

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2020 - May 31, 2021

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

**I. List of Recruitment Sources**

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				10
C2	Internal Candidate / WorkLife				8
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			21
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		22
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
C130	Face-to-face Networking				1
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		7
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	
C177	AAJA	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	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	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	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	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	

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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	
C1375	Arizona Department of Economic Security (Sierra Vista) - Lois Allee (Veterans Representative) - 2981 East Tacoma (lallee@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1376	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Angelica Hernandez (Business Representative) - 1843 Paseo San Luis (ahernandez@cpic-cas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1377	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Johnny Quiroz (Veterans Representative) - 1843 Paseo San Luis (jquiroz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1378	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Kevin Efta (Veterans Representative) - 1843 Paseo San Luis (kefta@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1379	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Toyier Foster (Veterans Representative) - 1843 Paseo San Luis (tfoster@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1380	DES Employment Service (Tucson) - Adrienne Angeli (Veterans Representative) - 316 West Ft. Lowell (aangeli@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1381	DES Employment Service (Tucson) - Christine Webb - 5441 E 22nd Street, Suite #101 (cwebb@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1382	DES Employment Service (Tucson) - Desiree Galaz (Business Representative) - 5441 East 22nd Street, Suite #101 (dgalaz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1383	DES Employment Service (Tucson) - Lisa Martinez (Business Representative) - 316 West Fort Lowell (lmartinez2@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1384	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 316 West Ft. Lowell Road (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1385	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 195 West Irvington (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1386	DES Employment Service (Tucson) - Mark Pollinger (Veteran Representative) - 316 West Ft. Lowell (mpollinger@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1387	DES Employment Service (Tucson) - Robert Allen Millner (Veterans Representative) - 5441 East 22nd Street, Suite 101 (rmillner@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1388	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1389	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1390	Fred G Acosta Job Corps Center - Brad McMormick - 901 S Campbell Avenue (mccormick.brad@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1391	Goodwill Career Resource Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1392	Goodwill Industries of Southern Arizona - - 3003 South Country Club Rd. Suite 211 (jplum@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1393	Grand Canyon University - - 2305 Park Avenue South (dconner@tucsonurbanleague.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1394	International Rescue Committee - - 3100 N Campbell Ave (diane.stuart@their.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1395	Kino One-Stop - - 2797 E. Ajo Way (dgrimes@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1396	Kino Service Center - - 1680 W. Valencia Road (restrada@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1397	La Paz Career Center - - 1940 East Silverlake Suite 405 (lgulick@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1398	Maricopa Workforce Connections- Gilbert - - 1940 East Silverlake Suite 405 (llarivee@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1399	Navajo and Apache County Workforce Partnership Department of Economic Security - - 2797 East Ajo Way (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1400	Northern Arizona University Flagstaff, AZ - - 4004 North Romero Road (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1401	Northern Arizona VA Healthcare System - - 100 North Stone Avenue Suite 500B (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1402	One Stop System, Cocopah Indian Tribe - - 899 North Wilmot Suite D3 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1403	One Stop System, Colorado River Indian Tribes - - 7225 North Mona Lisa Suite 202 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1404	One Stop System, Fort Mojave Indian Tribe - - 195 West Irvington (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1405	One Stop System, Gila River Indian Community - - 4710 East 29th Street Bldg. 8 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1406	Pascua Yaqui Tribe - - 7474 South Camino De Oeste (linda.valenzuela@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1407	Pascua Yaqui Tribe of Arizona - Rosie Matas - 7474 S Camino De Osete (rosie.matas@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1408	Phoenix Workforce Connection Hope VI Community Training & Education Center - General Workforce/Job Center Contact Email - 543 West 4th Street (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1409	Pima Couny One-Stop Career Center (Kino Teen Center) - David J. Balderrama (Business Relations Specialist) - 2801 East Ajo Way (david.balderrama@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1410	Pima One-Stop Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1411	PPEP, Inc - Leticia Beltran - 731 N 1st St, PO Box 2089 (malvarado@ppep.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1412	Prima County One-Step Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1413	Primavera Foundation - - 151 W 40th Street (kcaldwell@primavera.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1414	Rehabilitation Services Administration - Suzi Shoemaker - 300 East 26th St (suzi.shoemaker@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1415	Tucson Indian Center - - 97 East Congress, Suite 101 (vboone@ticenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1416	Tucson Yourth Development - Arnold Palacios - 1901 N Stone Ave (arnold.palacios@acehs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1417	University of Arizona (CareerServices) - Marie Rozenblit - 1303 E. University Blvd., Suite #411 (careerservices@arizona.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1418	Vista Del Camino - Greg Madril (Director) - 7474 South Camino de Oeste (greg.madril@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	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	

