

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2025 - March 31, 2026

Stations Included in Report: KRHD-CD, KXXV-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				4
C2	Internal Candidate / WorkLife				10
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			40
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
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		55
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				3
C131	Agency/Search Firm				1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		4
C181	TVJobs	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	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	

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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	
C1052	Central Texas Veterans Healthcare System - - 1901 Veterans Memorial Drive (roger.meek@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1053	Central Texas Veterans Healthcare System - - 4800 Memorial Drive (roger.meek@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1054	Division for Rehabilitation Services - - 1409 East Main Street Suite B (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1055	Division for Rehabilitation Services - - 604 South Gray (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1056	Division for Rehabilitation Services - - 4501 S. General Bruce Drive Suite 86 (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1057	Division for Rehabilitation Services - - 717 Franklin Avenue (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1059	Workforce Solutions - - 405 East Marshall (karen.burns@easttexasworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1060	Workforce Solutions - - 230 Coleman Street (dorothy.paul@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1061	Workforce Solutions - - 300 Cheyenne Dr. (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1062	Workforce Solutions - - 507 E Yeagua Street (lisa.alewine@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1063	Workforce Solutions - - 720 N. Beaton Street (rgriffin@dfwjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1064	Workforce Solutions - - 2420 S 37th St. (tome@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1065	Workforce Solutions - - 102 E Central Ave, Suite 300 (vickieg@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1066	WorkForce Solutions - Robertson County - - 303 Post Oak Street (trobie@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1067	Workforce Solutions for North Central Texas - Corsicana - - 720 North Beaton Street (corsicanaworkforce@dfwjjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1068	WorkForce Solutions for the Heart of Texas - Falls County - - 230 Coleman Street (kelly.cameron@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1070	WorkForce Solutions for the Heart of Texas - Waco - - 1416 South New Road (kelly.cameron@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1071	WorkForce Solutions of Central Texas - - 300 Cheyenne Dr. (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1072	WorkForce Solutions of Central Texas - - 300 Cheyenne Dr. (lewisb@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1073	WorkForce Solutions of Central Texas - - 102 East Central Avenue, Suite 300 (scottm@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1074	WorkForce Solutions of Central Texas - - 2420 South 37th Street (tome@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1075	WorkForce Solutions of Central Texas - - 2420 South 37th Street (tome@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1076	WorkForce Solutions of Central Texas - - 102 East Central Avenue, Suite 300 (vickieg@workforcelink.com)	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	

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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	
C2411	Brazos Valley Workforce Solutions - Bryan - - 3991 East 29th Street, P.O. Box 4128 (trobie@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2412	Division for Rehabilitation Services - - 1046 South 4th Street (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2413	Division for Rehabilitation Services - - 109 Commercial Circle Suite 112 (linda.robinson2@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2414	Division for Rehabilitation Services - - 1115 Welsh Avenue Suite B (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2415	Workforce Solutions - - 2448 Becker Drive (lanthony@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2416	Workforce Solutions - - 313 N Main St (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2417	Workforce Solutions - - 901 Normal Park Dr., #7 (justin.sullivan@wrksolutions.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2418	WorkForce Solutions - Burleson County - - 119 South Main Street, Suite C (trobie@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2419	Workforce Solutions Gulf Coast - Huntsville - - 291A Interstate 45 South (huntsville@wrksolutions.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2420	Workforce Solutions Brazos Valley - Bryan - - 3991 East 29th Street (wioabv@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2421	WorkForce Solutions Brazos Valley - Centerville - - 204 East Saint Mary's Street (dora.lopez@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2422	WorkForce Solutions-Madison County - - 300 West School Road (info@bvcog.org)	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	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	Texas Association of Broadcasters	Ann Arnold Center 502 E 11th Street, Ste 200 Austin, TX 78701	Ann Romero anna.romero@tab.org https://www.tab.org/job-bank/post-job	(512) 322-9944	
L2	Texas State Technical College (TSTC)	3801 Campus Drive Waco, TX 76704	kacey.darnell@tstc.edu https://www.tstc.edu/hire/employers	254-867-3009	
L3	Cen-Tex Hispanic Chamber of Commerce	915 La Salle Ave Waco, TX 76706	info@wacohispanicchamber.com https://wacohispanicchamber.com/jobs/	(254) 754-7111	
L4	Cen-Tex African American Chamber of Commerce	1020 Elm Avenue Waco, TX 76704	info@centexchamber.com https://www.centexchamber.com/		
L5	Baylor University	Career Center - Sid Richardson Bldg Room 044 Waco, TX	https://app.joinhandshake.com/schools/11		
L6	McLennan Community College	1400 College Dr Waco, TX 76708	Student Career Services Center careers@mcclennan.edu www.collegecentral.com/mcclennan	254-299-8614	
L7	Greater Waco Chamber of Commerce	101 S Third Street Waco, TX	ftaylor@wacochamber.com (need new email address - 12/27/23) https://wacochamber.com/	254-757-5600	
L24	Texas A&M University - Central Texas	1001 Leadership Place Killeen, TX 76542	Handshake Job Postings https://app.joinhandshake.com/schools/796		
L36	University of Mary Hardin-Baylor	900 College Street Belton, TX 76513	Handshake Job Postings https://app.joinhandshake.com/schools/572		
L38	University of North Texas	1155 Union Circle Enton, TX 76201	Handshake Job Postings https://app.joinhandshake.com/schools/456		
L48	Greater Killeen Chamber of Commerce	1 Santa Fe Plaza Killeen, TX 76541	https://www.killeenchamber.com/	(254) 526-9551	
L49	Bryan-College Station Chamber of Commerce	1733 Briarcrest Drive Suite 200 Bryan, TX 77802	info@bcschamber.org https://www.bcschamber.org/	(979) 260-5200	
L51	Fort Hood TAP Center	Bldg 18010/B Wing 3rd Floor Fort Hood, TX 76544	Mark Phillips, DHR, Division Chief of TAP mark.e.phillips.civ@army.mil	254-288-6735 315-489-9622	

