

**EEO PUBLIC FILE REPORT**

**Reporting Period:** February 1, 2020 - January 31, 2021

**Station Included in Report:** KJRH-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
<b>Common Sources</b>					
C1	Employee Referral				11
C2	Internal Candidate / WorkLife				4
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			30
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		32
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				2
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		16
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	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C1486	Goodwill Industries of Tulsa - Clarice Floyd - 2800 Southwest Blvd (cfloyd@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1487	Goodwill Industries of Tulsa - Diane Nash - 2800 Southwest Blvd. (dnash@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1488	Goodwill Industries of Tulsa - Monique Jennings (Job Connection Specialist) - 1665 South Yale Ave (mjennings@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1489	Jack C. Montgomery VA Medical Center - - 1011 Honor Heights Drive (arnold.crozier@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1490	Jack C. Montgomery VA Medical Center - - 10159 East 11th Street Suite 100 (arnold.crozier@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1491	OKDRS 9mulgee - Rob Gragg - 1801 E. 4th (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1492	OKDRS Bartlesville - Rob Gragg - 210 NE Washington Blvd (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1493	OKDRS Claremore - Rob Gragg - 223 W. Blue Starr Drive (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1494	OKDRS Muskogee - Rob Gragg - 733 S. 32nd Street (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1495	OKDRS Tulsa - Rob Gragg - 8740 E. 11th Street (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1496	OKDRS Tulsa - Rob Gragg - 444 S. Houston (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1497	OKDRS Tulsa - Rob Gragg - 101 N. Greenwood Ave (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1498	OKDRS Tulsa - Rob Gragg - 907 S. Detroit (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1499	The University of Tulsa (Golden OpporTunities) Tulsa, OK - - 800 South Tucker Drive (careerhelp@utulsa.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1500	Workforce Oklahoma - Okmulgee Center - - 1801 East 4th Street (ruthann.smith@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1501	Workforce Oklahoma - Bartlesville Center - Bartlesville, OK 74006 - 6101 SE Nowata Rd., Suite C100 (manager.bartlesville@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1502	Workforce Oklahoma - Claremore Center - - 1810 North Sioux Avenue (ron.mullen@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1503	Workforce Oklahoma - Muskogee Center - - 717 South 32nd St (patty.garner@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1504	Workforce Oklahoma - Pryor Center - - 219 NE 1st Street (jack.james@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1505	Workforce Oklahoma - Pryor Center - Pryor, OK 74361 - 219 NE 1st Street (marsha.cunningham@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1506	Workforce Oklahoma - Sapulpa Center - - 1700 South Main (jon.nelson@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1507	Workforce Oklahoma - Sapulpa Center - - 1700 South Main (robert.williams@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1508	Workforce Oklahoma - Sapulpa Center - - 1700 South Main (robert.williams@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1509	Workforce Oklahoma -Bartlesville Center - - 6101 SE Nowata Road, Suite C100 (manager.bartlesville@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1510	Workforce Oklahoma -Bartlesville Center - - 6101 SE Nowata Road, Suite C100 (michael.costello@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1511	Workforce Oklahoma Center - - 14002 E 21st St, Suite 1030, Eastgate Metroplex (kelli.ingraham@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1512	Workforce Oklahoma Center - - 14002 E 21st St, Suite 1030, Eastgate Metroplex (manager.eastgate@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1513	Workforce Oklahoma Center - - 14002 E 21st St, Suite 1030, Eastgate Metroplex (manager.eastgate@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1514	Workforce Oklahoma Center - Stephen Sullivan (Veterans Representative) - 14002 E 21st Street (stephen.sullivan@oesc.state.ok.us)	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	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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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	
Local Sources					
L1	Resonance	1608 South Elwood Tulsa, OK 74119	Career Coordinator	918-581-3888	
L2	Workforce Oklahoma	2 N. Elgin Tulsa, OK 74120	Ron Julian	918-596-2153	
L3	Oklahoma Association Broadcasters	6520 N. Western Ave Oklahoma City, OK 73116	Nancy Struby	405-848-0771	
L4	American Broadcasting School	4511 S. E. 29th Street Oklahoma City, OK 73115	Staci Cockrell	405-672-6511	
L5	Autry Technology	1201 W. Willow Road Enid, OK 73703	Ashley Skrapke	580-242-2750	
L6	Cameron University	2800 W. Gore Lawton, OK 73506	Steve Adams	580-581-2477	
L7	Canadian Valley Technology Center	6605 Highway 66 Reno, OK 73036	Kale Larkin	405-262-2629	
L8	Eastern Oklahoma County Technology	4801 N. Choctaw Choctaw, OK 73020	Vickey Davies	405-390-9591	
L9	Great Plains Technology Center	4500 W. Lee Blvd Lawton, OK 73505	Carla Codopony	580-250-5535	
L10	High Plains Technology Center	3921 34th Street Woodward, OK 73801	Amber Riley	580-256-6618	
L11	Langston University	226 Page Hall Langston, OK 73050	Bianca Bryant bjbryant@langston.edu	405-466-3281	
L12	Metro Technology Centers	1600 Springlade Dr Oklahoma City, OK 73111	Aaron Walker	405-595-4804	
L13	Northeast OK Technology Center	PO Box 487 Pryor, OK 74362	Jeanie Fox	918-825-7040	
L14	Northeastern State University	705 North Grand Tahlequah, OK 74464	Gayle Anderson	918-456-5511 x3110	
L15	Northern Oklahoma College	PO Box 310 Tonkawa, OK 74653	Dean Pearcy	580-628-6446	
L16	Northwest Technology Center	1801 South 11th Ave Alva, OK 73717	Sharon Corder	580-327-0344	
L17	Northwestern Oklahoma State University	709 Oklahoma Blvd Alva, Ok 73717	Jennifer Grassano	580-327-8606	
L18	Oklahoma Baptist University	500 West University Shawnee, OK 74804	Ronald Johnson	405-878-2351	
L19	Oklahoma Christian University	13800 Benson Road, Edmond., OK Edmond, OK 73013	Candace Owens candace.owens@oc.edu	405-425-5960	
L20	Oklahoma City Community College	7777 S. May Ave Oklahoma City, OK 73159	Gwin Lippert	405-982-1611	
L21	Oklahoma State University	206 Paul Miller Bldg	Jack Hodgson	405-744-8282	
L22	Oklahoma State - OKC	900 N. Portland Oklahoma City, OK 73107	Gill Smith	405-945-8680	
L23	Oklahoma Wesleyan University	2201 Silver Lake Rd Bartlesville, OK	Alice Bunker	918-335-6219	
L24	Rogers State University	1701 W. Will Rogers Blvd Claremore, OK	Cathy Coomer	918-343-7670	
L25	Southeastern Oklahoma State University	1405 N. 4th Ave Durant, OK 74701	Scott Hensley	580-745-2270	

