

EEO PUBLIC FILE REPORT

Reporting Period: December 1, 2024 - November 30, 2025

Stations Included in Report: KCDO-TV, KMGH-TV, KSBS-CD

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 | | | | 24 |
| C2 | Internal Candidate / WorkLife | | | | 84 |
| 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 | 8 |
| C69 | Yahoo | 701 First Avenue Sunnyvale, CA 94089 | www.yahoo.com | | |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 155 |
| C130 | Face-to-face Networking | | | | 6 |
| C131 | Agency/Search Firm | | | | 10 |
| C134 | Indeed | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | www.indeed.com | | 21 |
| C170 | Local_Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C171 | Compliance_HireAHero | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C172 | Compliance_JOFDAV | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C173 | Compliance_recruitABILITY | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C174 | Compliance_USDiversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C181 | TVJobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C198 | Hire a Hero | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C199 | Military1 | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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|------------------------|--------------------------|-----------------------------|---|------------------|---|
| C200 | JOFDAV | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C201 | Glass Door | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | 1 |
| C202 | JuJu | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C203 | JobInventory.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C204 | CareerAlerts.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C205 | Employment Crossings | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C206 | Jobs Trovit | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C207 | EARN | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C208 | US Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C209 | African American Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C210 | African American Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C211 | Asian Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C212 | Asian Workforce | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C213 | Asian Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |

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| 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 | |

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| C228 | Senior Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C229 | USD Working Women | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C230 | Womans Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C231 | Womens Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C232 | US Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C233 | US Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C234 | RecruitABILITY | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C235 | LinkedIn | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C236 | Kimble Group | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C237 | David Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C238 | Jobcase | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C528 | Access One - Colorado Workforce - Tom Muniz - 1200 Federal Blvd (tom.muniz@denvergov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C529 | Adams County Workforce & Business Center (Aurora) - Rebecca Post - 3155 North Chambers Road () | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C530 | Adams County Workforce and Business Center - - 4430 South Adams County Parkway, First Floor, Suite W5000 (bhendricks@adcogov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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|------------------------|--|-----------------------------|---|--------------|--|
| C531 | Adams County Workforce and Business Center - - 4430 South Adams County Parkway, First Floor, Suite W5000 (cfisk@adcogov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C532 | Adams County Workforce and Business Center (Aurora) - - 3538 Peoria Street # 511 (rpost@co.adams.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C533 | Arapahoe County Employment First - Joseph M. Barela, Director - 5500 S. Quebec St, Suite 175 (jbarela@co.arapahoe.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C534 | Arapahoe Douglas Works! Workforce Center - - 6974 South Lima Street (vcolumna@arapahoegov.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C535 | Arapahoe Douglas Works! Workforce Center - - 6974 South Lima Street (vcolumna@co.arapahoe.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C536 | Arapahoe/Douglas Works - Castle Rock, CO 80109 - 4400 Castleton Ct., #198 (dcire@arapahoegov.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C537 | Arapahoe/Douglas Works - Laura Taylor - 4400 Castleton Ct., #107 (dcire@arapahoegov.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C538 | Bayaud Industries - Mary Page - 333 W Bayaud Ave (mary.page@bayaudindustries.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C539 | Broomfield Workforce Center - - 100 Spader Way (workforcecenter@broomfield.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C540 | Broomfield Workforce Center - Vanessa Oldham-Barton - 100 Spader Way (workforcecenter@broomfield.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C541 | Clear Creek County Workforce Center - Idaho Springs, CO 80452 - 1531 Colorado Boulevard (nbelk@jeffco.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C542 | Colorado APSE, CTAT/Denver Options, Inc. - Tyler Paris - 9900 East Iliff Avenue (tparis@denveroptions.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C543 | Colorado Center for the Blind - Madelynn Marie Marshall - 2233 West Shepperd Ave. (mmarshall@cocenter.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C544 | Colorado Christian University Lakewood, CO - Todd Thompson - 8787 W. Alameda Ave. (todd.thompson@insidehighered.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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| C545 | COLORADO COMMISSION OF INDIAN AFFAIRS - Lieutenant Governor Garcia - 200 E. Colfax, Room 130 (ltgovernor.garcia@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C546 | Denver Speer Workforce Center - - 1391 North Speer Boulevard, Suite 510 (kathy.ford@denvergov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C547 | Denver Speer Workforce Center - - 1391 North Speer Boulevard, Suite 510 (tony.anderson@denvergov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C548 | Denver Speer Workforce Center - Denver, CO 80204 - 1391 North Speer Boulevard, Suite 500 (Sarah.vanvooren@denvergov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C549 | Denver Stapleton Workforce Center - - 4685 Peoria Street, Suite 251 (anthony.medina@denvergov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C550 | Denver VA Medical Center - - 1055 Clermont Street (jeff.scott@va.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C551 | Denver VA Medical Center - - 1055 Clermont Street (scott.jeff@comcast.net) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C552 | Denver Workforce Center at Montbello - - 4685 Peoria Street (WorkforceDevelopment@denvergov.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C553 | Division of Vocational Rehabilitation - - 1575 Sherman Street 4th Floor (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C554 | Division of Vocational Rehabilitation - - 12510 E. Iliff Avenue Suite 303 (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C555 | Division of Vocational Rehabilitation - - 4875 Pearl East Circle Suite 301 (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C556 | Division of Vocational Rehabilitation - - 2211 West Evans Avenue (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C557 | Division of Vocational Rehabilitation - - 3500 Illinois Street (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C558 | Division of Vocational Rehabilitation - - 6000 Greenwood Plaza Blvd. Suite 105 (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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| C559 | Division of Vocational Rehabilitation - - 825 Delaware Avenue #306 (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C560 | Employment Services of Weld County - Longmont, CO 80501 - 4209 WCR 24 1/2 (jim.moore@wfbco.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C561 | Gilpin County Workforce Center - Black Hawk, CO 80422 - 2960 Dory Hill Rd., Suite 100 (nbelk@jeffco.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C562 | Goodwill Industries of Denver - - 7190 Colorado Blvd 6th Floor (dscarpella@goodwilldenver.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C563 | Goodwill Industries of Denver - - 14980 E. Alameda Parkway Suite 007 (vwhite@goodwilldenver.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C564 | Jefferson County Employment First - Lynn Johnson, DHS Director - 900 Jefferson County Parkway (ljohnson@co.jefferson.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C565 | Jefferson County Workforce Center- Serving the Tri-County Region - Golden, CO 80401 - 3500 Illinois St., Suite 1600 (jyoung@jeffco.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C566 | Laradon - Dan Rieber - 5100 Lincoln St (dan.rieber@laradon.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C568 | RMSER Senior Community Service Employment Program - - 3555 Pecos Street (RMSER@RMSER.Org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C569 | Rocky Mountain SER - - 3555 Pecos Street (sandra@rmser.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C570 | SHALOM Denver / Jewish Family Service of Colorado - Sara Leeper - 2498 West 2nd Avenue (sleeper@jewishfamilyservice.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C571 | The Loveland Office of Larimer County Workforce Center - - 418 East 4th Street (lcwc@larimer.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C572 | VET Service - Denver, CO - DVET Josh McDaniel - 633 17th Street Suite 700 (McDaniel.Joshua@dol.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C573 | VET Service - Denver, CO - VPA Shantel Rhoufiry - 633 17th Street Suite 700 (Rhoufiry.Shantel@dol.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |

