

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2022 - May 31, 2023

Stations Included in Report: KGUN-TV, KWBA-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				20
C2	Internal Candidate / WorkLife				7
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			15
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
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		33
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				29
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		12
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	
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	

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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	
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	

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C1375	Arizona Department of Economic Security (Sierra Vista) - Lois Allee (Veterans Representative) - 2981 East Tacoma (lallee@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1376	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Angelica Hernandez (Business Representative) - 1843 Paseo San Luis (ahernandez@cpic-cas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1377	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Johnny Quiroz (Veterans Representative) - 1843 Paseo San Luis (jquiroz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1378	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Kevin Efta (Veterans Representative) - 1843 Paseo San Luis (kefta@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1379	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Toyier Foster (Veterans Representative) - 1843 Paseo San Luis (tfoster@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1380	DES Employment Service (Tucson) - Adrianne Angeli (Veterans Represenative) - 316 West Ft. Lowell (aangeli@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1381	DES Employment Service (Tucson) - Christine Webb - 5441 E 22nd Street, Suite #101 (cwebb@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1382	DES Employment Service (Tucson) - Desiree Galaz (Business Representative) - 5441 East 22nd Street, Suite #101 (dgalaz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1383	DES Employment Service (Tucson) - Lisa Martinez (Business Representative) - 316 West Fort Lowell (lmartinez2@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1384	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 316 West Ft. Lowell Road (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1385	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 195 West Irvington (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1386	DES Employment Service (Tucson) - Mark Pollinger (Veteran Represenative) - 316 West Ft. Lowell (mpollinger@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1387	DES Employment Service (Tucson) - Robert Allen Millner (Veterans Representative) - 5441 East 22nd Street, Suite 101 (rmillner@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1388	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1389	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1390	Fred G Acosta Job Corps Center - Brad McCormick - 901 S Campbell Avenue (mccormick.brad@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1391	Goodwill Career Resource Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1392	Goodwill Industries of Southern Arizona - - 3003 South Country Club Rd. Suite 211 (jplum@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1394	International Rescue Committee - - 3100 N Campbell Ave (diane.stuart@theirc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1395	Kino One-Stop - - 2797 E. Ajo Way (dgrimes@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1396	Kino Service Center - - 1680 W. Valencia Road (restrada@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1397	La Paz Career Center - - 1940 East Silverlake Suite 405 (lgulick@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1398	Maricopa Workforce Connections- Gilbert - - 1940 East Silverlake Suite 405 (llarivee@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1399	Navajo and Apache County Workforce Partnership Department of Economic Secuirty - - 2797 East Ajo Way (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1400	Northern Arizona University Flagstaff, AZ - - 4004 North Romero Road (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1401	Northern Arizona VA Healthcare System - - 100 North Stone Avenue Suite 500B (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1402	One Stop System, Cocopah Indian Tribe - - 899 North Wilmot Suite D3 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1403	One Stop System, Colorado River Indian Tribes - - 7225 North Mona Lisa Suite 202 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1404	One Stop System, Fort Mojave Indian Tribe - - 195 West Irvington (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1405	One Stop System, Gila River Indian Community - - 4710 East 29th Street Bldg. 8 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1406	Pascua Yaqui Tribe - - 7474 South Camino De Oeste (linda.valenzuela@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1407	Pascua Yaqui Tribe of Arizona - Rosie Matas - 7474 S Camino De Osete (rosie.matas@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1408	Phoenix Workforce Connection Hope VI Community Training & Education Center - General Workforce/Job Center Contact Email - 543 West 4th Street (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1409	Pima Couny One-Stop Career Center (Kino Teen Center) - David J. Balderrama (Business Relations Specialist) - 2801 East Ajo Way (david.balderrama@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1410	Pima One-Stop Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1411	PPEP, Inc - Leticia Beltran - 731 N 1st St, PO Box 2089 (malvarado@ppep.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1412	Prima County One-Step Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1413	Primavera Foundation - - 151 W 40th Street (kcaldwell@primavera.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1414	Rehabilitation Services Administration - Suzi Shoemaker - 300 East 26th St (suzi.shoemaker@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1415	Tucson Indian Center - - 97 East Congress, Suite 101 (vboone@ticenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1416	Tucson Yourth Development - Arnold Palacios - 1901 N Stone Ave (arnold.palacios@acehs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1417	University of Arizona (CareerServices) - Marie Rozenblit - 1303 E. University Blvd., Suite #411 (careerservices@arizona.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1418	Vista Del Camino - Greg Madril (Director) - 7474 South Camino de Oeste (greg.madril@pascuayaqui-nsn.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	Illinios 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	