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L26	Southern Oklahoma Tech	2610 Sam Noble Pkwy Ardmore, OK	Sandy Chambers	580-223-2070	
L27	Tri-County Technology Center	6101 Southeast Nowata Rd Bartlesville, OK	Kerensa Kester	918-333-2422	
L28	Tulsa Community College	909 S. Boston	Beverly Bailey	918-595-7045	
L29	University of Central Oklahoma	100 University Blvd	Careers Supervisor careers@uco.edu	405-974-3346	
L30	University of Oklahoma	860 Van Vleet Oval Norman, OK 73019	Kathy Adams	405-325-2721	
L31	University of Tulsa*	600 S. College Tulsa, OK 74104	Melissa Radford recruitingcoordinator@tulsa.edu www.hireTUgrads.com	918-631-2896	
L32	Southern Nazarene University	6729 NW 39th Expressway Bethany, OK	Miriam Key	918-631-2549	
L33	NABJ-Tulsa	P.O. Box 2904 Tulsa, OK 74101	Russell LaCour russell.lacour@tulsaworld.com info@nabjtulsa.org	405-491-6684	
L34	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	Online Posting http://www.allaccess.com	310-457-6616	
L35	Bates Technical College	2320 S. 19th Street Tacoma, WA 98405	Shirley Miller skmiller@bates.ctu.edu	253-680-7240	
L36	Brown College	1440 Northland Drive Mendota Heights, MN 55120	https://browncollege. optimalresume.com/employers /login.php	651-905-3465	
L37	Central Michigan University*	340 Moore Hall Mount Pleasant, MI 48859	Michelle Kalisek Kalis1m@cmich.edu	979-774-3851	
L38	Cherokee Nation Employment	P. O. Box 948 Tahlequah, OK 74465	Katherine Wester personnel@cherokee.org	918-456-0671	
L39	Collins College	4750 S. 44th Place Phoenix, AZ 85040	Amy Roberts, Sr. Career Advisor aroberts@collinscollege.edu	480-446-1112	
L40	Department of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	Dyanne Jones rwade@ci.tulsa.ok.us	918-596-7818	
L41	East Central University	1100 E. 14th St. Ada, OK 74820	careerdevelopment@ecok.edu	580-332-8000	
L42	Emerson College	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L43	Francis Tuttle Technology Center	12777 N. Rockwell Avenue Oklahoma City, OK 73142	http://www.collegecentral.com /CCNEngine	405-717-7799	
L44	Greater Tulsa Hispanic Chamber of Commerce	14201 East 21st Street Suite A Tulsa, OK 74134	Karina Patlen admin@tulsahispanicchamber.co m	918-384-0096	
L45	Handicapped Concerns Office	2401 N W 23rd Suite 90 Oklahoma City, OK 73107	Marilyn Burr marilyn.burr@ohc.state.ok.us	405-521-3756	
L46	Idaho State University Dept. of Mass Communication	921 S. 8th Aavenue Pocatello, ID 83209	Tom Hallaq masscomm@isu.edu	208-282-6453	
L47	Inside Radio	PO Box 567925 Atlanta, GA 31156		800-248-4242 ext. 711	
L48	John Brown University	2000 W. University St. Siloam Springs, AR 72761	http://www.collegecentral.com /CCNEngine	479-524-7263	
L49	KGOU/KROU	OU/Kaufman Hall Room 339 Norman, OK 73019	Laura Knoll lknoll@ou.edu	405-325-3388	
L50	Mayor's Commission of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	D. Hall dhall@ci.tulsa.ok.us	918-596-7818	
L51	Midwestern State University*	3410 Taft Blvd. Wichita Falls, TX 76308	Dr. Jim Sernoe jim.sernoe@mwsu.edu	940-397-4391	
L52	Mississippi State University	P.O. Box PF/130 McComas Hall Mississippi State, MS 39762	Karyn Brown kbrown@comm.msstate.edu	662-325-7952	
L53	Ohio & Illinois Centers for Broadcasting	520 S. State Street Chicago, IL 60605	Don Clark dclark@beonair.com/ gary@beonair.com	3112-884-8000	
L54	Oklahoma Association of Black Journalists	P.O. Box 13005 Oklahoma City, OK 73113	Russell Lacour russell.lacour@tulsaworld.com	918-902-6013	
L55	Oklahoma City University	2501 N. Blackwelder Oklahoma City, OK 73106	Lynette Martin lmartin@okcu.edu	405-208-4913	
L56	Oklahoma Panhandle State University	P. O. Box 430 Goodwell, OK 73939	Christi Hale joblist@opsu.edu	580-349-2611	
L57	Oral Roberts University	7777 South Lewis Tulsa, OK 74171	John Brown careers@oru.edu	918-495-6722	
L58	OU School of Journalism	395 W. Lindsey Norman, OK 73019	oucs@ou.edu	405-325-2721	
L59	Radio Television Digital News Association	529 14th Street NW Suite 1240 Washington, D.C., 20045	http://www.rtdna.org/		

