteorologist talked about weather and meteorology careers to a fifth grade class at Northwest Christian School.</p>
	<p>January 15, 2019 - Our Photographer gave a tour of the station to broadcasting students from Ellsworth Elementary School. He talked about his career as a photographer and the other career opportunities in broadcasting.</p>
	<p>April 5, 2019 - Our Reporter spoke to 8th graders from Shea Middle School about her educational journey and career in broadcasting. The goal of this event was to motivate the students to do everything it takes to earn college scholarships.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>April 11, 2019 - Our Evening Anchor spoke to a kindergarten class at Sunburst elementary School in Phoenix about his career as a reporter.</p>
	<p>April 19, 2019 - Our Producer gave a tour of the station to student Producers at the Cronkite School at Arizona State University. During this tour she introduced students to various broadcasting careers and, more specifically, about a career as a Producer.</p>
	<p>April 24, 2019 - Our Producer gave a tour to students of Madison Rose Lan Elementary School to introduce them to various broadcasting careers.</p>
	<p>April 26, 2019 - Our production employee and Director of Operations led a tour to production students from Northern Arizona University. During this tour they spoke to students about careers on the operations side of the broadcasting industry.</p>
	<p>May 8, 2019 - Our Morning Meteorologist visited Tavan Elementary School in Phoenix to speak to fourth graders about weather and what it takes to be a meteorologist.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>During the reporting period 23 managers received compliance training as it relates to: Scripps Equal Employment Opportunity Policy, EEO and Lawful Hiring, A Manager's Guide to Diversity, Inclusion, and Accommodation. Participation in training to ensure equal employment opportunity and preventing discrimination including diversity, inclusion, and accommodation. All newly hired or promoted managers are assigned EEO training as a part of their onboarding tasks. Ongoing periodic compliance training for other managers.</p>