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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	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	
Local Sources					
L1	American Advertising Federation - Tucson		<a href="http://aافتucson.org/classifieds.php">http://aافتucson.org/classifieds.php</a>		
L2	University of Arizona		<a href="https://arizona-csm.symplicity.com/employers/">https://arizona-csm.symplicity.com/employers/</a>		
L3	California State University Fullerton	800 N. State College Blvd College Park Suite CP-700 Fullerton, CA 92834	<a href="http://communications.fullerton.edu">http://communications.fullerton.edu</a>	657-278-7558	
L4	Emerson College	120 Boylston Street Boston, MA 02116	Blaine Butler/ Marcia Della-Guistina blaine_butler@emerson.edu <a href="http://www.emerson.edu">http://www.emerson.edu</a>	617-824-8586	
L5	American Broadcasting School	4511 SE 29th Street Oklahoma City, OK 73115	Michelle McConnell michelle@radioschool.com <a href="http://www.radioschool.com">http://www.radioschool.com</a>	817-695-2474	
L6	Walter Cronkite School of Journalism and Mass Communication	555 N. Central Ave Suite 302 Phoenix, AZ 85004	Michael Wong mike.wong@asu.edu <a href="https://cronkite.asu.edu/about/faculty-and-leadership/staff">https://cronkite.asu.edu/about/faculty-and-leadership/staff</a>	602-496-7430	
L7	Central Michigan University	1200 S. Franklin St Mount Pleasant, MI 48859	Peter Orlik orlik1pb@cmich.edu <a href="https://www.cmich.edu/colleges/CCFA/CFABroadcastandCinematicArts/CCFABCAFafa">https://www.cmich.edu/colleges/CCFA/CFABroadcastandCinematicArts/CCFABCAFafa</a>	989-774-3851	
L8	University of Arizona School of Journalism	Tucson, AZ	Renee Schafer Horton rshorton@email.arizona.edu <a href="https://journalism.arizona.edu/">https://journalism.arizona.edu/</a>	520-626-9219	
L9	Bates Technical College	1101 S. Yakima Ave Tacoma, WA 98405	Ken Witkoe kwitkoe@ctc.edu <a href="http://www.bates.ctc.edu/JobServices">http://www.bates.ctc.edu/JobServices</a>	253-680-7761	
L10	University of North Texas	1155 Union Circle Denton, TX 76203	Phyllis Slocum Slocum@unt.edu <a href="http://mediaarts.unt.edu/content/phyllis-slocum">http://mediaarts.unt.edu/content/phyllis-slocum</a>	940-565-2565	
L11	USC Annenberg School for Communication and Journalism	3502 Watt Way Los Angeles, CA 90007	Stacy Scholder scholder@usc.edu <a href="http://annenberg.usc.edu/faculty/journalism/stacy-scholder">http://annenberg.usc.edu/faculty/journalism/stacy-scholder</a>	213-740-0014	
L12	University of Wisconsin	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu <a href="http://rtf.uwosh.edu/justine-stokes/">http://rtf.uwosh.edu/justine-stokes/</a>	920-424-3113	
L13	Linkages of Arizona	1651 W Grant Rd, Tucson Tucson, AZ 85705	Hailey Thoman hthoman@linkagesarizona.org <a href="http://live.linkagesarizona.org:80/login/index.cfm?live.linkagesarizona.org">http://live.linkagesarizona.org:80/login/index.cfm?live.linkagesarizona.org</a>	(520) 571-8600	
L14					
L15					

