

**EEO PUBLIC FILE REPORT**

**Reporting Period:** December 1, 2019 - November 30, 2020

**Station Included in Report:** KOAA-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.**

<b>Code</b>	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone</b>	<b>Number of Interviewees Referred</b>
<b>Common Sources</b>					
C1	Employee Referral				16
C2	Internal Candidate / WorkLife				39
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			36
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		35
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C130	Face-to-face Networking				2
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		27
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	6
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
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	925-786-90 66	

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C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
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	925-786-90 66	
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	925-786-90 66	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	6
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C239	Airport Employment One Stop of Northern Kentucky - Cincinnati Northern Kentucky International Airport - Cincinnati, OH 45275 - Terminal 1 (marie.mahan@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C240	Cedarville University Cedarville, OH - - 251 N. Main St. (career@cedarville.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C241	Cincinnati Job Corps Center - Noelle Stroempl - 1409 Western Avenue (stroempl.noelle@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C242	Cincinnati VA Medical Center - - 3200 Vine Street (patricia.henson@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C243	Dayton Job Corps Center - Eddie Doster - 3849 Germantown Pike (doster.eddie@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C244	Easter Seals TriState - Timothy Duening - 447 Morgan Street (tduening@eastersealstristate.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C245	IKRON - Randy Strunk - 2347 Vine Street (rstrunk@ikron.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C246	Mount St. Joseph University - - 5701 Delhi Road (career_center@mail.msj.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C247	OhioMeansJobs - Highland County - Tara Campbell - 1575 North High Street (Jeffery.Hapner@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C248	OhioMeansJobs Adams County - - 19221 State Route 136 (jerry.angel@jff.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C249	OhioMeansJobs Adams County - Jill Layne (Business Representative) - 19221 State Route 136, P.O. Box 188 (jlayne@workforceconnections.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C250	OhioMeansJobs Brown County - - 406 West Plum Street (dfite@workforceconnections.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C251	OhioMeansJobs Brown County - Melissa Danner (Business Representative) - 406 West Plum Street (mdanner@omjadamsbrown.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C252	OhioMeansJobs Butler County - - 4631 Dixie Highway (kellld@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C253	OhioMeansJobs Butler County - - 4631 Dixie Highway (ohiomeansjobs@butlercountyohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C254	OhioMeansJobs Butler County - James Crull (Veterans Representative) - 4631 Dixie Highway (james.crull@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C255	OhioMeansJobs Butler County - Melissa O'Brien (Business Representative) - 4631 Dixie Highway (Melissa.Obrien@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C256	OhioMeansJobs Cincinnati-Hamilton County - - 1916 Central Parkway (info@superjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C257	OhioMeansJobs Cincinnati-Hamilton County - - 1916 Central Parkway (info@superjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C258	OhioMeansJobs Clermont County - Douglas Oliver (Veterans Representative) - 756 Old State Route 74 (douglas.oliver@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C259	OhioMeansJobs Clinton County - Maria Goeser (Business Representative) - 1025 S South Street, Suite 500 (maria.goeser@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C260	OhioMeansJobs Clinton County - Michael Grome (Business Representative) - 1025 S. South Street, Suite 500 (michael.grome@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C261	OhioMeansJobs Greene County - - 581 Ledbetter Road (greenetworks@greenetworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C262	OhioMeansJobs Greene County - Angel Gooden (Business Representative) - 581 Ledbetter Road (angel.gooden@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C263	OhioMeansJobs Greene County - James Saunders (Veterans Representative) - 581 Ledbetter Road (james.saunders@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C264	OhioMeansJobs Montgomery County - Marie Davis/Linda White - 1111 S Edwin C Moses Boulevard (thejobbank@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C265	OhioMeansJobs Warren County - Matthew Fetty - 300 East Silver Street (www.ohioworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C266	Southern State Community College (Patriot Online) - Tom Payton - 100 Hobart Drive (tpayton@sscc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C267	The Employment Center - - 1575 North High Street, Suite 100 (onestop@sscc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C268	The Employment Center - Michael Grome (Veterans Representative) - 1575 North High Street, Suite 100 (michael.grome@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C269	The Job Center Montgomery County - Marie Davis - 1111 S. Edwin C. Moses Boulevard, P.O. Box 972 (Marie.Davis@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C270	Work Initiative Network (W.I.N) - Shanna Sutherland - 43 East Main Street (ssutherland@lifepointsolutions.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C271	Workforce One of Warren County - - 300 East Silver Street (Christopher.Stanfield@odjfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C533	Arapahoe County Employment First - Joseph M. Barela, Director - 5500 S. Quebec St, Suite 175 (jbarela@co.arapahoe.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C534	Arapahoe Douglas Works! Workforce Center - - 6974 South Lima Street (vcolumna@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C535	Arapahoe Douglas Works! Workforce Center - - 6974 South Lima Street (vcolumna@co.arapahoe.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C536	Arapahoe/Douglas Works - Castle Rock, CO 80109 - 4400 Castleton Ct., #198 ( dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C537	Arapahoe/Douglas Works - Laura Taylor - 4400 Castleton Ct., #107 ( dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C543	Colorado Center for the Blind - Madelynn Marie Marshall - 2233 West Shepperd Ave. (mmarshall@cocenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C558	Division of Vocational Rehabilitation - - 6000 Greenwood Plaza Blvd. Suite 105 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C567	Pikes Peak Workforce Center - Woodland Park, CO 80863 - 218 E. Midland Road (carrigan.j@ppwfc.org)	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	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1971	Aspen Mine Center - - 166 E Bennet Avenue, P.O. Box 1587 ( rmichael.bartol@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1972	Canon City Workforce Center - - 3224 Independence Road (canoncity@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1973	Canon City Workforce Center - Canon City, CO 81212 - 3224 Independence Road (bill.strutton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1974	Colorado School for the Deaf and the Blind, Student Employability Programme - Tera Lynn Gray - 33 N. Institute Street (tgray@csdb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1975	Colorado Springs VA Clinic - - 25 N. Spruce Street (edward.griggs@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1976	Division of Vocational Rehabilitation - - 110 Parkside Drive (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1977	Division of Vocational Rehabilitation - Nate Slattengren - 720 North Main #320 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1978	El Paso County Employment First, Goodwill Industries - Daniel Alvarez, EF Manager - 25 North Spruce St., Suite 201 (DanielAlvarez@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1979	Employment Works - Julie Taylor - 2306 E. Pikes Peak Avenue (timamthor@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1980	Fremont County DHS/Employment First - Steven Clifton, Director - 172 Justice Center Road (steven.clifton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1981	Huerfano County DSS - Sheila Hudson, Director - 121 W. 6th Street (sheila.hudson@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1982	La Junta Workforce Center - La Junta, CO 81050 - 308 Santa Fe (cdle_la_junta_wfc@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1983	Milestones Business Center - - 17 North Spruce (diannahunt@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1984	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (amthor.t@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1985	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (cotter.j@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1986	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (spindler.w@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1987	Pikes Peak Workforce Center (Main) - Colorado Springs, CO 80909 - 2306 East Pikes Peak Ave (carrigan.j@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C1988	Pikes Peak Workforce Center- Fountain - - 350 Lyckman Drive (terencejackson@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1989	Pueblo County DSS/Employment First - Steven Chorak - 805 N. Desert Flower (Steven.chorak@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1990	Pueblo Workforce Center - - 212 W 3rd Street (puebloworkforce@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1991	Pueblo Workforce Center - Clifton Dykes - 212 W 3rd Street (clifton.dykes@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1992	Pueblo Workforce Center - John Martinez - 212 W 3rd Street (john.martinez1@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1993	South Central Walsenburg Workforce Center - Walsenburg, CO 81089 - 928 Russell (joan.hatcher@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1994	Southeast Colorado Workforce Center - Rocky Ford, CO 81067 - 801 Chestnut Av (cdle_rocky_ford_wfc@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1995	University of Colorado at Colorado Springs Colorado Springs, CO - Bev Kratzer - 1861 Austin Bluffs Pkwy. Suite 100 (bkratzer@uccs.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1996	VET Service - Colorado Springs, CO - ADVET David Palmer - 1259 Lake Plaza Drive #120 (palmer.david@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1997	VET Service - Colorado Springs, CO - IPA Jerry Shiflett - 1259 Lake Plaza Drive #120 (shiflett.jerry@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	