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C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	American Advertising Federation - Tucson		http://aauftucson.org/classifieds.php		
L2	University of Arizona		https://arizona-csm.symplicity.com/employers/		
L3	California State University Fullerton	800 N. State College Blvd College Park Suite CP-700 Fullerton, CA 92834	http://communications.fullerton.edu	657-278-7558	
L4	Emerson College	120 Boylston Street Boston, MA 02116	Blaine Butler/ Marcia Della-Guistina blaine_butler@emerson.edu http://www.emerson.edu	617-824-8586	
L5	American Broadcasting School	4511 SE 29th Street Oklahoma City, OK 73115	Michelle McConnell michelle@radioschool.com http://www.radioschool.com	817-695-2474	
L6	Walter Cronkite School of Journalism and Mass Communication	555 N. Central Ave Suite 302 Phoenix, AZ 85004	Karen Bordeleau kbordell1@asu.edu https://cronkite.asu.edu/about/faculty-and-leadership/staff	602-496-5118	
L7	Central Michigan University	1200 S. Franklin St Mount Pleasant, MI 48859	Dr. Heather Polinsky polin1he@cmich.edu https://www.cmich.edu/colleges/CCFA/CCFABroadcastandCinematicArts/CCFABCAFa	989-774-3851	
L8	University of Arizona School of Journalism	Tucson, AZ	Renee Schafer Horton rshorton@email.arizona.edu https://journalism.arizona.edu/	520-626-9219	
L9	Bates Technical College	1101 S. Yakima Ave Tacoma, WA 98405	Ken Witkoe kwitkoe@ctc.edu http://www.bates.ctc.edu/JobServices	253-680-7761	
L10	University of North Texas	1155 Union Circle Denton, TX 76203	Phyllis Slocum Slocum@unt.edu http://mediaarts.unt.edu/content/phyllis-slocum	940-565-2565	
L11	USC Annenberg School for Communication and Journalism	3502 Watt Way Los Angeles, CA 90007	Stacy Scholder scholder@usc.edu http://annenberg.usc.edu/faculty/journalism/stacy-scholder	213-740-0014	
L12	University of Wisconsin	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu http://rtf.uwosh.edu/justine-stokes/	920-424-3113	
L13	Linkages of Arizona	1651 W Grant Rd, Tucson Tucson, AZ 85705	Hailey Thoman hthoman@linkagesarizona.org http://live.linkagesarizona.org:80/login/index.cfm/live.linkagesarizona.org	(520) 571-8600	
L14					
L15					
L16	Arizona Broadcasters Association	555 N. Central Ave. Suite 302 Phoenix, AZ 85004	info@azbroadcasters.org	6022524833	
L17	University of Arizona - College of Fine Arts - Photography	1031 N. Olive Rd. J Gross Gallery - Room 101d Tucson, AZ 85721-0002	artinfo@cfa.arizona.edu	520-621-7570	
Total Number of Interviewees Referred:				123	

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 [JR029567]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C1 Start Date: 2022-08-15
Commercial Photographer [JR030954]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C1 Start Date: 2023-03-27
Digital Content Producer [JR029965]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C1 Start Date: 2022-09-12
Digital Content Producer [JR031193]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C1 Start Date: 2023-05-15

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]
Director III [JR029723]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C97 Start Date: 2022-08-22
JCP Participant [JR028507]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C130 Start Date: 2022-07-05
JCP Participant [JR028508]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C130 Start Date: 2022-07-05
JCP Participant [JR028509]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C130 Start Date: 2022-07-05
JCP Participant [JR028510]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C130 Start Date: 2022-07-05
Multimedia Journalist [JR028196]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C3 Start Date: 2022-07-05

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 [JR030169]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C130 Start Date: 2022-11-21
Multimedia Journalist [JR030267]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C131 Start Date: 2023-01-23
Non-News Talent [JR030547]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C1 Start Date: 2023-01-10
Photographer II [JR029309]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C97 Start Date: 2022-09-12
Producer [JR028935]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C1 Start Date: 2022-06-27

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR029634]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C134 Start Date: 2022-08-22
Producer [JR030164]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C97 Start Date: 2022-10-31
Producer [JR031204]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C97 Start Date: 2023-05-22
Producer, Creative Services [JR029374]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C97 Start Date: 2022-07-18

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]
Traffic Copy Editor, Local [JR031092]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C134 Start Date: 2023-03-27

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.	Participation on 10.25.2022 at the ASU - Cronkite School of Journalism and Mass Communication promoting career opportunities in broadcasting with EW Scripps in the Journalism Career Program (JCP) to upcoming program graduates with GM and News Director.
	Participation on 01.19-20.2023 at the ASU - Cronkite School of Journalism and Mass Communication promoting career opportunities in broadcasting with EW Scripps in the Journalism Career Program (JCP) to upcoming program graduates with GM and News Director.
	Participated in University of Arizona all careers job fair on 03.01.2023 with Local Sales Manager in attendance.
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.	Participation on 06.22.2022 in a career fair sponsored by Pascua Yaqui Tribe promoting career opportunities in broadcasting with EW Scripps to the local tribal community membership attending.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Initiated on 11.22.2022 a structured ten (10) module leadership training program with new executive producers on development of leadership skills, along with a diverse content of legal and organizational requirements including topics covering equal employment standards and discrimination prevention.
Establishment of a mentoring program for station personnel.	General Manager initiated on 03.28.2023 an internal station mentoring program to support individuals in a supervisory or managerial roles to be mentored by senior leadership members.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Participation on 03.20.2023 at the University of Arizona - Athletics - Ginny Clements Athletic Center promoting career opportunities in broadcasting with EW Scripps to student athletes.
	On 03.31.2022 the SEU participated in a journalism presentation to high school students at Rincon High School. This presentation included entering a career in journalism, writing a resume, and putting together a resume reel. The SEU participants included the News Director, Director of Sales and a news talent member.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	On 02.15.2023 SEU participated in a career day at Catalina High School. SEU participants included an Anchor/Reporter who talked about careers in broadcast, about a day in the life of an anchor/reporter and what degree/classes a student should look in to to enter a career in broadcast journalism.
	On 03.07.2023 the SEU participated in a presentation to the Pima Community College Business Club with students and advertising professional from the Tucson Ad Federation to discuss the employment opportunities that are in the media ad environment and within EW Scripps. This presentation was attended by the station Director of Sales.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Presented structured in-service training module to senior leadership on an annual basis, along with refresher training to hiring managers in active hiring efforts on the legal aspects, anti-discriminatory efforts, and best practices of interviewing and selecting candidates.