

**EEO PUBLIC FILE REPORT**

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

**Station Included in Report:** KSBY-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				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			18
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	8
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		64
C130	Face-to-face Networking				11
C131	Agency/Search Firm				3
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
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	2
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	1
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	
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	
C1964	America's Job Center of California - San Luis Obispo - Doris Ely - 880 Industrial Way (doris.ely@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1965	America's Job Center of California - San Luis Obispo - Jackie Yeager - 880 Industrial Way Goodwill Facility (jyeager@scgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1966	Cuesta College (Cuesta CSM) San Luis Obispo, CA - Hunter Perry - Cuesta College, P.O. Box 8106 (helen_perry@cuesta.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1967	PathPoint - North Santa Barbara County - - 2450 Professional Parkway Ste 220 (carol.graeser@pathpoint.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1968	PathPoint - San Luis Obispo County - - 265 South Street Ste H (barbara.furia@pathpoint.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1969	Workforce Resource Center - Santa Maria - - 1410 South Broadway ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1970	Workforce Resource Center - Santa Maria - Vet Rep - Frank Campo - 1410 South Broadway, Suite A (Frank.Campo@edd.ca.gov)	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	
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	1
C3032	Westmont College (Job Spot) Santa Barbara, CA - LoriAnn Banez - 955 La Paz Rd (recruit@westmont.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3033	Workforce Resource Center - Santa Barbara - Richard Shiverdecker - 130 East Ortega (richard.shiverdecker@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3034	Workforce Resource Center (Santa Barbara) - Rodrigo Gonzalez - 130 East Ortega (rodrigo.gonzalez@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					

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L2	Bakersfield College Job Placement	1801 Panorama Drive Bakersfield, CA 93305	Rudy Gutierrez rgutier@bakersfieldcollege.edu		
L3	Broadcast Employment Services	PO Box 4116 Oceanside, CA 92052	Mark Holloway admin@tvjobs.com tvjobs.com	760-754-8177	
L5	California Chicano News Media Assoc. (CCNMA)	300 S. Grand Ave. Suite 3950 Los Angeles, CA 90071	Human Resources ccnmainfo@ccnma.org ccnma.org	213-437-4408	
L8	Japanese Cultural/Community Center	1840 Sutter Street San Francisco, CA 94115	Marjorie Fletcher mfletcher@jccnc.org jccnc.org	415-567-5505	
L9	Jobs @ KSBY	1772 Calle Joaquin San Luis Obispo, CA 93405	Kathleen Choal jobs@ksby.com ksby.com	805-541-6666	
L13	Mexican American Opportunity Foundation	2001 28th Street Bakersfield, CA 93301	Mauro Laris mlaris@co.kern.ca.us maof.org	661-861-2800	
L16	Biola University	13800 Biola Ave La Mirada, CA 90639	Human Resources student.success@biola.edu biola.edu	562-903-4875	
L17	Boise State University	1464 W University Dr Boise, ID 83706	Human Resources career@boisestate.edu https://career.boisestate.edu	(208) 426-1747	
L18	California Polytechnic State University-San Luis Obispo	1 Grand Ave San Luis Obispo, CA 93407	Human Resources careerservices@calpoly.edu https://careerservices.calpoly.edu	805-756-2501	
L19	California State University, San Bernadino	5500 University Pkwy San Bernardino, CA 92407	Human Resources careercenter@csusb.edu http://career.csusb.edu	909-537-5250	
L20	Chapman University	1 University Dr Orange, CA 92866	Human Resources career@chapman.edu http://www.chapman.edu/	714-997-6942	
L21	Claremont Graduate University	150 E 10th St Claremont, CA 91711	Human Resources career.development@cgu.edu https://www.cgu.edu/careerdevelopment	(909) 607-2532	
L23	George Fox University	414 N Meridian St Newberg, OR 97132	Human Resources idea@georgefox.edu http://idea.georgefox.edu	(503) 554-2330	
L24	Harvey Mudd College	301 Platt Blvd Claremont, CA 91711	Human Resources career_services@hmc.edu https://www.hmc.edu/about-hmc/	(909) 621-8091	
L25	Keck Graduate Institute	1 N Indian Hill Blvd Claremont, CA 91711	Human Resources angela_cossey@kgi.edu https://www.kgi.edu	909-607-0102	
L28	Pitzer College	1050 N Mills Ave Claremont, CA 91711	Human Resources careerservices@pitzer.edu https://www.pitzer.edu/career-services/	909-621-8519	
L30	Pomona College	333 N College Way Claremont, CA 91711	Human Resources careerdevelopment@pomona.edu https://www.pomona.edu/cdo	(909) 621-8144	
L31	Scripps College	1030 Columbia Ave Claremont, CA 91711	Human Resources careers@scrippscollege.edu http://careerservices.scrippscollege.edu	909-621-8180	
L35	National Lesbian Gay Journalists Association	2120 L St NW Suite 850 Washington, DC, DC 20037	jobboard@nlgja.org nlgja.org	202-588-9888	
L36	Jobspeaker, Inc	126 West Portal Ave. San Francisco, CA 94116	Alma Miranda alma.miranda@hancockcollege.edu https://careerconnect.jobspeaker.com	805-922-6966 ext. 3012	
L37	The Chamber of Commerce of the Santa Barbara Region	5662 Calle Real #204 Goleta, CA 93117	Michele Schneider michele@SBSCChamber.com https://business.goletachamber.com/jobs/create/ [business.goletachamber.com	805-967-2500	
L38	Eckerd Connects*	Note: Open positions requested beginning 11/20 3450 Broad Street, Suite 103 San Luis Obispo, CA 93401	Christina Kuhn ckuhn@eckerd.org Eckerd.org/slo	905-249-9644	
L40	Best Buddies	100 Southeast Second St Suite 2200 Miami, FL 33131	Vivi Santillan visisantillan@bestbuddies.org bestbuddies.org	425-351-9806	
L41	Cal Poly - Sheridan Reineck*	Note: Open positions requested beginning 05/05/23 1 Grand Ave San Luis Obispo, CA 93407	Sheridan Reineck careerservices-cla@calpoly.edu calpoly.edu	805-756-2501	
L42	UC Santa Barbara	UC Santa Barbara Santa Barbara, CA 93106	Nomi Morris nomimorris@writing.ucsb.edu ucsb.edu	805-893-8000	
Total Number of Interviewees Referred:				133	

