

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2019 - March 31, 2020

Station Included in Report: 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				10
C2	Internal Candidate / WorkLife				14
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			38
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		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		44
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	19
C130	Face-to-face Networking				20
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		26
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

EEO PUBLIC FILE REPORT

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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C192	LinkedIn_Slots	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	

EEO PUBLIC FILE REPORT

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	
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	

EEO PUBLIC FILE REPORT

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	

EEO PUBLIC FILE REPORT

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	4
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	

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C1058	Heart of Texas Workforce Center - - 1416 S New Road (deidre.simmons@hotworkforce.com)	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	
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 - Cindy Coffman - 720 North Beaton Street (tschwab@dfwjobs.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	
C1069	WorkForce Solutions for the Heart of Texas - Falls County - Angie Truett - 230 Coleman Street (angie.truett@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	

EEO PUBLIC FILE REPORT

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	Joble	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	

EEO PUBLIC FILE REPORT

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	

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	
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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@mclellan.edu www.collegecentral.com/mclellan	254-299-8614	
L7	Greater Waco Chamber of Commerce	101 S Third Street Waco, TX	ftaylor@wacochamber.com https://wacochamber.com/	254-757-5600	
L8	Angelo State University	ASU Station #11026 San Angelo, TX 76909	Online posting https://www.angelo.edu/services/career/employers/	(325) 942-2150	
L9	Arizona State University	Tempe, AZ 85281	Handshake Job Postings https://app.joinhandshake.com/schools/294		
L10	Colorado State University	Fort Collins, CO	Handshake Job Postings https://app.joinhandshake.com/schools/51		
L11	Concordia University	11400 Concordia University Drive Austin, TX 78726	Handshake Job Postings https://app.joinhandshake.com/schools/268		
L12	Connecticut School of Broadcasting	130 Birdseye Rd. Farmington, CT 6032	Email to post jobs info@gocsb.com https://www.gocsb.com/	(860) 677-7577	
L13	Laredo College	West End Washington Street Laredo, TX 78040	Online posting http://www.laredo.edu/cms/LCC/Student_Services/Student_Success_Center/Emplo	(956) 722-0521	
L14	Louisiana State University	Baton Rouge, LA	Handshake Job Postings https://app.joinhandshake.com/schools/606		
L15	Louisiana Tech University	305 Wisteria Street Ruston, TX 71270	Handshake Job Postings https://app.joinhandshake.com/schools/492		
L16	Midwestern State University	3410 Taft Blvd Wichita Falls, TX 76308	Handshake Job Postings https://app.joinhandshake.com/schools/552		
L17	National Association of Hispanic Journalists	PO Box 117 Windsor, CA 95492	Email to post jobs info@nahjcareers.org https://www.nahjcareers.org/	(626) 792-3846	
L18	New Mexico State University	Las Cruces, NM	Handshake Job Postings https://app.joinhandshake.com/schools/839		
L19	Oklahoma Christian University	Oklahoma City, OK	Handshake Job Postings https://app.joinhandshake.com/schools/638		
L20	Oklahoma City University	2501 North Blackwelder Ave Oklahoma City, OK 73106	Handshake Job Postings https://app.joinhandshake.com/schools/830		

