

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2020 - March 31, 2021

Stations Included in Report: KAJA-TV, KRIS-TV, KZTV-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				22
C2	Internal Candidate / WorkLife				26
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			67
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		65
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C130	Face-to-face Networking				15
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		18
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	2
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	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	4
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	Womans Careers	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	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	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	
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	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2009	Beeville Workforce Center - Heather Orta (Business Representative) - 3800 Charco Road (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2010	Beeville Workforce Center - Karen Martin - 202 North Saint Mary's Street (karen.martin@coastalworksource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2011	Beeville Workforce Center - Lenny Anzaldua (Business Representative) - 3800 Charco Road (lenny.anzaldua@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2012	Goodwill of South Texas - - 2961 S. Port Avenue (rnash@goodwillsouthtexas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2013	Workforce Solutions - - 1113 E Sinton St., Suite D (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2014	Workforce Solutions - - 5858 S Padre Island Dr., Suite 1 (Karen.fox@tvc.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2015	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2016	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2017	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2018	WorkForce Solutions - Coastal Bend - - 5858 South Padre Island Drive, Suite 1 (asilvas@sercohq.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2019	WorkForce Solutions - Coastal Bend - - 5858 South Padre Island Drive, Suite 1 (durishia.fizzell@tvc.texas.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2020	WorkForce Solutions - Coastal Bend - Nancy Ewing - 601 East Main Street, Floor 3 (nancy.ewing@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2021	Workforce Solutions - Sinton - Lenny Anzaldua - 1113 East Sinton Street (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2022	WorkForce Solutions George West - - 300 Bowie Street (karen.martin@coastalworksource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2023	WorkForce Solutions of the Coastal Bend - - 520 North Staples, P.O. Box 2568 (78403) (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	Del Mar College	101 Baldwin Corpus Christi, TX 78404	Human Resources Manager dmcjobs@delmar.edu www.delmar.edu	361-698-1278	

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L2	Hispanic Chamber of Commerce	615 Upper N. Broadway, Suite 410 Corpus Christi, TX 78477	Human Resources	361-887-7408	
L3	Texas Association of Broadcasters	502 E. 11th Street, Suite 200 Austin, TX 78701	Michael Schneider jobs@tab.org	5122179948	
L4	Coastal Bend Workforce/Texas Workforce Solutions	5858 SPID Corpus Christi, TX 78412	Mary Castanon, Business Manager Mary.castanon@workforcesolutionscb.org http://www.workforcesolutionscb.org	361-882-7491	
L5	Texas A&M Kingsville	Kingsville, TX 78363	Yolanda Chapa, Employment & Recruiting Officer yolanda.chapa@tamuk.edu www.tamuk.edu	361.593.3705	
L6	Workforce Solutions - Coastal Bend	520 N Staples St Corpus Christi, TX 78401	Elizabeth Martinez elizabeth.martinez@workforcesolutionscb.org http://www.workforcesolutionscb.org	361.8827491	
L7	Workforce Solutions - Alice	704 Coyote Trail Alice, TX 78332	Lenny Anzaldua lenny.anzaldua@workforcesolutionscb.org http://www.workforcesolutionscb.org	361.668.0167	
L8	Workforce Solutions - George West	300 Bowie St TX	Lenny Anzaldua lenny.anzaldua@workforcesolutionscb.org http://www.workforcesolutionscb.org		
L9	Workforce Network - Sinton	1113 East Sinton Street Unit D Sinton, TX 78387	Lenny Anzaldua lenny.anzaldua@workforcesolutionscb.org http://www.workforcesolutionscb.org	361.364.3284	
L10	Goodwill Industries of South Texas, Inc Corporate Offices	2961 S. Port Avenue Corpus Christi, TX 78405	Rose Mireles, Director of Staffing Services rmireles@goodwillsouthtexas.com www.goodwillsouthtexas.com	361.884.4068 ext. 20350	
L11	Texas Workforce Center - Beeville	3800 Charco Rd Beeville, TX 78102	Sandra Perez sandra.perez@workforcesolutionscb.org https://www.twc.texas.gov/	361.358.6826	
L12	Workforce Solutions of the Coastal Bend - Kingsville	1814 Brahma Blvd Kingsville, TX 78363	workforcesolutionscb.org	361.592.1006	
L13	Employment Commission	202 N Saint Marys Street Beeville, TX 78102	twc.state.tx.us	361.358.8941	
L14	Texas Workforce Center - Hondo	402 Carter Hondo, TX 78861	twc.texas.gov	830.426.8111	
L15	Employment Commission - Victoria	120 S Main St, Ste 110 Victoria, TX 77901	http://www.workforcesolutionscb.org gcworkforce.org	361.578.5872	
L16	Goodwill Industries of South Texas, Inc Corporate Offices	2961 S. Port Avenue Corpus Christi, TX 78405	Sarah Monreal, Director of Human Resources smonreal@goodwillsouthtexas.com www.goodwillsouthtexas.com	361.884.4068 ext. 10420	
L17	Corpus Christi Chamber of Commerce	921 N. Chaparral Ste. Ste 210 Corpus Christi, TX 78401	Gloria Fuentes, Executive Assist to President & CEO gloria@unitedccchamber.com http://www.unitedccchamber.com	361.881.1800	
L18	Corpus Christi Caller Times	820 N. Lower Broadway St Corpus Christi, TX 78401	Arthur Acuna, HR Director arthur.acuna@caller.com www.caller.com	361.866.3742	
L19	Black Chamber of Commerce	3209 South Staples St. Ste 165 Corpus Christi, TX 78404	cctxblackchamberoc@gmail.com www.blackchambercc.org/	361.698.2116	
L20	The Rockport Pilot	1002 Wharf St. Rockport, TX 78382	Cathy Little, Office Manager/Bookkeeper bookkeeper@rockportpilot.com www.rockportpilot.com	361.729.9900	
L21	The Bend Magazine	309 N. Water St Ste. C Corpus Christi, TX 78401	Kaley Regas, VP/Events Director kaley@thebendmag.com www.thebendmag.com	361.792.3606 ext. 5	
L22	Inspire Manazine	122 San Saba Dr. Portland, TX 78374	Holly Lewis, Production & Operations Manager holly@inspirecoastalbendmag.com www.inspirecoastalbendmag.com	479.935.0868	

