

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2020 - January 31, 2021

Station Included in Report: KMTV-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				8
C2	Internal Candidate / WorkLife				10
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			24
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		32
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5
C130	Face-to-face Networking				12
C131	Agency/Search Firm				10
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		12
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	3
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C776	Airman and Family Readiness Center - Airman and Family Readiness Center - (55fss.fsfr@us.af.mil)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C777	Community Alliance - Denise Stuart - 4001 Leavenworth Street (stuart@commall.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C778	Hands of Heartland - Benjamine (Ben) Frakes - 211 Galvin Rd (benjaminf@handsofheartland.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C779	Heartland Workforce Solutions - - 2421 North 24th Street (ndol.omahawfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C780	Indian Center Inc - Clyde Tyndall - 1100 Military Rd (lincolnwia@juno.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C781	La Raza Job Training Inc - Socorro Pastran - 4923 S 24Th St (larazajobtraining@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C782	Latino Center of Midlands - Carolina Quezada - 4821 S 24Th St (info@latinocenterofthemidlands.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C783	Latino Center of the Midlands - - 4821 South 24th Street (info@latinocenterofthemidlands.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C784	Military Veterans Services Center, Bellevue University - Jerome JR Richardson - 1000 Galvin Road South (jerome.richardson@bellevue.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C785	Nebraska City Workforce Development - - 917 Wildwood Lane (ndol.nebraskacitywfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C786	Nebraska City Workforce Development - - 917 Wildwood Lane, Suite J (ndol.beatricewfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C787	Nebraska City Workforce Development - Nebraska City, NE 68410 - 917 Wildwood Lane, Suite J (ndol.nebraskacitywfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C788	NEBRASKA COMMISSION ON INDIAN AFFAIRS - Judi M. Gaiashkibos - State Capitol, 6th Floor, East (judi.gaiashkibos@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C789	Nebraska Department of Education - Vocational Rehabilitation - - PO Box 94987 301 Centennial Mall (VR.InfoLincoln@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C790	Nebraska Department of Labor - Debbie Christensen - 5717 F Street (ndol.omahawfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C791	Nebraska Western Iowa VA Medical Center - - 4101 Woolworth Ave. (larry.gries@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C792	Nebraska Workforce Development - Fremont Career Center - - 835 North Broad Street (david.rangeloff@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C793	Omaha Workforce Development - - 5717 F Street (harvey.hudson@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C794	Omaha Workforce Development - - 5717 F Street (ndol.omahawfd@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C795	Omaha Workforce Development - - 5717 F Street (steve.mcwilliams@nebraska.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C796	ResCare Workforce Services - Carleen Sturdivant - (carleensturdivant@rescare.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C797	The Sheltering Tree - Shirley McNally - 1323 William St (shelteringtree@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C798	University of Nebraska-Lincoln; Recruiting system name: Husker Hire Link Lincoln, NE - Christina Fielder - 230 Nebraska Union (careerservices@unl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C799	Urban League of Nebraska - Karen Edwards - (Karen.edwards@urbanleagueneb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
Local Sources					
L1	American Broadcasting School*	712 N. Watson Road Suite 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College*	2320 South 19th St. Tacoma, WA 98405	Ken Witkoe kwitkoe@batestech.edu	253-680-7752	
L3	Central Michigan University	340 Moore Hall Mt. Pleasant, MI 44859	Michelle Kalisek kalis1m@cmich.edu	989-774-3851	
L4	Creighton University	2500 California Plaza Omaha, NE 68131	Cheri Jackson careercenter@creighton.edu https://creighton.joinhandshake.com	402-280-2723	
L5	Emerson College	216 Tremont St. Boston, MA 02116	Blaine Butler Blaine Butler@emerson.edu https://emerson.joinhandshake.com	617-824-8586	
L6	Iowa Workforce Development	300 W. Broadway Suite 13 Council Bluffs, IA 51503	Elizabeth Carlson (updated contact 7/30/19) Elizabeth.Carlson@iwd.iowa.gov	712-352-3480	
L7	Nebraska College Recruiting Consortium	5000 St Paul Ave Lincoln, NE 68504	Heather Hoop ncrc@nebrwesleyan.edu	402-465-2224	
L8	Nebraska Workforce Development of Omaha	5717 F Street Omaha, NE 68117	NDOL.OmahaWFD@nebraska.gov	402-934-2362	
L9	Ohio and Illinois Center for Broadcasting	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	216-503-5900 X1104	
L10	University of Nebraska at Lincoln	230 Nebraska Union Lincoln, NE 68588	Shannon Seehase careerservices@unl.edu -	402-472-7211	
L11	University of Nebraska at Omaha	6001 Dodge Street Omaha, NE 68182	Chris Allen, Ph.D., Dr. Sherry Wilson (removed 5-6-19), Jodeane Brownlee, H callen@unomaha.edu, swilson@unomaha.edu (removed 5-6-19) and jbrownlee@unom	402-554-2601	
L12	University of North Texas	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	