EEO PUBLIC FILE REPORT

L21	Southwestern Assemblies of God University	1200 Sycamore Street Waxahachie, TX 75165	Handshake Job Postings https://app.joinhandshake.com/schools/746		
L22	Stephen F. Austin State University	1936 North Street Nacogdoches, TX 759655	Handshake Job Postings https://app.joinhandshake.com/schools/327		
L23	Tarrant County College Career Network	All campuses (NE, NW, S, SE, Trinity River) Tarrant County, TX	Online posting to all campuses necareerservices@tccd.edu https://www.collegecentral.com/tccd/	(817) 515-6692	
L24	Texas A&M University - Central Texas	1001 Leadership Place Killeen, TX 76542	Handshake Job Postings https://app.joinhandshake.com/schools/796		
L25	Texas A&M University - Commerce	2200 Campbell Street Commerce, TX 75428	Handshake Job Postings https://app.joinhandshake.com/schools/443		
L26	Texas A&M University - Corpus Christi	6300 Ocean Drive Corpus Christi, TX 78412	Handshake Job Postings https://app.joinhandshake.com/schools/263		
L27	Texas A&M University - San Antonio	University Way San Antonio, TX 78224	Handshake Job Postings https://app.joinhandshake.com/schools/767		
L28	Texas State University	San Marcos, TX	Handshake Job Postings https://app.joinhandshake.com/schools/359		
L29	Texas Woman's University	Administration Drive Denton, TX 76209	Handshake Job Postings https://app.joinhandshake.com/schools/421		
L30	The University of Oklahoma	900 Asp Avenue Norman, OK 73019	Handshake Job Postings https://app.joinhandshake.com/schools/143		
L31	The University of Texas at San Antonio	UC 2.02.04, 1 UTSA Circle San Antonio, TX 78249	Handshake Job Postings https://app.joinhandshake.com/schools/120		
L32	The University of Texas at Tyler	Tyler, TX	Handshake Job Postings https://app.joinhandshake.com/schools/691		
L33	The University of Texas Rio Grande Valley	Edinburg, TX	Handshake Job Postings https://app.joinhandshake.com/schools/705		
L34	University of Louisiana - Lafayette	Lafayette, LA	Handshake Job Postings https://app.joinhandshake.com/schools/756		
L35	University of Louisiana - Monroe	700 University Avenue Monroe, LA 71203	Handshake Job Postings https://app.joinhandshake.com/schools/903		
L36	University of Mary Hardin-Baylor	900 College Street Belton, TX 76513	Handshake Job Postings https://app.joinhandshake.com/schools/572		
L37	University of New Mexico	1 University of New Mexico Albuquerque, NM 87106	Handshake Job Postings https://app.joinhandshake.com/schools/478		
L38	University of North Texas	1155 Union Circle Enton, TX 76201	Handshake Job Postings https://app.joinhandshake.com/schools/456		
L39	University of Texas at Austin	Moody College of Communication 300 W Dean Keeton (A0900) Austin, TX 78712-1069	Online posting / Abigail Cordova ccsmain@austin.utexas.edu	512-471-9421	
L40	University of Texas at Austin	110 Inner Campus Drive Austin, TX 78712	Handshake Job Postings https://app.joinhandshake.com/schools/64		

EEO PUBLIC FILE REPORT

L41	University of Texas at Dallas	800 W Campbell Road Richardson, TX 75080	Handshake Job Postings https://app.joinhandshake.com/schools/580		
L42	Unviersity of Texas Arlington	701 S Nedderman Drive Arlington, TX 76013	Handshake Job Postings https://app.joinhandshake.com/schools/348		
L43	Waco Chamber of Commerce	101 S. Third Street Waco, TX 76701	Debbie McCutchen dmccutchen@wacochamber.com https://wacotxjobs.com/	254-757-5636	
L44	McClennan Community College	1400 College Drive Waco, TX 76708	careers@mcclennan.edu https://www.collegecentral.com/mcclennan/Employer.cfm	254-299-8614	
Total Number of Interviewees Referred:					191

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, Integrated [JR020334]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C183, C191, C192, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L1	Code Number: C235 Start Date: 2019-06-17
Account Exec, Integrated [JR021163]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C191, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C134 Start Date: 2019-07-15
Account Exec, Integrated [JR021298]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C192, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C3 Start Date: 2019-08-26
Anchor [JR022464]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42, L43	Code Number: C97 Start Date: 2020-03-23
Anchor [JR022952]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C3 Start Date: 2020-02-17