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|------------------------|---|-----------------------------|---|------------------|---|
| C1690 | Division of Vocational Rehabilitation - - 822 7th Street Suite 350 (nate.slattengren@state.co.us) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C1906 | EARN | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C1912 | USAA/RecruitMilitary | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2388 | Facebook | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | 1 |
| C2389 | Veterans Families United | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2390 | Illinois Job Link | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2391 | Pennsylvania Department of Military and Veterans Affairs (DMVA) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2392 | Job Accomodation Network (JAN) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2393 | bestJOBSusa | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2394 | Jobble | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2395 | MASSHIRE JobQuest | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2396 | Facebook | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | 1 |
| C2397 | CareerOneStop | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2398 | Ziprecruiter | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |

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| C2399 | Jobtome | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2400 | EmployGeorgia | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2401 | New York State JobZone | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2402 | IHire.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2403 | Kentucky Career Center | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2404 | Petersons.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2405 | Greater St. Cloud JobSpot | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2406 | IllinoisJobLink.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2407 | Job Center of Wisconsin | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2408 | Source America | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2409 | Texas Workforce Commission | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2410 | Simply Hired | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2424 | Military.com | 8280 Greensboro Drive Suite 900 McLean, VA 22102 | Allan Schilkraut allan.schilkraut@monster.com 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 | |
| C3140 | HireEZ | 2513 E. Charlston Road #200 Mountain View, CA 94043 | | 4088311223 | 2 |