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L60	Rose State College	6420 S. E. 15th Street Midwest City, OK 73110	Brenda Wright jobplacement@rose.edu	405-733-7373	
L61	Society of Broadcast Engineers	9102 North Meridian Street Suite 150 Indianapolis, IN 46206	http://www.sbe.org	317-846-9000	
L62	Southwest Oklahoma State University	100 Campus Drive Weatherford, OK 73096	Tiffany Hawkins tiffany.hawkins@swosu.edu	580-772-6611	
L63	Tucson Veteran Affairs	3601 S. 6th St. Ave Tucson, AZ 85723	Cheryll Frazier cheryll.frazier@va.gov	520-792-1450	
L64	Tulsa Help Wanted	One Civic Center Plaza Suite 506 Poughkeepsie, NY 12601	Marie Vignogna www.tulsahelpwanted.com	800-365-8630	
L65	Tulsa Metro Chamber	William Center Tower II, 2 West 2nd Street Suite 150 Tulsa, OK 74103	Warren Unsicker warrenunsicker@tulsachamber.com	918-585-1201	
L66	Tulsa Technology Center	P. O. Box 477200 Tulsa, OK 74147	Deb McCaskey www.tulsatech.edu/jbconnect	918-828-5216	
L67	Tulsa Urban Leagus	240 E. Apache Street Tulsa, OK 74106	Marquetta Finley jferre@mtul.org	918-584-0001	
L68	University of Colorado at Boulder	1511 University Avenue 478UCB Boulder, CO 80309	Christine Mahoney www.myinterfase.com/ cuboulder_journalism.employer	303-492-0460	
L69	University of Iowa	Iowa City, IA 52242	Online Posting http://uiowa-csm.symplicity.com //employers	319-335-1023	
L70	University of North Texas	P. O. Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L71	University of Wisconsin-Oskosh Radio TV & Film	800 Algoma Road Oskosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L72	Workforce Comanche Nation	584 NW Bingo Road HC 32, Box 1720 Lawton, OK 73507	Donna Victorian dvict@lawtonnet.net	877-492-4922	
L73	YWCA-Women's Resource Center	1503 S. Denver Tulsa, OK 74119	Joyce King jking@ywcatusa.org	918-588-9393	
<b>Total Number of Interviewees Referred:</b>					<b>103</b>