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]
Assignment Editor [JR020320]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C134 Start Date: 2019-04-22
Assoc Account Exec, TV [JR023165]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42, L44	Code Number: C97 Start Date: 2020-03-24
Client Content Producer/Host [JR020777]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L1, L5, L10, L24, L25, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L41	Code Number: C3 Start Date: 2019-08-19
Digital Strategist [JR020914]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C97 Start Date: 2019-07-15
Director II [JR020776]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L1, L5, L24, L28, L30, L35	Code Number: C2 Start Date: 2019-06-10

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 II [JR021307]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L22, L24, L25, L32, L36, L38, L40, L41, L42	Code Number: C2 Start Date: 2019-07-22
Exec Producer [JR022165]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42, L43	Code Number: C97 Start Date: 2020-01-20
JCP Participant [JR021008]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C130 Start Date: 2019-06-03
JCP Participant [JR021010]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C130 Start Date: 2019-06-10
Local Sales Manager [JR020441]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C192, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C97 Start Date: 2019-04-01

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]
Maintenance Engineer II [JR020633]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C1 Start Date: 2019-04-08
Master Control Tech II [JR021019]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L2, L5, L9, L10, L11, L14, L15, L16, L17, L18, L19, L20, L21, L22, L24, L25, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42	Code Number: C134 Start Date: 2019-07-15
Master Control Tech II [JR021548]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L2, L5, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42, L43	Code Number: C3 Start Date: 2019-09-02
Meteorologist [JR020657]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L1	Code Number: C1 Start Date: 2019-06-05
Multimedia Journalist [JR021466]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C177, C181, L5, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C97 Start Date: 2019-08-19
Multimedia Journalist [JR021467]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C177, C181, L5, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L40, L41, L42	Code Number: C2 Start Date: 2019-09-02

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 [JR021468]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L5, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C134 Start Date: 2019-08-19
Multimedia Journalist [JR021915]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C3 Start Date: 2019-10-21
Multimedia Journalist [JR023131]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L6, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C3 Start Date: 2020-03-16
Photographer II [JR022225]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L6, L11, L16, L22, L24, L25, L28, L32, L36, L38, L39, L40, L41, L42	Code Number: C100 Start Date: 2020-02-10
Photographer II [JR022387]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L6, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C3 Start Date: 2020-01-20

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 [JR021022]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C97 Start Date: 2019-06-24
Producer [JR022203]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C5 Start Date: 2019-12-23
Producer, Creative Services [JR021896]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42, L43	Code Number: C2 Start Date: 2019-10-21
Producer, Creative Services [JR022361]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L6, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C134 Start Date: 2020-02-24
Real-Time Editor [JR020686]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C134 Start Date: 2019-04-22

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]
Real-Time Editor [JR021253]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C2 Start Date: 2019-07-01
Real-Time Editor [JR022026]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L6, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42, L43, L44	Code Number: C97 Start Date: 2019-12-30
Reporter [JR020639]	C1, C2, C3, C5, C69, C97, C100, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C2 Start Date: 2019-06-17
Sales Support Asst II [JR020765]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076	Code Number: C1 Start Date: 2019-05-06
Sr Dir, News [JR021481]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C187, C188, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L11, L14, L15, L16, L19, L20, L21, L22, L24, L25, L28, L29, L30, L32, L34, L35, L36, L38, L40, L41, L42	Code Number: C97 Start Date: 2019-10-14

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 [JR022553]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, L5, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L40, L41, L42	Code Number: C3 Start Date: 2020-01-21