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Local Sources

| | | | | | |
|-----|--|---|---|----------------|--|
| L2 | Asian Chamber of Commerce | 924 W. Colfax Ave., #104G Denver, CO 80204 | John Wright www.asianchambercommerce.org/ | 303-629-0102 | |
| L3 | Center for Work Education & Employment | 1175 Osage St., Suite 300 Denver, CO 80204 | Laurie Harvey www.cwee.org/ | 303.892.8444 | |
| L4 | Colorado's Women Chamber of Commerce | 1860 Blake St., Suite 810 Denver, CO 80202 | Carla Stewart www.cwcc.org/ | 303-458-0220 | |
| L5 | Denver Black Pages | 16748 E Smokey Hill Rd, #181 Centennial, CO 80015 | Carla Ladd www.denverblackpages.com/ | 303.400.5928 | |
| L8 | Goodwill Industries of Denver | 6850 Federal Blvd. Denver, CO | Tim Welker www.goodwilldenver.org/ | 303 650-7700 | |
| L9 | La Voz | 4047 Tejon St, Denver, CO Denver, CO | Paulina Rivera www.lavozcolorado.com/ | 303-936-8556 | |
| L10 | Mi Casa of Denver | 360 Acoma St. Denver, CO 80223 | Meredith Roach www.micasaresourcecenter.org/ | 303-571-1881 | |
| L11 | NATAS - Heartland | 1255 West Virginia Ave. Denver, CO 80227 | Audrey Elling www.emmyawards.tv/ | 303-722-0916 | |
| L12 | Society Broadcast Engineers (SBE) | 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 | John Boray www.sbe.org/ | 317-846-9000 | |
| L13 | South Asian Journalists Assoc (SAJA) | | saja@columbia.edu www.saja.org/ | | |
| L14 | TV & Radio Jobs | 7010 E. Chauncey Ln., Ste 115 Phoenix, AZ 85054 | www.tvandradiojobs.com/ | 480-779-4798 | |
| L15 | TV News Story Tellers | Indianapolis, IN | Matt Mrozinski www.tvnewsstorytellers.com/ | | |
| L16 | Urban League of Metro Denver/Denver Urban League | 5900 E 39th Ave. Denver, CO | Landri Taylor www.denverurbanleague.org/ | 303-377-2790 | |
| L17 | GLBT of Colorado | 1301 East Colfax Ave Denver, CO 80218 Denver, CO 80218 | Ryann Peyton www.glbtcolorado.org/ | | |
| L19 | Andrew Hudson | 5130 South Hanover Way Englewood, CO 80203 | Andrew Hudson http://andrewhudsonsjobslist.com/ | 720-350-4329 | |
| L25 | University of Colorado Denver | 1201 Larimer Denver, CO 80203 | | 303-556-2279 | |
| L26 | Colorado State University | Ft Collins, CO 80523 | Mallory Kisner mallory_kisner@csu.edu | | |
| L29 | Colorado Association of Black Journalists | | Gloria Neal gloneal817@gmail.com | | |
| L30 | Colorado Media School | 404 S. Upham Street Lakewood, CO 80226 | Debbie Byrd dbyrd@beonair.com BeOnAir.com | 303-479-4908 | |
| L31 | Open Media Foundation | 700 Kalamath Street Denver, CO 80204 | Tony Shawcross careerengine@openmediafoundation.org www.openmediafoundation.org | 720-222-0159 | |
| L32 | Denver Scholarship Foundation | 789 Sherman Street Suite 610 Denver, CO 80203 | Latia Henderson lhenderson@denverscholarship.org https://denverscholarship.org | 303.640.6564 | |
| L33 | Colorado Black Chamber of Commerce | Diverse Business Center 444 Sherman Street Denver, CO 80203 | staff@coloradoblackchamber.org https://www.coloradoblackchamber.org/ | 303.831.0746 | |
| L34 | Rocky Mountain Indian Chamber of Commerce | 444 Sherman Street Suite DBC Denver, CO 80203 | | (303) 629-0102 | |
| L35 | Colorado Hispanic Chamber of Commerce | 924 W Colfax Ave #301 Denver, CO 80204 | https://www.hispanicchamberdenver.com/ | (303) 534-77 | |

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| EEO PUBLIC FILE REPORT | |
| Total Number of Interviewees Referred: 353 | |