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	Total Number of Interviewees Referred: 231

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR024007]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-11-02
Account Exec, Integrated [JR024009]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C3 Start Date: 2021-03-29
Assoc Producer [JR024045]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-11-02
Digital Content Producer [JR023660]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: C134 Start Date: 2020-10-19
Digital Content Producer [JR024423]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L19	Code Number: C97 Start Date: 2021-03-01

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Dir, Engineering [JR024144]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C2 Start Date: 2021-02-22
Director II [JR024168]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C134 Start Date: 2021-02-08
Exec Producer [JR023546]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-10-19
Exec Producer [JR023721]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C130 Start Date: 2021-01-04
General Manager, TV [JR022628]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-06-29

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Local Sales Manager [JR024389]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L19	Code Number: C2 Start Date: 2021-02-22
Meteorologist [JR023548]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L10, L11, L12, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C134 Start Date: 2021-01-04
Meteorologist [JR023580]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2020-10-26
Meteorologist [JR023581]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: C134 Start Date: 2020-09-14
Mgr, Real-Time Desk [JR023547]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: C5 Start Date: 2020-08-24
Morning News Anchor [JR023685]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-10-19

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR022655]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-06-15
Multimedia Journalist [JR023422]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-09-28
Multimedia Journalist [JR023423]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: C134 Start Date: 2020-07-08
Multimedia Journalist [JR023471]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-07-13
Multimedia Journalist [JR023645]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C3 Start Date: 2020-12-07

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR023871]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C3 Start Date: 2020-11-16
Multimedia Journalist [JR023874]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C97 Start Date: 2021-01-25
Photographer II [JR023723]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-09-21
Producer [JR023654]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-11-30
Producer [JR023986]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-10-12

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 [JR024336]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L19	Code Number: C3 Start Date: 2021-01-11
Producer [JR024337]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L19	Code Number: C134 Start Date: 2021-01-11
Producer [JR024338]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L19	Code Number: C97 Start Date: 2021-02-08
Specialty MMJ [JR023595]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: 2020-11-30
Specialty Producer [JR023550]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: C130 Start Date: 2020-07-31
Sr Dir, Local Media Content [JR023552]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: C130 Start Date: 2020-08-24

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Studio Tech I [JR023862]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, 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: C181 Start Date: 2020-10-12
Studio Tech I [JR023876]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L4, L5, L6, L7, L8, L9, L10, L11, L15, L16, L17, L18, L19, L20, L21, L22	Code Number: C2 Start Date: 2021-01-25

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</p>	<p>03/30/2021 Education to Employment Information/Career Sessions: Mark Silberstein, Sr. Director of Local Media Content will be speaking and giving information about Careers in News & Broadcasting</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>The company provides an Education Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for tuition and books up to \$4000.00 a year. KRIS had 2 employees utilize this program during the reported period: Ana Tamez, Producer Emily Reinhard, Studio Tech</p> <p>Scripps Sales Process Training Q2/Q3: All Account Executives, Local Sales Managers, Digital Sales Manager, Digital Strategist and Director of Sales completed the Scripps Sales Process Training in this reporting year. This is an intensive program for them to learn how to successfully grow sales, gain and practice skills for capturing new business, and develop leadership skills in the selling/negotiating process.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>09/20/2020 - Workplace Harassment Prevention for Manager training video. Discrimination and harassment at work can have a corrosive effect on an organization's culture and can lead to low employee morale, reduced productivity, and even criminal liability. This training provides an overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability. It discusses the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimation, and discrimination.</p> <p>September 28, 2020 through October 15, 2020 Equity, Diversity & Inclusion Dialogue and Learning Session. Employees participated in learning session to develop a common language for equity, diversity and inclusion. They also discussed implicit bias or the different experiences and points of view we all come to work with</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>10/13/2021 - Manager & The Law Training. An interactive, foundational training on key employment law issues for managers. Topics covered in training: EEO/harassment law and company policy. Best Practices and legal issues during the hiring discipline and documentation of performance or conduct issues, and terminations. Overview of FMLA leave law and ADA reasonable accommodation obligations.</p>
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