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L52	Sam Houston State University	Career Success Center 1921 Avenue J Huntsville, TX 77340	Handshake Job Postings careersuccesscenter@shsu.edu https://tamuk.joinhandshake.com/emp/schools/924	936-294-1713	
L53	Texas Intercollegiate Press Association		Julie M. Reed, President / Advisor Julie_M_Reed@baylor.edu http://texasipa.org/	254-710-3683	
L54	Texas A&M University - College Station	TAMU Career Center 209 Koldus Building 1233 TAMU College Station, TX 77843-1233	Career Center james_dwyer@tamu.edu https://tamu-csm.symplicity.com/employers/app/home	(979) 845-5139	
Total Number of Interviewees Referred:					125

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Local Sales Manager [JR035845]	C1, C2, C3, C5, C69, C97, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, C3135, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2026-02-23
Meteorologist [JR035465]	C1, C2, C3, C5, C69, C97, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, C3135, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2026-03-30
Meteorologist [JR035889]	C1, C2, C3, C5, C69, C95, C97, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, C3135, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2026-01-26
Multimedia Journalist [JR034605]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, L3, L4, L49, L51, L53, L54	Code Number: C97 Start Date: 2025-04-28
Multimedia Journalist [JR034880]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L3, L4, L49, L51, L53, L54	Code Number: C5 Start Date: 2025-04-28

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 [JR035665]	C1, C2, C3, C5, C69, C97, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, C3135, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2026-01-05
Multimedia Journalist [JR035673]	C1, C2, C3, C5, C69, C97, 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, C1057, C1060, C1062, C1066, C1068, 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, C2411, C2412, C2413, C2414, C2415, C2416, C2417, C2418, C2419, C2420, C2421, C2422, C3135, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2026-02-17
Multimedia Journalist [JR035824]	C1, C2, C3, C5, C69, C97, 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, C1057, C1060, C1062, C1066, C1068, 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, C2411, C2412, C2413, C2414, C2415, C2416, C2417, C2418, C2419, C2420, C2421, C2422, C3135, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2026-02-03
Multimedia Journalist [JR036029]	C1, C2, C3, C5, C69, C97, 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, C1057, C1060, C1062, C1066, C1068, 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, C2411, C2412, C2413, C2414, C2415, C2416, C2417, C2418, C2419, C2420, C2421, C2422, C3135, L3, L4, L49, L51, L53, L54	Code Number: C97 Start Date: 2026-02-23

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 [JR034907]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, L3, L4, L49, L51, L53, L54	Code Number: C97 Start Date: 2025-06-16
Producer [JR035089]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2025-07-28
Real-Time Editor [JR034868]	C1, C2, C3, C5, C69, C97, C100, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, L3, L4, L49, L51, L53, L54	Code Number: C2 Start Date: 2025-06-02
Sr Reporter [JR034865]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, 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, L3, L4, L49, L51, L53, L54	Code Number: C3 Start Date: 2025-08-18

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>02/2026: Creative Services Director joined University of North Texas for their on-campus journalism career fair and interviews. They discussed careers in journalism/media and highlighted the opportunities available within Scripps and specifically Waco and Bryan.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>04/2025-03/2026: 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 two employees participated in the program.</p> <p>12/2025-11/2026: Station Leader Learning Program: Drives high engagement and measurable skill gains. GM builds cross functional connections in key financial management skills, strong Communities of Practice, and Adaptive Leadership. The program adds value in fostering collaboration and readiness for change and growth.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>10/2025: GM/News Director and Creative Services Director attended Career Day at Baylor University; gave presentations to multiple classes and conducted one-on-one meetings with students to discuss career opportunities and resume building.</p> <p>11/2025: Local Sales Manager hosted a Baylor University student who shadowed the manager to learn about sales strategy, culture, and client relationships within the broadcast industry.</p> <p>11/2025 - GM/News Director visited University of North Texas' Journalism class to discuss careers in the broadcasting industry.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>4/2025 - HRBP provided Leading Effectively through Accountability and Development (LEAD) Training to all people managers of the station. The training included topics on Goal Setting for employee development and promotion opportunities, Performance Expectations, Employee Recognition, and Policy vs Performance. Training attendees included the Station Manager, all Department Heads, and frontline people managers.</p>