

**EEO PUBLIC FILE REPORT**

**Reporting Period:** August 1, 2024 - July 31, 2025

**Station Included in Report:** KERO-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				4
C2	Internal Candidate / WorkLife				11
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			23
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	10
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		51
C130	Face-to-face Networking				8
C131	Agency/Search Firm				1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		8
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
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	

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C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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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	
C1594	America Job Center of California -Shafter - - 115 Central Valley Highway (lindar@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1595	America`s Job Center - Lamont - - 3300 Segrui Road (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1596	America`s Job Center - Lamont - - 3300 Segrui Road (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1597	America`s Job Center (Delano) - Micheal Smiley (Veterans Representative) - 1816 Cecil Avenue (michael.smiley@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1598	America`s Job Center of California - Bakersfield - Christina Garza - 1600 East Belle Terrace (christina.garza@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1599	America`s Job Center of California (Bakersfield) - Reynaldo Locquiao (Veterans Representative) - 1600 East Belle Terrace (reynaldo.locquiao@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1600	America`s Job Center of California (Bakersfield) - Valorie Dixon (Veterans Representative) - 1600 East Belle Terrace (valorie.dixon@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1601	Career Services Center - Delano - - 1816 Cecil Ave (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1602	Career Services Center - Delano - - 1816 Cecil Ave (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1603	Career Services Center - Lake Isabella - - 6401 Lake Isabella Blvd (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1604	Career Services Center - Lake Isabella - Donna Moreno - 6401 Lake Isabella Blvd. (Morenod@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1605	Career Services Center - Mojave - - 2300 Highway 58 (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1606	Career Services Center - Mojave - - 2300 Highway 58 (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1607	Career Services Center - South East - - 1600 East Belle Terrace (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1608	Career Services Center - South East - - 1600 East Belle Terrace (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1609	Career Services Center - South East - - 1600 East Belle Terrace (lydiar@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1610	Career Services Center - Taft - - 119 North 10th Street (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1611	Career Services Center - Taft - - 119 North 10th Street (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1612	Community Services Employment and Training - Elvis Garcia (Veterans Representative) - 1600 E. Belle Terrace (elvis.garcia@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1613	Community Services Employment and Training - Junior Russo - 1063 West Henderson Avenue (jrusso@employmentconnect.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1614	Porterville Employment Connection One-Stop Center - Adam D. Bode (Veterans Representative) - 1063 West Henderson Avenue (adam.bode@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1615	Proteus Inc., Porterville One-Stop Service Center - Soila Lopez/Romero Figueroa - 54 North Main (Martha@proteusinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1616	Shafter Department of Human Services - - 113 Central Valley Highway (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1617	Shafter Department of Human Services - - 113 Central Valley Highway (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1618	Tulare County Employment Connection (Porterville) - Scott Brown - 1063 West Henderson Avenue (scott.brown@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1619	WorkSource California Antelope Valley One-Stop Career Center - Vet Rep - Jenny Morataya - 1420 West Avenue I (Jenny.Morataya@edd.ca.gov)	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	
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	

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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 <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
<b>Local Sources</b>					
L2	CSUN Career Center	Bayramian Hall 413 18111 Nordhoff Street Nothridge, CA 91330-8241	<a href="http://www.csun.edu/career/about-us">http://www.csun.edu/career/about-us</a>	(818) 677-2878	
L3	CSUB Center for Career Education & Community Engagement	Mail Stop 54CAF 9001 Stockdale Highway Bakersfield, CA 93311-1022	<a href="http://www.csun.edu/cece">www.csun.edu/cece</a> <a href="http://www.csun.edu/cece/index.html">http://www.csun.edu/cece/index.html</a>	661-654-3033	
L4	Bakersfield College - Job Speaker	Career Center - Job Speaker 1801 Panorama Drive Bakersfield, CA 93305-1299	Denise Crawford Denise Crawford <a href="https://bakersfield.jobspeaker.com/#/jobboard/jobs">https://bakersfield.jobspeaker.com/#/jobboard/jobs</a>	661-395-4550	
L5	University Southern California	Career Center 3601 Trousdale PKWY Los Angeles, CA 90089	Jason Wall, Director Employer Relations & Research recruit@usc.edu <a href="https://careers.usc.edu/employers">https://careers.usc.edu/employers</a>	213-740-9105	
L6	Lifton Institute of Media Arts and Sciences	27567 Fantastic Lane Castaic, CA 91384	Paul Pace paulpace67@gmail.com <a href="http://www.limsla.com/#!testimonials/c15bp">http://www.limsla.com/#!testimonials/c15bp</a>	661-753-3100	
L10	Arizona State University/Career Services	Walter Cronkite School of Journalism 411 Central Avenue Phoenix, AZ 85004	Mike Wong,, Director of Career Services; Karen Borgeleau replaces Mike Wong mike.wong@asu.edu	602-496-7430 602-496-9415	
L11	East High School Multi-Media Academy (MMA)	2200 Quincy Street Bakersfield, CA 93306	Al Gaines, MMA Director againes@khsd.k12.ca.us	661-871-7221 x72608	