**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 [JR024373]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L11, L19, L30, L31, L37, L51, L57	Code Number: C3 Start Date: 2020-12-07
Assoc Account Exec, TV [JR024351]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C134 Start Date: 2021-01-11
Community Relationships Mgr [JR024017]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C134 Start Date: 2020-12-17
Dir, Digital [JR023203]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, L11, L31, L37, L51	Code Number: C97 Start Date: 2020-04-13
Director III [JR023419]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L30, L31, L37, L51, L55, L57	Code Number: C3 Start Date: 2020-07-27

**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>
Director III [JR023433]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C134 Start Date: 2020-07-27
Exec Producer [JR023402]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C130 Start Date: 2020-06-15
Meteorologist, Weekend [JR024349]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C1 Start Date: 2021-01-25
Multimedia Journalist [JR023495]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C3 Start Date: 2020-08-03

**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 [JR023754]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L30, L31, L37, L51, L55, L57	Code Number: C3 Start Date: 2021-01-25
Photographer II [JR021789]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, L11, L19, L30, L31, L37, L42, L44, L51, L57	Code Number: C3 Start Date: 2020-02-12
Producer [JR023197]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L30, L31, L37, L51, L55, L57	Code Number: C3 Start Date: 2020-06-01
Producer [JR023411]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C1 Start Date: 2020-06-15
Producer [JR023463]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C97 Start Date: 2020-07-06

**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 [JR023753]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C3 Start Date: 2020-10-19
Producer [JR024301]	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, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L11, L19, L30, L31, L37, L51, L57	Code Number: C97 Start Date: 2020-12-14

**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>HRBP participated in Bucknell Virtual career fair on October 13, 2020.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>At Scripps we have a broad commitment to building our leadership capabilities at all levels of the company. We invest in a nationally-recognized leadership program called The Leadership Challenge (TLC), which is designed to develop leaders and accelerate leadership throughout the organization. Station management identified 2 individuals within our organization who showed leadership qualities that could be developed into management level employees. The candidates, were selected for a corporate-wide leadership program known as the "Leadership Champion" program. Each candidate is selected to participate in the program for a two-year period. The current candidates entered the program on 9-1-2019, and their two year participation ended on 10-30-2020 and 11-20-2020.</p> <p>1 Account Executive attended the Scripps Sales Process (SSP) training session. The sessions included a combination of: online classes &amp; role plays, on-the-job application, manager observation &amp; feedback and small group check-ins. The purpose of the Sales Process training is to give salespeople and their managers, a means of learning and improving their skills. The training program ran from 5-28-2020 through 8-25-2020.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>We have a station-wide mentoring program that offers employees the chance to improve their leadership skills and further build their careers. Employees are partnered with senior leaders so they can develop the skills they will need to take on the challenges of leadership. In 2020 the station partnered with the Kansas city station to develop a more diverse and inclusive Senior leader Mentor team.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Participated in Mock interviews for Marketing, Sales and Journalism underclassmen. Interviewed students and provided feedback about their interview responses and spoke in depth with the students about their career goals and the positions and opportunities available with KJRH. This event took place at Tulsa University on 2-21-2020.</p>

**EEO PUBLIC FILE REPORT**

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

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>At Scripps, we are being intentional about improving our equity, diversity and inclusion throughout the company so that we can create a better-informed world. Scripps tailored a very specific EDI training that helped Management gain a better understanding of biases that may impact hiring practices. By attending the training the management team developed a better understanding of EEO and discrimination prevention. The station training began on 9-28-2020 and ran through 10-21-2020.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>Public Service Announcement: The station has created a public service announcement which is broadcast twice a week on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization to receive notices of job opportunities as they become available.</p>