

**EEO PUBLIC FILE REPORT**

**Reporting Period:** April 1, 2021 - March 31, 2022

**Stations Included in Report:** KAJA-TV, KRIS-TV, KZTV-TV (K09YZ-D, K22JA-D and K31KK-D)

**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				20
C2	Internal Candidate / WorkLife				12
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			28
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	9
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		38
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				5
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		17
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_JOFAV	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	
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	JOFAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	1
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	3

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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	
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	
C2009	Beeville Workforce Center - Heather Orta (Business Representative) - 3800 Charco Road (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2010	Beeville Workforce Center - Karen Martin - 202 North Saint Mary's Street (karen.martin@coastalworksource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2011	Beeville Workforce Center - Lenny Anzaldua (Business Representative) - 3800 Charco Road (lenny.anzaldua@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2012	Goodwill of South Texas - - 2961 S. Port Avenue (rnash@goodwillsouthtexas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2013	Workforce Solutions - - 1113 E Sinton St., Suite D (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2014	Workforce Solutions - - 5858 S Padre Island Dr., Suite 1 (Karen.fox@tvc.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2015	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2016	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2017	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2018	WorkForce Solutions - Coastal Bend - - 5858 South Padre Island Drive, Suite 1 (asilvas@sercohq.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2019	WorkForce Solutions - Coastal Bend - - 5858 South Padre Island Drive, Suite 1 (durishia.fizzell@tvc.texas.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2020	WorkForce Solutions - Coastal Bend - Nancy Ewing - 601 East Main Street, Floor 3 (nancy.ewing@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2021	Workforce Solutions - Sinton - Lenny Anzaldua - 1113 East Sinton Street (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2022	WorkForce Solutions George West - - 300 Bowie Street (karen.martin@coastalworksource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2023	WorkForce Solutions of the Coastal Bend - - 520 North Staples, P.O. Box 2568 (78403) (info@workforcesolutionscb.org)	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	MASSSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
<b>Local Sources</b>					
L1					
L2	Hispanic Chamber of Commerce	615 Upper N. Broadway, Suite 410 Corpus Christi, TX 78477	Human Resources	361-887-7408	
L3	Texas Association of Broadcasters	502 E. 11th Street, Suite 200 Austin, TX 78701	Michael Schneider jobs@tab.org	5122179948	
L4	Coastal Bend Workforce/Texas Workforce Solutions	5858 SPID Corpus Christi, TX 78412	Mary Castanon, Business Manager Mary.castanon@workforcesolutionscb.org <a href="http://www.workforcesolutionscb.org">http://www.workforcesolutionscb.org</a>	361-882-7491	
L5	Texas A&M Kingsville	Kingsville, TX 78363	Yolanda Chapa, Employment & Recruiting Officer yolanda.chapa@tamuk.edu <a href="http://www.tamuk.edu">www.tamuk.edu</a>	361.593.3705	
L6	Workforce Solutions - Coastal Bend	520 N Staples St Corpus Christi, TX 78401	Elizabeth Martinez elizabeth.martinez@workforcesolutionscb.org <a href="http://www.workforcesolutionscb.org">http://www.workforcesolutionscb.org</a>	361.8827491	
L7	Workforce Solutions - Alice	704 Coyote Trail Alice, TX 78332	Lenny Anzaldua lenny.anzaldua@workforcesolutionscb.org <a href="http://www.workforcesolutionscb.org">http://www.workforcesolutionscb.org</a>	361.668.0167	
L8	Workforce Solutions - George West	300 Bowie St TX	Lenny Anzaldua lenny.anzaldua@workforcesolutionscb.org <a href="http://www.workforcesolutionscb.org">http://www.workforcesolutionscb.org</a>		
L9	Workforce Network - Sinton	1113 East Sinton Street Unit D Sinton, TX 78387	Lenny Anzaldua lenny.anzaldua@workforcesolutionscb.org <a href="http://www.workforcesolutionscb.org">http://www.workforcesolutionscb.org</a>	361.364.3284	
L10	Goodwill Industries of South Texas, Inc Corporate Offices	2961 S. Port Avenue Corpus Christi, TX 78405	Rose Mireles, Director of Staffing Services rmireles@goodwillsouthtexas.com <a href="http://www.goodwillsouthtexas.com">www.goodwillsouthtexas.com</a>	361.884.4068 ext. 20350	

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L11	Texas Workforce Center - Beeville	3800 Charco Rd Beeville, TX 78102	Sandra Perez sandra.perez@workforcesolutionscb.org <a href="https://www.twc.texas.gov/">https://www.twc.texas.gov/</a>	361.358.6826	
L12					
L13					
L14					
L15		77901			
L16	Goodwill Industries of South Texas, Inc Corporate Offices	2961 S. Port Avenue Corpus Christi, TX 78405	Chrissie Montalvo, Director of Human Resources cmontalvo@goodwillsouthtexas.com www.goodwillsouthtexas.com	361.884.4068 ext. 10420 361.548.5325	
L17	Corpus Christi Chamber of Commerce	921 N. Chaparral Ste. Ste 210 Corpus Christi, TX 78401	Gloria Fuentes, Executive Assist to President & CEO gloria@unitedccchamber.com <a href="http://www.unitedccchamber.com">http://www.unitedccchamber.com</a>	361.881.1800	
L18					
L19	Black Chamber of Commerce	3209 South Staples St. Ste 165 Corpus Christi, TX 78404	cctxblackchamberoc@gmail.com www.blackchambercc.org/	361.698.2116	
L20		78382			
L21		78401			
L22		78374			
Total Number of Interviewees Referred:					136

## EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR025875]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C1 Start Date: 2021-10-11
Account Exec, Integrated [JR025963]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C134 Start Date: 2021-09-20
Anchor [JR024774]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L19	Code Number: C2 Start Date: 2021-08-07
Anchor [JR025230]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C97 Start Date: 2021-08-09
Anchor [JR026012]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C1 Start Date: 2021-08-16

## 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]
Digital Content Producer [JR026340]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C134 Start Date: 2022-01-18
Digital Content Producer [JR027822]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2022-02-07
Digital Content Producer [JR027950]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L16, L19	Code Number: C1 Start Date: 2022-03-14
Digital Strategist [JR025882]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C134 Start Date: 2021-08-09
Director II [JR025037]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C3 Start Date: 2021-06-14

# **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 [JR025351]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C97 Start Date: 2021-09-07
Director II [JR026015]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C97 Start Date: 2021-12-13
Director II [JR027304]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C1 Start Date: 2021-12-13
Exec Producer [JR025228]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C130 Start Date: 2021-06-07
Maintenance Engineer II [JR027190]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C3 Start Date: 2021-11-22



## EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR025227]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L17, L19	Code Number: C130 Start Date: 2021-06-14
Photographer II [JR025167]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C3 Start Date: 2021-05-17
Photographer II [JR025776]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C97 Start Date: 2021-07-19
Producer, Creative Services [JR025777]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C3 Start Date: 2021-08-23
Sr Dir, Local Media Content [JR025708]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L17, L19	Code Number: C97 Start Date: 2021-09-27

## 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]
Sr Dir, Sales [JR025068]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C2424, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L19	Code Number: C1 Start Date: 2021-06-01
Sr Reporter [JR025864]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C1 Start Date: 2022-01-10
Studio Tech I [JR025033]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L6, L7, L8, L9, L10, L11, L12, L14, L15, L16, L17, L19	Code Number: C134 Start Date: 2021-05-17
Studio Tech I [JR026413]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C1 Start Date: 2021-10-11
Studio Tech III [JR025352]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L8, L9, L10, L11, L16, L19	Code Number: C1 Start Date: 2021-07-26

## EEO PUBLIC FILE REPORT

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

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.	02/03/2022: West Oso High School Career Day: Assistant News Director presented on journalism careers and the media industry.
	01/13/2022: Our Multimedia Journalist and Weekend Meteorologist spoke with W.C. Andrews Elementary 5th graders. During the visit, she spoke of various weather phenomena and discussed about a career similar to hers.
	11/05/2021: Our KZTV Meteorologist spoke with Ella Barnes Elementary School. During her visit she did a science experiment and discussed weather and talked about how to become a weather person in media.
	11/05/2021: Our General Manager, Senior Manager, News Production and Executive Assistant visited Texas A&M Kingsville University. They met with students to discuss broadcasting opportunities and discussed curriculum with their Chief of Staff.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The company provides an Educational Assistance Program to enable all employees the opportunity to gain knowledge and skills that could qualify them for higher level positions. During a calendar year, the program reimburses employees for tuition and books - up to \$4,000. During the reporting period, KRIS/KAJA had two employees take advantage of this benefit.
	Scripps and KRIS/KZTV/KAJA Scripps Sales Process Training: Four newly hired sales employees (two integrated account executives, one digital sales strategist, 1 associate account executive) received the web-facilitated training from internal Scripps sales training representative to help build skills necessary to be successful with Scripps selling procedures. This is a 5-day training program focused on prospecting/appointment setting and the client needs analysis through the entire sales cycle learning new approaches to each step and practicing with real prospects in their market.

## EEO PUBLIC FILE REPORT

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

	<p>04/19/2021 - 07/07/2021: We had two participants (Senior Manager, Broadcast and Multimedia Journalist) participating in Scripps Solutions Journalism Program. This program is designed to provide employees with opportunities to learn next level reporting to best serve our communities and increase their skills.</p>
	<p>The company also offers the Scripps Growth Plan Program to those employees who are interested in their continued career growth.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>11/09/2021 - 12/09/2021: Workplace Harassment: Attended by KRIS/KZTV/KAJA management during this timeframe. This course provided an overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability, and included considerations around recruitment as well. Managers taking this course were able to grow in their insights related to recruiting and decisions around employment with the focus of giving them the insights and skills to grow in their effectiveness in their role. The course also discussed the benefits of strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.</p>
	<p>09/14/2021 - 10/14/2021: Whistleblowing, Reporting &amp; Retaliation: Attended by KRIS/KZTV/KAJA management during this timeframe. This micro learning explores what an effective manager response looks like, from offering support to addressing retaliation concerns, all with the goal of ensuring employee confidence in the reporting process. In addition to following the proper process, they must create an environment in which their employees are comfortable speaking up. Responding to complaints effectively is a critical part of this. This is a contribution of retention in the workplace and our culture.</p>
<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>Public Service Announcement: The station runs spots highlighting Veterans within the company and encouraging Veterans to apply to work with our company. In a one month period across five stations, the spots averaged around 350.</p>