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|-----------------------------------|--|--|
| Account Exec, Local [JR034245] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L13, L26, L29, L30, L31, L32, L33 | Code Number: C97 Start Date: 2025-01-06 |
| Account Exec, Local [JR034403] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C181, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, C2424, L10, L29, L30, L32, L33, L34, L35 | Code Number: C97 Start Date: 2025-01-06 |
| Account Exec, Local [JR034583] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-05-05 |
| Account Exec, Local [JR034857] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-08-04 |
| Account Exec, Local [JR035154] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C1 Start Date: 2025-08-04 |

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|-----------------------------------|---|--|
| Account Exec, Local [JR035357] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, C3140, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-10-27 |
| Analyst, IT Ops [JR035555] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C1 Start Date: 2025-11-10 |
| Anchor [JR034399] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-04-28 |
| Editor II [JR035561] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C3 Start Date: 2025-11-10 |
| Exec Producer [JR035262] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L29, L30, L32, L33, L34, L35 | Code Number: C3 Start Date: 2025-09-08 |

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] |
|--|---|--|
| Exec Producer [JR035300] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-08-04 |
| Lead Broadcast Engineer [JR035658] | C1, C2, C3, C5, C69, C97, C134, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-11-24 |
| Meteorologist [JR035150] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-08-11 |
| Multimedia Journalist [JR035026] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-06-23 |
| Multimedia Journalist [JR035188] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C1 Start Date: 2025-09-22 |
| Multimedia Journalist [JR035218] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-08-25 |
| Multimedia Journalist [JR035316] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-10-13 |

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|--|--|--|
| Photographer II [JR034325] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-01-20 |
| Photographer II [JR034514] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L8, L13, L29, L30, L31, L33, L35 | Code Number: C97 Start Date: 2025-02-24 |
| Photographer II [JR034967] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C1 Start Date: 2025-06-02 |
| Photographer II [JR035079] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-06-23 |
| Prod, Specialty Programming [JR035195] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-06-23 |
| Producer [JR034398] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C3 Start Date: 2025-06-09 |

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 [JR035138] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-07-14 |
| Producer [JR035375] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-11-03 |
| Sales Support Asst II [JR034671] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-02-28 |
| Sales Support Asst II [JR034761] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C97 Start Date: 2025-05-19 |
| Specialty MMJ [JR034596] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-04-06 |