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L13	University of Wisconsin School of Radio, TV & Film *	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	(920)424-3133	
L14	Nebraska Broadcasters Association	11414 W. Center Rd Suite 342 Omaha, NE 68144	Jim Timm jim@ne-ba.org	402-933-0059	1
L15	OmahaHelpWanted.com	RegionalHelpWanted.com 11 Abrams Road Central Valley, NY 10917	Kris Schneider http://regionalhelpwanted.com	800 365-8630	
L17	Collective Talent (TV Jobs Only)*	1721 Richardson Place Tampa, FL 33606	Michael Bille bille@michaelsmedia.com	813-254-9695	
Total Number of Interviewees Referred:					119

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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, Integrated [JR023522]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C1 Start Date: 2020-09-14
Account Exec, Integrated [JR023889]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C1 Start Date: 2020-09-28
Assoc Account Exec, TV [JR023575]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C3 Start Date: 2020-07-27
Director II [JR024068]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C97 Start Date: 2020-11-23
Meteorologist, Evening [JR023257]	C1, C2, C3, C5, C69, C97, C100, 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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C100 Start Date: 2020-07-06

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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]
Morning News Anchor [JR023927]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C3 Start Date: 2020-09-21
Multimedia Journalist [JR022117]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L17	Code Number: C134 Start Date: 2020-02-10
Multimedia Journalist [JR023571]	C1, C2, C3, C5, C69, C97, C100, 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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2020-07-20
Multimedia Journalist [JR023679]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C97 Start Date: 2020-08-24

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 [JR023747]	C1, C2, C3, C5, C69, C97, C100, 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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C100 Start Date: 2020-11-16
Multimedia Journalist [JR023887]	C1, C2, C3, C5, C69, C97, C100, 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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C130 Start Date: 2021-01-25
Real-Time Editor [JR022327]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L17	Code Number: C3 Start Date: 2020-03-16
Real-Time Editor [JR023693]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2020-08-31

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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]
Real-Time Editor [JR023905]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2020-10-05
Sr Assignment Editor [JR023925]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C1 Start Date: 2020-10-26
Sr Mgr, Content [JR023904]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C97 Start Date: 2020-11-02
Studio Tech I [JR024151]	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, C776, C777, C778, C779, C780, C781, C782, C783, C784, C785, C786, C787, C788, C789, C790, C791, C792, C793, C794, C795, C796, C797, C798, C799, 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, L1, L2, L3, L4, L6, L7, L8, L9, L11, L12, L13, L14, L15, L17	Code Number: C2 Start Date: 2020-11-02