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L12	National Society of Hispanic MBA (NSHMBA) Bakersfield Chapter	Bakersfield Chapter Bakersfield, CA	Michelle Lujan, Compliance & Secretary Officer <a href="http://www.nshmba.org/members/group.aspx?id=109527">http://www.nshmba.org/members/group.aspx?id=109527</a>	559-313-1783	
L14	Santa Barbara Business College	5300 California Avenue Bakersfield, CA 93309	tiffaniB@sbbcollege.edu, Valente. Guzman@sbbcollege.edu	213-740-9105	
L15	The International Brotherhood of Electrical Workers (IBEW) Local 45, AFL-CIO	6255 Sunset Blvd. Hollywood, CA 90028	Lupe Perez, Executive Administrative Assistant <a href="mailto:lperez@ibew45.org">lperez@ibew45.org</a>	323-851-5515	
L16	Bakersfield College - VC	1801 Panorama Drive Bakersfield, CA 93305	Victoria Coffee <a href="mailto:vcffee@bakersfieldcollege.edu">vcffee@bakersfieldcollege.edu</a>	661-395-4550	
L17	Kern County Hispanic Chamber of Commerce (KCHCC)	231 H Street Bakersfield, CA 93304	Jay Tamsi <a href="mailto:jtamsi@kchcc.org">jtamsi@kchcc.org</a> <a href="http://kchcc.org/">http://kchcc.org/</a>	661-633-5495	
L18	EDD - Cal Jobs*	America's Job Center CA EDD Southern Workforce Ser 1600 East Belle Terrace Bakersfield, CA 93307	Estrella Marie Sistual Estrella Marie Sistual <a href="http://www.americasjobcenterofkern.com">http://www.americasjobcenterofkern.com</a> [americasjobcenterofkern.com]	661.635.2717	
L19	Lagrant Foundation	633 W. 5th Street 48th Florr Los Angeles, CA 90071	Ericka Lagrant <a href="mailto:erickalagrange@lagrant.com">erickalagrange@lagrant.com</a> <a href="https://www.lagrantfoundation.org/Contact%20Us">https://www.lagrantfoundation.org/Contact%20Us</a>	323-469-8680 #223	
L20	Cerro Coso Community College	3000 College Heights Ridgecrest, CA 93555	'jschweir@cerrococo.edu' <a href="https://www.cerrococo.edu/">https://www.cerrococo.edu/</a>	760-384-6128	
L21	Kern High School District	Ridgeview High School 8501 Stine Road Bakersfield, CA 93313	Lora Boler <a href="mailto:lora-boler@khsd.kiz.ca.us">lora-boler@khsd.kiz.ca.us</a> <a href="http://home.kernhigh.org/">http://home.kernhigh.org/</a>	661-398-3100	
L22	Kern County Black Chamber of Commerce	1309 L Street Bakersfield, CA 93301	A. Morris <a href="mailto:amorris@kcbcc.net">amorris@kcbcc.net</a> <a href="http://kcbcc.net/">http://kcbcc.net/</a>	661-326-1529	
L23	Bakersfield Christian High School	12775 Stockdale Highway Bakersfield, CA 93313	Bob Watson <a href="mailto:BHudson@bakersfieldchristian.com">BHudson@bakersfieldchristian.com</a>	661-410-7000	
L24	Bakersfield College - Media	Bakersfield College Bakersfield, CA	Kris Stallworth and David Koeth <a href="mailto:kstallwo@bakersfieldcollege.edu">kstallwo@bakersfieldcollege.edu</a> , <a href="mailto:dkoeth@bakersfieldcollege.edu">dkoeth@bakersfieldcollege.edu</a>	661-395-4206	
L26	Kern High School District Media Arts Programs	Centennial HS 8601 Hageman Road Bakersfield, CA 93312	Dan Binsfeld <a href="mailto:dan_binsfeld@kernhigh.org">dan_binsfeld@kernhigh.org</a>	661-588-8601	
L27	California State University, Fresno	5241 N. Maple Avenue Fresno, CA 93740,	<a href="http://www.fresnostate.edu/studentaffairs/careers/employer/index.html">http://www.fresnostate.edu/studentaffairs/careers/employer/index.html</a>	559.278.2381	
L28	Fresno State	5241 N. Maple Avenue Fresno, CA 93740	<a href="http://www.fresnostate.edu/studentaffairs/careers/">http://www.fresnostate.edu/studentaffairs/careers/</a>		
L29	Glassdoor	100 Shoreline Highway Building A Mill Valley, CA 94941	<a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	1-888-355-9323	
L30	County of Kern - Employers Training Resource	1600 E. Belle Terrace, SE Office Bakersfield , CA 93307	Sistual Estrella Estrella Marie Sistual	661-635-2717	
L31	East High School Multimedia Academy	2200 Quincy Street Bakersfield, CA 93306	Bien Resolme <a href="mailto:bien_resolme@kernhigh.org">bien_resolme@kernhigh.org</a>		
L32	University of California, Santa Barbara	UC Santa Barbara Santa Barbara, CA 93106	Career Center		
L33	Regional Occupational Programs KHSD	7301 Old River Road Bakersfield, CA 93311	Lisa Krch Olson <a href="mailto:lisa_krch@kernhigh.org">lisa_krch@kernhigh.org</a> <a href="mailto:lisa_krch@kernhigh.org">lisa_krch@kernhigh.org</a>	661-397-7301	
Total Number of Interviewees Referred:				116	

## EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR034698]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L10, L15, L17, L18, L23, L24, L33	Code Number: C97 Start Date: 2025-04-14
Creative Services Tech IV [JR034801]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L15, L17, L18, L23, L24, L33	Code Number: C134 Start Date: 2025-06-02
Director II [JR034176]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L10, L15, L17, L18, L24, L33	Code Number: C3 Start Date: 2024-11-11
Director II [JR035112]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L15, L17, L18, L23, L24, L33	Code Number: C3 Start Date: 2025-06-30

## 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]
Exec Reporter [JR034179]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L10, L15, L17, L18, L24, L33	Code Number: C3 Start Date: 2024-10-31
Local Sales Manager [JR034247]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L15, L17, L18, L23, L24, L33	Code Number: C97 Start Date: 2025-01-27
Maintenance Engineer II [JR033724]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6, L10, L15, L17, L18, L23, L24, L33	Code Number: C97 Start Date: 2024-08-26
Multimedia Journalist [JR034177]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L10, L15, L17, L18, L24, L33	Code Number: C97 Start Date: 2025-05-19



# EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR034262]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L18	Code Number: C130 Start Date: 2024-11-11
Photographer II [JR034567]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L10, L15, L17, L18, L23, L24, L33	Code Number: C3 Start Date: 2025-03-03
Photographer II [JR035235]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C131 Start Date: 2025-07-28

**EEO PUBLIC FILE REPORT****III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	07/2025: News Director attended NAHJ Career Expo to inform attendees about current openings at KERO, as well as to host a panel and workshop to prepare journalists for jobs with Scripps Media, Inc.
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.	02/2025: Multimedia Journalist was a guest speaker at Community Empowerment Organization event. He spoke about various ways to prepare for entrance into a career in the broadcast industry.
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).	12/2024: Station hosted Kern High School. Provided tour and spoke about jobs at the station and in the industry.
	03/2025: Station hosted Kern High School. Provided tour and spoke about jobs at the station and in the industry.
	06/2025: Job Shadow participant shadowed Director of Engineering and other broadcast engineers to learn more about the engineering roles in this industry.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	08/2024-07/2025: Scripps provides learning opportunities to eligible station employees with access to the Educational Assistance Program. The program reimburses 100% of tuition and books up to \$5,250.00 per year per employee. During this reporting period, three employees participated in the program.
	03/2025: Scripps Sales Process (SSP) Training. Account Executives receive this training to ensure their understanding of the sales process the company follows. It provides steps that if accurately followed, leads to revenue success, resulting in high performance and readiness for sales leadership roles.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	03/2025: Leading Effectively Through Accountability and Development (LEAD) Training. Conducted training for all people managers with curriculum around processes and protocols for accountability and compliance.