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] |
|---|---|--|
| Specialty Photographer [JR034100] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L32, L33, L35 | Code Number: C2 Start Date: 2024-12-30 |
| Sr Mgr, Creative Services/Promotions [JR035183] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C134 Start Date: 2025-09-02 |
| Sr Producer [JR035354] | C1, C2, C3, C5, C69, C97, C134, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-08-18 |
| Sr Reporter [JR034463] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-02-03 |
| Weekend Anchor, MMJ [JR035045] | 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, C528, C529, C530, C531, C532, C533, C534, C535, C536, C537, C538, C539, C540, C541, C542, C543, C544, C545, C546, C547, C548, C549, C550, C551, C552, C553, C554, C555, C556, C557, C558, C559, C560, C561, C562, C563, C564, C565, C566, C568, C569, C570, C571, C572, C573, C1690, 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, L10, L13, L29, L30, L32, L33, L35 | Code Number: C2 Start Date: 2025-07-21 |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. | On June 4, 2025, Vice President/General Manager from KMGH Denver ⁷ collaborated with Scripps Talent Acquisition to launch an Early Career Pilot Project with Metropolitan State University of Denver. This initiative included participation in recruiting events and job fairs targeting entry level sales and newsroom candidates, fulfilling part of our commitment for station personnel with substantial hiring responsibilities to engage in at least four job fairs annually. |
| | On October 24, 2025, the Assignment Desk Manager and Multimedia Journalist, participated in the College Broadcasters, Inc. National Student Media Career Fair in Denver. The event included a meet-and-greet and one-on-one interviews with student media professionals from across the U.S., providing opportunities to discuss open positions, career paths, and the station's workplace culture. |
| | On November 12, 2025, the Digital Director and Assistant News Director attended the Metro State University Job Fair and presented a presentation followed by a Q&A session with students, offering insights into careers in broadcasting, newsroom operations, and digital media. After the session, they collected the student's contact information for Scripps Talent Acquisition to follow up on potential opportunities. |
| | On April 10, 2025, an Assignment Manager and an Executive Producer with substantial hiring authority attended The Center on Colfax's Range LGBTQ+ Job Fair in Denver, Colorado. This event connected employers with LGBTQ+ job seekers and allies, supporting our commitment to diversity and inclusive recruitment. |
| 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. | On June 24, 2025, the Director of Engineering for Scripps KMGH-TV Denver 7 hosted the SMPTE Rocky Mountain "SDI to ST2110 Migration - Oh So Easy!" event, highlighting their career in broadcast engineering. They shared experiences from leading major facility builds and technology upgrades, showing how this expertise shaped the successful Denver 7 migration. |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>On November 21, 2025, The Senior News Director, Evening Anchor/Multimedia Journalist participated in the Charles Burrell K-8 Future Fair. This inaugural event brought together 30 community partners to speak with 4th-8th grade students about their careers. The team shared insights into broadcast journalism, newsroom operations, and multimedia reporting, engaging students in conversations about career paths in the industry. Students were highly engaged, asking questions and gaining an understanding of the skills and opportunities available in broadcasting.</p> |
| Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting. | <p>On January 22, 2025 A Director had the privilege of spending the day with 2 journalism classes at Castle View High School in Castle Rock. Instructor Frank Martin and the director critique vo's and sotvo's with the students which they produced and edited. The director spent time in the studio setting up a chroma key and adjusting some lighting.</p> |
| | <p>On May 3, 2025, KMGH sponsored a table at the Colorado Association of Black Journalists Gala and Awards Ceremony. This sponsorship contribution directly supported student scholarships for aspiring Black journalists, reinforcing our commitment to fostering diversity and providing educational opportunities within the broadcasting industry.</p> |
| Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. | <p>Reporter/Multimedia Journalist Upskilling: Scripps provides coursework to help news gatherers develop their skills in three unique ways: virtual trainings, email tips, and on-demand resources. Topics include conversation writing, time management, tips and tricks for basic shot compositions, natural sounds and active interviews, building relationships, and cultivating sources</p> |
| | <p>Educational Assistance Program: The E.W. Scripps Educational Assistance Program, enabling employees to pursue higher education in a degree program. Based on the calendar year, the program reimburses employees for tuition and books up to \$5,250 per year.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>Career Management Program: The E.W. Scripps employees have access to The E.W. Scripps Career Management Program, which includes training to help develop professional skills. Employees can pursue career advancement through online training in station related subjects such as management and leadership, career growth planning, job interviewing, and a variety of special skill sets. The eLearning system is also used for FCC EEO trainings and other mandatory compliance programs.</p> |
| | <p>Google Certification Opportunities: Certifications in data analytics, digital marketing and e-commerce, IT support, project management, and UX design are available to all Scripps employees. Opportunities are based on licenses that open at various times throughout the year, enabling employees to earn certifications and fill license vacancies.</p> |
| Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | <p>On April 29, 2025, a Digital Content Producer visited MSU Denver's Journalism class, sharing insights from their career as both a broadcast and digital producer at Denver7. They dedicated the majority of their time to advising students on internships, job applications, portfolio websites, reel editing, and resume building.</p> |
| | <p>On October 3, 2025, a Sr Reporter participated in a panel discussion at University of Missouri School of Journalism sharing insights on broadcasting/digital journalism careers, guidance on skill development, industry trends, and networking tips.</p> |
| Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. | <p>On 4/2/2025, LEAD Training will be conducted by the HR Business Partner for all People Managers at the station. This 60-minute presentation will feature interactive discussions on various topics, including setting performance expectations, accountability, employee recognition, distinguishing policy from performance issues, corrective actions, and documentation. There will be a strong emphasis on ensuring consistent communication from the outset of the employee lifecycle, starting with the interview process. Additionally, the training will highlight the importance of managers documenting issues and involving HR for guidance on compliance, accountability, and consistency.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

| | <p>In response to the evolving nature of our company, Scripps implemented a new decision-making model to provide greater role clarity and streamline the decision-making process for all employees. This DARE model will help employees better understand their responsibilities and contribution to various decisions, leading to increased productivity and efficiency.</p> |
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| <p>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.</p> | <p>On April 7, 2025, the Director of Digital and the Senior Community Relationships Manager from Denver7 participated a successful event at the University of Colorado at Denver that provided valuable insights into communications. They shared their backgrounds and roles while highlighting key industry principles. The panel addressed numerous student questions, offering practical advice on exploring potential careers. Overall, it was a fantastic opportunity for aspiring professionals to connect and learn from their experiences.</p> |