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Scripps Journalism Career Program (JCP) recruits and hires recently graduated journalism major candidates into a two-year program to train and grow candidates in their field of choice. KXXV hired two JCP Producers during the reporting period (Atchison & Brammer) for their first station rotation and hired one Real-Time Editor and one MMJ (Isenberg & Navarrow) for their second station rotation. The goal of the program is to hire new graduates who will establish their journalism career with Scripps and develop them at a number of different stations throughout the Scripps network of stations. The successful applicants receive one year of employment and a housing stipend in Waco, TX while working at KXXV during their first station rotation. At the conclusion of one year, the first station candidates are offered continued employment at another Scripps station to advance their career and gain experience in a similar yet different station environment.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Scripps / KXXV Scripps Sales Process Training (May 13-17, 2019). Entire integrated account executive staff received in person training from internal sales training to help build skills necessary to be successful with Scripps selling procedures. All 7 AEs and 3 managers attended the 5-day training focused on prospecting/appointment setting and the client needs analysis through the entire sales cycle learning new approaches to each step and practicing with real prospects in their market.</p>
<p></p>	<p>The E. W. Scripps Career Management Program: Station KXXV-TV and its employees participate in the company's Career Management Program. This program helps employees develop their career skills. In addition all KXXV employees enjoy the opportunity to pursue career advancement through online training in station-related subjects such as management and leadership, career growth planning, job interviewing and a variety of specific skill-sets.</p>
<p></p>	<p>KXXV provides employees with continued training to enable them to acquire the skills necessary for advancement. Training initiatives during the period included: Online vocational training programs that offer required and voluntary courses.</p>
<p></p>	<p>The company provides an Educational Assistance Program to enable all employees the opportunity to gain knowledge and skills that could qualify them for higher level positions. During a calendar year, the program reimburses employees for tuition and books-up to \$4,000. During the reporting period we had four employees take advantage of this benefit. (Jefferson, Williams, Bryan, Heft)</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Mart High School - Career Day (10-18-2019): Anchor/Joe Gumm - presented to inform students & teachers about broadcast journalism.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Woodway Christian School - Career Day (10-16-2019): Anchor/Joe Gumm presented to a group of students regarding his job duties and a TV journalism career in general.</p>
	<p>Baylor University Dept of Journalism (11-19-2019): Anchor/Lindsay Liepman presented to a class of over 250 journalism students on careers in the TV/Media business.</p>
	<p>Gatesville ISD - Career Day (12-10-2019): Meteorologist/Erin Moran presented to students and discussed meteorology careers.</p>
	<p>Killeen ISD - Career Day (11-19-2019): Reporter/Cierra Shipley presented to the students and discussed a career as a reporter/journalist.</p>
	<p>Peebles Elementary School (Killeen ISD) - Math and Science Fair (02-13-2020): Chief Meteorologist (Matt Hines) talked about broadcast meteorology position to get children excited about the field.</p>
	<p>Lorena Elementary Career Day (03-06-2020): Todd Unger (Anchor) and Falicia Woody (Meteorology) presented.</p>
	<p>McLennan County Community College Career Fair (03-05-2020) KXXV had a booth to attract/recruit local talent for open station positions. Booth manned by Local Sales Manager (Courtney Boothe); Asst News Director (Sylvia Villarreal) and Creative Services Producer (Jenna Welch)!</p>
	<p>YMCA Career Week (02-24-2020): Anchor/Lindsay Liepman - 30 minute presentation of what a news anchor/reporter does.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Manager and the Law Training - June 27, 2019; Facilitators: Danyelle Wright and Tracy Vroom(Scripps Legal Counsel); Participants: All KXXV Managers with people/employee responsibilities: The company recognizes its responsibility to enforce EEO/Sexual and Other Unlawful Harassment policies as well as its obligation to reinforce the company's EEO obligations and philosophy and to exercise fairness in employment decisions. The four hour training session was led by in-house counsel. The company believes that EEO, along with company policies, provides the mandatory framework for all employment decisions by managers. The session also included discussion on protected classes, interview guidelines, and employment documentation.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	EEO, Code of Conduct, and Managers Guide to Diversity, Inclusion and Accommodation Training (managers were assigned eLearning training modules via Scripps online training system between May 2019 and January 1, 2020. These required modules covered company EEO obligations & lawful hiring practices, employee handbook and code of conduct, anti-harassment training, and diversity, inclusion, and accommodation.
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.	Public Service Announcement: The station has created a public service announcement which is broadcast on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization receive notices of job opportunities as they become available.