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C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

**Local Sources**

**EEO PUBLIC FILE REPORT**

L1	Mt Carmel Veterans Service Center	530 Communication Circle Colorado Springs, CO 80905	Janet Farley jfarley@mtcarmelcenter.org <a href="https://veteranscenter.org/">https://veteranscenter.org/</a>	719-309-4711	
L2	Fort Carson - Transition Assistance Program	1625 Mekong Street Building 6237, Room 102 Fort Carson, CO 80902	Sherry L. Jenkins sherry.l.jenkins8.civ@mail.mil	719-526-4100	
L3	Colorado Rural Workforce Consortium	212 W. 3rd Street Pueblo, CO 81003	Mark S. Valdez mark.s.valdez@state.co.us colorado.gov	719-562-3744	
L4	Colorado Broadcasters Association	333 West Hampden Avenue Suite 400 Englewood, CO 80110	Justin Sasso and Linnea Lewis linnea@ColoradoBroadcasters.org <a href="https://www.coloradobroadcasters.org/">https://www.coloradobroadcasters.org/</a>	720-536-5427	
L5	Pueblo Community College	900 W. Orman Ave Pueblo, CO 81004	Shawna Shoaf shawna.shoaf@pueblocc.edu	179-549-3076	
L6	Peterson AFB Transition Assistance Program	1334 W. Stewart Avenue Bldg 350 Colorado Springs, CO 8016	Hugo G. Escobar hugo.escobar@us.af.mil	719-556-6141	

