

EEO PUBLIC FILE REPORT

Reporting Period: August 1, 2025 - July 31, 2026

Station Included in Report: KERO-TV

I. List of Recruitment Sources

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				7
C2	Internal Candidate / WorkLife				4
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			27
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		30
C130	Face-to-face Networking				5
C131	Agency/Search Firm				1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFAV	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	
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	

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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	

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C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1594	America Job Center of California -Shafter - - 115 Central Valley Highway (lindar@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1595	America's Job Center - Lamont - - 3300 Segrui Road (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1596	America's Job Center - Lamont - - 3300 Segrui Road (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1597	America's Job Center (Delano) - Micheal Smiley (Veterans Representative) - 1816 Cecil Avenue (michael.smiley@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1598	America's Job Center of California - Bakersfield - Christina Garza - 1600 East Belle Terrace (christina.garza@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1599	America's Job Center of California (Bakersfield) - Reynaldo Locquiao (Veterans Representative) - 1600 East Belle Terrace (reynaldo.locquiao@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1600	America's Job Center of California (Bakersfield) - Valorie Dixon (Veterans Representative) - 1600 East Belle Terrace (valorie.dixon@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1601	Career Services Center - Delano - - 1816 Cecil Ave (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1602	Career Services Center - Delano - - 1816 Cecil Ave (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1603	Career Services Center - Lake Isabella - - 6401 Lake Isabella Blvd (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1604	Career Services Center - Lake Isabella - Donna Moreno - 6401 Lake Isabella Blvd. (Morenod@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1605	Career Services Center - Mojave - - 2300 Highway 58 (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1606	Career Services Center - Mojave - - 2300 Highway 58 (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1607	Career Services Centers - South East - - 1600 East Belle Terrace (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1608	Career Services Center - South East - - 1600 East Belle Terrace (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1609	Career Services Center - South East - - 1600 East Belle Terrace (lydiar@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1610	Career Services Center - Taft - - 119 North 10th Street (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1611	Career Services Center - Taft - - 119 North 10th Street (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1612	Community Services Employment and Training - Elvis Garcia (Veterans Representative) - 1600 E. Belle Terrace (elvis.garcia@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1613	Community Services Employment and Training - Junior Russo - 1063 West Henderson Avenue (jrusso@employmentconnect.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1614	Porterville Employment Connection One-Stop Center - Adam D. Bode (Veterans Representative) - 1063 West Henderson Avenue (adam.bode@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1615	Proteus Inc., Porterville One-Stop Service Center - Soila Lopez/Romero Figueroa - 54 North Main (Martha@proteusinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1616	Shafter Department of Human Services - - 113 Central Valley Highway (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1617	Shafter Department of Human Services - - 113 Central Valley Highway (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1618	Tulare County Employment Connection (Porterville) - Scott Brown - 1063 West Henderson Avenue (scott.brown@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1619	WorkSource California Antelope Valley One-Stop Career Center - Vet Rep - Jenny Morataya - 1420 West Avenue I (Jenny.Morataya@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com 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					
L6	Lifton Institute of Media Arts and Sciences	27567 Fantastic Lane Castaic, CA 91384	Paul Pace paulpace67@gmail.com http://www.limsia.com/#!testimonials/c15bp	661-753-3100	
L10	Arizona State University/Career Services	Walter Cronkite School of Journalism 411 Central Avenue Phoenix, AZ 85004	Mike Wong., Director of Career Services; Karen Bordeleau replaces Mike Wong mike.wong@asu.edu	602-496-7430 602-496-9415	
L15	The International Brotherhood of Electrical Workers (IBEW) Local 45, AFL-CIO	6255 Sunset Blvd. Hollywood, CA 90028	Lupe Perez, Executive Administrative Assistant lperez@ibew45.org	323-851-5515	
L17	Kern County Hispanic Chamber of Commerce (KCHCC)	231 H Street Bakersfield, CA 93304	Jay Tamsi jtamsi@kchcc.org http://kchcc.org/	661-633-5495	
L18	EDD - Cal Jobs*	America's Job Center CA EDD Southern Workforce Ser 1600 East Belle Terrace Bakersfield, CA 93307	Estrella Marie Sistual Estrella Marie Sistual http://www.americasjobcenterofkern.com [americasjobcenterofkern.com]	661.635.2717	
L23	Bakersfield Christian High School	12775 Stockdale Highway Bakerfield, CA 93313	Bob Watson BHudson@bakersfieldchristian.com	661-410-7000	
L24	Bakersfield College - Media	Bakersfield College Bakersfield, CA	Kris Stallworth and David Koeth kstallwo@bakersfieldcollege.edu, dkoeth@bakersfieldcollege.edu	661-395-4206	
L30	County of Kern - Employers Training Resource	1600 E. Belle Terrace, SE Office Bakersfield, CA 93307	Sistual Estrella Estrella Marie Sistual	661-635-2717	
L33	Regional Occupational Programs KHSD	7301 Old River Road Bakersfield, CA 93311	Lisa Krch Olson lisa_krch@kernhigh.org lisa_krch@kernhigh.org	661-397-7301	
Total Number of Interviewees Referred:					85

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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]
Account Exec, Local [JR035269]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C1 Start Date: 2025-08-25
Account Exec, Local [JR035420]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C1 Start Date: 2025-09-29
Account Exec, Local [JR036042]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C1 Start Date: 2026-04-13
Creative Services Tech IV [JR035377]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C97 Start Date: 2025-09-29

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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]
Multimedia Journalist [JR034997]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L6, L15, L17, L18, L23, L24, L33	Code Number: C1 Start Date: 2025-09-02
Multimedia Journalist [JR036203]	C1, C2, C3, C5, C69, C97, C134, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C1 Start Date: 2026-07-06
Multimedia Journalist [JR036427]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C97 Start Date: 2026-07-06
Producer [JR035427]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C3 Start Date: 2025-11-03
Sales Support Asst II [JR035488]	C1, C2, C3, C5, C69, C97, C134, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L10, L15, L17, L18, L23, L24, L30, L33	Code Number: C3 Start Date: 2025-11-17

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.	03/2026: News Director and Local Sales Manager attended Jobfest to inform attendees about current openings at KERO.
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.	08/2025: Local Sales Manager and Executive Reporter attended Business Conference & Expo to promote outreach about the broadcast industry and opportunities at KERO.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	08/2025-07/2026: 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 one employee participated in the program.
	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.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	11/2025: Station hosted Kern High School students; gave tour of the station and provided insight into jobs in the broadcast industry.
	11/2025: Station hosted Monache High School students; gave tour of the station and provided insight into jobs in the broadcast industry.
	02/2026: Station hosted Kern High School Able Program students; gave tour of the station and provided insight into jobs in the broadcast industry.
	03/2026: Station hosted Kern High School Able Program students; gave tour of the station and provided insight into jobs in the broadcast industry.