## 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 [JR034145]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C97 Start Date: 2024-11-06
Dir, Engineering [JR034488]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, 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, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C134 Start Date: 2025-03-17
Director II [JR033890]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2024-09-25
Director II [JR034985]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, 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, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C3 Start Date: 2025-07-07

## 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]
Multimedia Journalist [JR034066]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, 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, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C130 Start Date: 2025-03-31
Multimedia Journalist [JR034142]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, 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, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C130 Start Date: 2025-06-02
Multimedia Journalist [JR034373]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C172, C173, C174, 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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C97 Start Date: 2025-01-27
Multimedia Journalist [JR034636]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, 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, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C97 Start Date: 2025-04-21

## EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR034805]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3032, C3033, C3034, C3135, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C97 Start Date: 2025-06-02
Producer [JR034351]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C172, C173, C174, 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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, 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, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C5 Start Date: 2025-03-31
Producer [JR034920]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, 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, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C130 Start Date: 2025-07-28
Sr Reporter [JR034067]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L5, L8, L9, L16, L17, L19, L21, L23, L24, L25, L28, L30, L31, L35, L38, L40, L41	Code Number: C3 Start Date: 2024-10-21



**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.	KSBY FCC April 17, 2025 -Executive Producer attended the Spring 2025 California Polytechnic State University Journalism Career Fair.
	KSBY FCC April 24, 2025 -Station Manager attended the Spring 2025 Job Fair Cuesta College.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	September 2024-December 2024 - 2 Interns in News Department
	June/July -August/September 2025 2 Interns in News Department
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	2024 National Convention in September 2024. KSBY's Sr. News Director served as a panelist and talk about journalist moving into management roles and the importance of helping the next generation of journalist.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	During the month of February 2025, HR Business Partner conducted classes with the management team on policy information to include effective communication, resolving conflict, company's code of conduct and ethics, administrative task, and employee wellness information. These sessions were conducted to ensure they have the tools and resources they need to be successful in supporting their employees and following company guidelines.
	HR Business Partner conducted L.E.A.D. (Leading Effectively through Accountability & Development) Training with people managers on March 31, 2025. L.E.A.D Training is designed to help managers in these key areas: grow candor, clarity, performance and agility; embody Scripps values in daily actions and build and lead high-performing, high-accountability teams.
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.	2.14.25 -San Luis Obispo -A diverse group of about 35 leaders in San Luis Obispo County toured KSBY station.