

EEO PUBLIC FILE REPORT

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

Station Included in Report: KOAA-TV

I. List of Recruitment Sources

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				5
C2	Internal Candidate / WorkLife				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			12
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		44
C130	Face-to-face Networking				5
C131	Agency/Search Firm				2
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		32
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	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1971	Aspen Mine Center - - 166 E Bennent Avenue, P.O. Box 1587 (rmichael.bartol@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1972	Canon City Workforce Center - - 3224B Independence Road (cdle_canon_city_wfc@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1973	Canon City Workforce Center - Canon City, CO 81212 - 3224B Independence Road (cdle_canon_city_wfc@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1974	Colorado School for the Deaf and the Blind, Student Employability Programme - Tera Lynn Gray - 33 N. Institute Street (tgray@csdb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1975	Colorado Springs VA Clinic - - 25 N. Spruce Street (edward.griggs@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1976	Division of Vocational Rehabilitation - - 110 Parkside Drive (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1977	Division of Vocational Rehabilitation - Nate Slattengren - 720 North Main #320 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1979	Employment Works - Julie Taylor - 2306 E. Pikes Peak Avenue (timamthor@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1980	Fremont County DHS/Employment First - Steven Clifton, Director - 172 Justice Center Road (steven.clifton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1983	Milestones Business Center - - 17 North Spruce (diannahunt@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1986	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (spindler.w@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1988	Pikes Peak Workforce Center- Fountain - - 350 Lyckman Drive (terencejackson@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1989	Pueblo County DSS/Employment First - Steven Chorak - 805 N. Desert Flower (Steven.chorak@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1990	Pueblo Workforce Center - - 212 West 3rd Street (cdle_pueblo_wfc@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1991	Pueblo Workforce Center - Clifton Dykes - 212 West 3rd Street (cdle_pueblo_wfc@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1992	Pueblo Workforce Center - John Martinez - 212 West 3rd Street (cdle_pueblo_wfc@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1995	University of Colorado at Colorado Springs Colorado Springs, CO - Bev Kratzer - 1861 Austin Bluffs Pkwy. Suite 100 (bkratzer@uccs.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1996	VET Service - Colorado Springs, CO - ADVET David Palmer - 1259 Lake Plaza Drive #120 (palmer.david@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1997	VET Service - Colorado Springs, CO - IPA Jerry Shiflett - 1259 Lake Plaza Drive #120 (shiflett.jerry@dol.gov)	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	

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C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					
L1	Mt Carmel Veterans Service Center	530 Communication Circle Colorado Springs, CO 80905	Janet Farley jfarley@mtcarmelcenter.org https://veteranscenter.org/	719-309-4711	
L2	Fort Carson - Transition Assistance Program	1625 Mekong Street Building 6237, Room 102 Fort Carson, CO 80902	Sherry L. Jenkins sherry.l.jenkins8.civ@mail.mil	719-526-410	
L3	Colorado Rural Workforce Consortium	212 W. 3rd Street Pueblo, CO 81003	Mark S. Valdez mark.s.valdez@state.co.us colorado.gov	719-562-3744	
L4	Colorado Broadcasters Association	333 West Hampden Avenue Suite 400 Englewood, CO 80110	Justin Sasso and Linnea Lewis linnea@ColoradoBroadcasters.org https://www.coloradobroadcasters.org/	720-536-5427	
L5	Pueblo Community College	900 W. Orman Ave Pueblo, CO 81004	Shawna Shoaf shawna.shoaf@pueblocc.edu	179-549-3076	
L6	Peterson AFB Transition Assistance Program	1334 W. Stewart Avenue Bldg 350 Colorado Springs, CO 8016	Hugo G. Escobar hugo.escobar@us.af.mil	719-556-6141	
L7	USO Pathfinder	1638 Elwell Street, Building 6236 Fort Carson, CO 80913	Espiridion âSpeedyâ Zuniga ezuniga@uso.org uso.org	832-728-4733	
Total Number of Interviewees Referred:					116

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR034316]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C134, C170, C172, C173, C174, 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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2025-04-28
Account Exec, Local [JR034855]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2025-08-19
Account Exec, Local [JR034942]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C1 Start Date: 2025-08-11
Digital Strategist [JR034705]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C3 Start Date: 2025-05-12
IT Ops Tech II [JR034927]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2025-06-09