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.	KMTV News Director, Director of Marketing/Promotions, and Commercial Producer attended the Wayne State College Spring 2020 Fair on February 26, 2020. The career fair was open to students, faculty, and staff. Students that attended wanted to learn more about the opportunities that were available to them after graduating as well as any open internships that KMTV had to offer.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	KMTV participated in the Nebraska Broadcasters Association's EEO Scholarship Program for the 2019-2020 cycle. A monetary contribution was made in December 2018; the station aired spots on air January 1 - February 28, 2020 promoting the availability of the scholarship program; applications were distributed to interested students. The deadline for applications was March 2, 2020. Initial judging was done by all Nebraska broadcasters. The applicant pool was narrowed to five finalists. Two scholarship winners were selected and were recognized at the August 2020 NBA Convention.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Station associates participate in the Scripps Company Career Management programs that include various training modules and tools to develop their career skills. All employees are offered the opportunity to pursue career advancement through online training in station-related skills such as management, leadership, career growth planning, job interviewing, and a variety of life skill sets. Scripps offers an eLearning system that is used for EEO training and compliance training.
	Sales: KMTV Human Resources, General Manager, and General Sales Manager developed and implemented a Sales training program geared towards understanding product knowledge and training goals. The program is designed to provide a clear direction and training in skills and knowledge to pursue career advancement.
	Sales: We enroll all new Account Executives and Associate Account Executives into the Scripps Sales Process Training. This training process allows us to train all experience levels whether about sales in general or specific to Scripps processes and procedures.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Scripps/KMTV has an education reimbursement program designed to reimburse employees who are still going to school to pursue a degree within their field or would allow them to advance their careers with the company.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Meteorologist visited Black Elk Elementary where he discussed his career and gave a weather presentation on February 4, 2020
	Meteorologist visited Wheeler Elementary where he discussed his career and gave a weather presentation on March, 5 2020
	Investigative Reporter met with a UNO journalism student on November 23,2020 for a program called, "Prototype". Prototype is an American Collegiate DC program that connects students with an industry professional to spark curiosity and expand on possible career options. The program matches students with industry professional to meet and converse about the career field and career field pathing options.
	Anchor visited Chandler View Elementary on March 2nd 2020 where she discussed her career and read to the 5th and 6th grade classes.
	Fifteen students from Tarkio Elementary visited KMTV on March 5, 2020. One of our anchors took the students on a tour of the station and to each department to discuss how the news is produced and put on air as well as speaking to all the different job opportunities that a news station has.
	Two student from CAM High School located in Anita, IA. visited the station for a tour on February 28, 2020. These students were a part of the CAM Digital Media Live Streaming Project and were learning broadcasting, particularly with radio and sound boards. The student came in and shadowed our production crew and conducted a mock newscast to see how a live newscast is created. In addition, our anchor gave them a tour of the station and all of the different departments.
Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	All open positions are posted to multiple job sites and boards that focus on diversity candidates such as: Asian American Journalism Association, US Diversity, Military.com and Hire a Hero.

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.

General Manager and Human Resources attended the virtual series on November 11, 2020, "The Welcome Table." The guest speaker Matt Louis, one of the nation's leading experts in career transition for veterans and public service professionals, led a discussion about veterans. This 75 minute live session instructed on hurdles that veterans face transitioning to the workforce, differences in military vs. civilian life, how military skills transfer to corporate America and what hiring managers should look for in a resume to see those transferable skills.

General Manager and News Director attended a virtual event held by EthicSpace on October 13, 2020. The virtual event was focused on the concept of how to enhance ethical awareness, decision making, communications and leadership to build problem solving skills, organizational ethics and moral intent. Which can be used to ensure that leaders/managers are able to prevent discrimination and promote Equal Employment Opportunities within the company.

January 15, 2021 KMTV Human Resources attended the Manager and the Law 3.5 hours training program delivered by Scripps Legal department. Training aimed at developing leaders on how to use principles of law to minimize risk and create value, attain core business objectives, identify and resolve legal issues, and effectively handle legal disputes. Equal Opportunity and Anti-discrimination.