**Total Number of Interviewees Referred: 179**

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [JR022260]	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, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C130 Start Date: 2019-12-02
Account Exec, Integrated [JR022811]	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, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C2 Start Date: 2020-01-09
Account Exec, Integrated [JR022828]	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, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C134 Start Date: 2020-02-17
Account Exec, Integrated [JR023699]	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, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L3	Code Number: C97 Start Date: 2020-09-21
Asst News Director [JR023974]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C201 Start Date: 2020-10-28
Exec Producer [JR022856]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C2 Start Date: 2020-03-23

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Master Control Tech II [JR023346]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C97 Start Date: 2020-05-11
Master Control Tech II [JR023454]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L3, L5	Code Number: C3 Start Date: 2020-08-24
Midday Anchor, MMJ [JR022481]	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, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C3 Start Date: 2019-12-16
Midday Anchor, MMJ [JR023554]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L3	Code Number: C2 Start Date: 2020-08-24
Multimedia Journalist [JR023043]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-06-08

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Multimedia Journalist [JR023555]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2	Code Number: C2 Start Date: 2020-09-07
Multimedia Journalist [JR023711]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1981, C1982, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1993, C1994, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C3 Start Date: 2020-11-09
Multimedia Journalist [JR023836]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C3 Start Date: 2020-11-16
Photographer II [JR022867]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C2 Start Date: 2020-02-17
Photographer II [JR023826]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C201 Start Date: 2020-10-30

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Producer [JR023232]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-04-13
Producer [JR023541]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L3	Code Number: C5 Start Date: 2020-08-17
Producer, Commercials [JR022936]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C134 Start Date: 2020-03-31
Producer, Creative Services [JR022491]	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, C536, C537, C567, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997	Code Number: C2 Start Date: 2020-01-27
Producer, Creative Services [JR023677]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2	Code Number: C2 Start Date: 2020-09-21

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Reporter [JR021659]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-06-01
Sales Support Asst II [JR023163]	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, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C1 Start Date: 2020-04-06
Sr Dir, OTT Sales [JR021638]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C192, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C261, C262, C263, C264, C265, C266, C267, C268, C269, C270, C271	Code Number: C2 Start Date: 2019-12-09
Studio Tech III [JR023954]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C134 Start Date: 2020-10-30
Technical Director II [JR023539]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C533, C534, C535, C536, C537, C543, C558, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C2 Start Date: 2020-09-02

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>November 16-21, 2020; Colorado Broadcasters Association Virtual Job Fair</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>April 27, 2020: Sales Account Manager participated in the Colorado Broadcasters Association's zoom panel for approximately 15 media students at CSU Pueblo College. The class is classified academically as an "Advanced Media Lab." There were 15 students. There are three emphasis areas in the mass communications department: journalism, advertising/public relations (integrated communication), radio/television (electronic media).</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>18 February 2020 - 3 June 2020 (COVID-19 delayed). Leadership Training Series. An HRBP led, 5-part, series developed to internal leadership skills for senior leaders as they enhance career development for General Manager and corporate leadership positions. Topics included: Management vs Leadership, Leadership (essentials), Leader Traits &amp; Styles, Communication, Culture Change</p> <p>17 June 2020 - 26 August 2020. Manager Training Series. An HRBP led, 5-part, 12 week program that included all station people managers develop employee engagement skills, conflict resolution, and leading and building teams in preparation for senior manager roles and responsibilities. Topics included: Management Essentials, Understanding Teams, Managing Up and Time Management, Conflict Resolution, and Managing at the next level.</p> <p>16 Sep 2020. Talent Review Training and Strategies. A 1.5 hour strategy session aimed at reviewing station talent for "next level" and corporate positions.</p> <p>10 Aug, 2020: The Dir of Sales is selected to the "Excelerate Program" for development toward a GM role in the company.</p>



**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

25 Jun 2020. Manager and the Law: 3.5 hours training program delivered by Scripps Legal department for all people managers at KOAA (including the GM, HRBP, Senior Leaders, Managers, Supervisors). Training aimed at developing leaders on how to use principles of law to minimize risk and create value, attain core business objectives, identify and resolve legal issues, and effectively handle legal disputes. Equal Opportunity and Anti-Discrimination.

July 9, 2020: Finance Dir attended a virtual session "Defining and Understanding Implicit Bias and Microaggressions."

March 2, 2020: the GM and HRBP attended a virtual series "The Welcome Table." The guest speaker, Rachel Bauer from The Gild Collective, led a discussion about gender equity. The 75-minute long Live broadcast taught us to Seek to Understand the challenges and inequities for women in the workplace, Engage and be vulnerable and Take ownership in becoming part of the solution and building a culture of advocacy.

28 & 29 September 2020: HRBP facilitated Equity, Diversity, and Inclusion - BRBS Group 4, Session 1 and EDI-BRBS Group 4, Session 2 (respectively) for over 50 each class employees for various Scripps station.

18 Nov 2020: Training on the TA Recruitment Process. Training for hiring managers on the TA Recruitment Process. The training was a 1.5 hour block of time. All hiring managers for the station attended as well as the HRBP and GM.