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
IT Ops Tech III [JR034480]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C134 Start Date: 2025-03-03
Multimedia Journalist [JR033783]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7	Code Number: C5 Start Date: 2025-01-06
Multimedia Journalist [JR035259]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2025-08-25
Producer [JR034087]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2024-12-02
Producer [JR034249]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C172, C173, C174, 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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2025-01-20

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR035107]	C1, C2, C3, C5, C69, C95, 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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2025-07-28
Producer, Creative Services [JR034533]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C1 Start Date: 2025-03-31
Sr Reporter [JR034784]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L1, L2, L3, L4, L5, L6, L7	Code Number: C97 Start Date: 2025-09-01

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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.	On September 16, 2025, an Executive Reporter attended the Fall 2025 Internship & Career Fair at Colorado State University Pueblo. The purpose of the job fair was to connect employers with students and community job seekers, providing opportunities to share information about careers in broadcasting, discuss current openings, and promote The E.W. Scripps Company as an employer of choice.
	On Tuesday, September 16, 2025 and Thursday, September 18, 2025, KMTV's Sr. Talent Acquisition Partner and Talent Acquisition Partner hosted an Indeed virtual career fair focused on Account Executive openings. Fourteen candidates registered, ten interviews were completed, and three finalists were scheduled to meet with the General Manager the following week which resulted in one offer extended. During interviews, candidates were briefed on role expectations and provided details about working at KMTV. The event was promoted via Indeed.
	On October 24, 2025, the News Director, participated in the College Broadcasters, Inc. National Student Media Career Fair in Denver. The event included a meet-and-greet with student media professionals from across the U.S., providing opportunities to discuss open positions, career paths, and the station's workplace culture.
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	April 14, 2025, KOAA participated in the Colorado Broadcasters Virtual Job Fair during the week of April 14, 2025. Our involvement promoted diverse hiring for positions such as Senior Reporter, Multimedia Journalist, Account Executive, and Assignment Editor contributed significantly to the event's success. Our Sr. Reporter was the hiring manager of record for this event.
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 April 25, 2025, a KOAA Meteorologist participated at the New Summit Charter Academy Career Fair. The event connected students with professionals across multiple industries and offered hands-on learning experiences, including insights into careers in broadcast meteorology.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>On November 14, 2025, KOAA's Local Sales Manager served as a judge at the Colorado DECA District #12 Leadership Conference in Fountain, Colorado. The conference brought together high school students from across the region to compete in entrepreneurship and business events designed to develop critical career skills, including problem solving, creativity, communication, and market strategy. Students were challenged with real-world business scenarios in timed role-plays, presenting solutions that were evaluated against DECA's standardized performance indicators. By participating as a judge, the Local Sales Manager contributed to a meaningful day of professional development for local youth, strengthened KOAA's connection to the community, and supported initiatives that encourage future career opportunities in broadcasting and related fields.</p>
	<p>On July 21-23, 2025, KOAA hosted a Summer Job Shadow opportunity for a local student interested in exploring broadcasting careers. Over the three-day experience, the student was paired with multiple station personnel to observe newsroom operations, production workflows, and on-air preparation. The program provided hands-on exposure to the daily responsibilities of reporters, producers, and technical staff, as well as insight into the skills needed to pursue employment in the broadcast industry.</p>
	<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>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Reporter/Multimedia Journalist Upskilling: KOAA/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>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Google Certification Opportunities: Certifications in data analytics, digital marketing and e-commerce, IT support, project management, and UX design are available to all KOAA/Scripps employees. Opportunities are based on licenses that open at various times throughout the year, enabling employees to earn certifications and fill license vacancies.
	Career Management Program: KOAA 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.
	Educational Assistance Program: KOAA participates in 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.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On February 11, 2025, a guest speaker event was held where a station manager and an investigative reporter engaged with high school students in advanced video classes. The discussion focused on the professional processes involved in research and storytelling, as well as the evolving landscape of the broadcasting industry. This event aimed to enhance students' understanding of career opportunities in broadcasting while contributing to their production of a weekly school news program.
Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.	The KOAA VP/General Manager serves on several boards, including the Colorado Broadcasters Association, YMCA of the Pikes Peak Region, and Mount Carmel Veteran Service Center, providing oversight and occasional technical support. While not directly responsible for job postings, this volunteer leadership includes assisting unaffiliated non-profits in maintaining websites that offer career development resources and counseling related to broadcasting employment.

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.

On 4/1/2025, 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.

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.