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L16	Arizona Broadcasters Association	555 N. Central Ave. Suite 302 Phoenix, AZ 85004	info@azbroadcasters.org	6022524833	
L17	University of Arizona - College of Fine Arts - Photography	1031 N. Olive Rd. J Gross Gallery - Room 101d Tucson, AZ 85721-0002	artinfo@cfa.arizona.edu	520-621-7570	
<b>Total Number of Interviewees Referred:</b>					<b>70</b>

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Director II [JR024331]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C134 Start Date: 2021-01-25
General Manager, TV [JR022580]	C1, C2, C3, C5, C69, C97, 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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2020-06-29
Multimedia Journalist [JR023833]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-11-30

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Multimedia Journalist [JR024372]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C130 Start Date: 2021-02-08
Photographer II [JR024526]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L6, L8, L13, L16, L17	Code Number: C3 Start Date: 2021-02-15
Photographer II [JR024548]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2021-02-08



**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Producer [JR023813]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-09-08
Producer [JR024442]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2021-02-01
Show Host [JR024290]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C2 Start Date: 2021-02-01

**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.	Henry Rillos (Director, Human Resources Business Partner) participated in an online job fair with the University of Arizona on Wednesday, April 14, 2021.
	Henry Rillos (Director, Human Resources Business Partner) participated in an online job fair with the Arizona State University on Thursday, May 13, 2021.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Manager and the Law training was provided by EW Scripps in-house counsel (Heather Muzumdar and Danyelle Wright) for all employees in leadership or supervisory roles within the station. This training included components focusing on providing anti-discrimination and harassment education to management and supervisory personnel. Each individual session was three and one-half hours in length and the sessions were presented four separate times to accommodate employee schedules and availability. This required training session was provided on Wednesday, May 14, 2021.
	KGUN presented a leadership training program to employees identified with potential for growth into leadership positions, as well as those currently in first level supervisor positions. This program provided overview of the EW Scripps corporate pillars as well as introductory human resource topics covering FLSA, FMLA, and EEOC. This ten (10) hour training program was held over a period of ten (10) days from May 10 - 21, 2021, on a schedule of one hour each day. The facilitation of the training was provided by Elizabeth Jimenez-Clarke, Phil Villareal, Chris Miracle, Henry Rillos (Human Resources), and Tregg White (General Manager). Participants included: Lindsey Hopkins, Brooke Long, Sam Radwany, Lee Sisk, and Aaron Cowman.

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

In September 2020 KGUN established an internal employee led EDI committee, which is currently led by Phil Villareal and Elizabeth Jimenez-Clarke. This committee has solicited information from the employee group, and in response has provided ongoing training sessions to all employees on EDI topics, issues, and broadcast content. These one hour sessions are provided at various dates and times to accommodate employee schedules and availability. Topics presented and discussed for presentation include topics such as: Microaggressions, LGBTQ+, Equal Employment Opportunity (EEO), employee inclusion, and communication. All sessions are held in small diverse employee groups and facilitated by a committee member.

Starting in July 2020 EW Scripps began providing corporate required training to management level and other employees that communicated corporate standards and requirements for implementation of Equity, Diversity, and Inclusion (EDI) principles and practices across the organization. The training sessions were provided throughout the year at various dates and times to accommodate employee schedules and availability. Training included separate sessions covering: Unconscious Bias, a video review of a corporate sponsored research project (SEEK), and a program on Inclusive Journalism. This training was sponsored by the EW Scripps Learning and Leadership Development unit and facilitated by selected employee facilitators from diverse positions and levels within the company.