

**EEO PUBLIC FILE REPORT**

**Reporting Period:** August 1, 2020 - July 31, 2021

**Station Included in Report:** KSBY-TV

**I. List of Recruitment Sources**

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				25
C2	Internal Candidate / WorkLife				18
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			52
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	11
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		78
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C130	Face-to-face Networking				2
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		15
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	
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	4
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	

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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	
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	

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C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
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	
C1964	America's Job Center of California - San Luis Obispo - Doris Ely - 880 Industrial Way (doris.ely@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1965	America's Job Center of California - San Luis Obispo - Jackie Yeager - 880 Industrial Way Goodwill Facility (jyeager@scgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1966	Cuesta College (Cuesta CSM) San Luis Obispo, CA - Hunter Perry - Cuesta College, P.O. Box 8106 (helen_perry@cuesta.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1967	PathPoint - North Santa Barbara County - - 2450 Professional Parkway Ste 220 (carol.graeser@pathpoint.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1968	PathPoint - San Luis Obispo County - - 265 South Street Ste H (barbara.furia@pathpoint.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1969	Workforce Resource Center - Santa Maria - - 1410 South Broadway (workforceresource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1970	Workforce Resource Center - Santa Maria - Vet Rep - Frank Campo - 1410 South Broadway, Suite A (Frank.Campo@edd.ca.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	

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C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
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	

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Local Sources					
L2	Bakersfield College Job Placement	1801 Panorama Drive Bakersfield, CA 93305	Rudy Gutierrez rgutier@bakersfieldcollege.edu		
L3	Broadcast Employment Services	PO Box 4116 Oceanside, CA 92052	Mark Holloway admin@tvjobs.com tvjobs.com	760-754-8177	
L4	CSU East Bay, Dept of Communications	25800 Carlos Bee Blvd Hayward, CA 94542	Trang Nguyen trang.nguyen23@csueastbay.edu	510-885-3292	
L5	California Chicano News Media Assoc. (CCNMA)	300 S. Grand Ave. Suite 3950 Los Angeles, CA 90071	Human Resources ccnmainfo@ccnma.org ccnma.org	213-437-4408	
L8	Japanese Cultural/Community Center	1840 Sutter Street San Francisco, CA 94115	Marjorie Fletcher mfletcher@jccnc.org jccnc.org	415-567-5505	
L9	Jobs @ KSBY	1772 Calle Joaquin San Luis Obispo, CA 93405	Kathleen Chao jobs@ksby.com ksby.com	805-541-6666	
L10	KSBY.com	1772 Calle Joaquin San Luis Obispo, CA 93405	Jill Graves jill.graves@ksby.com ksby.com	8055416666	
L12	Medialine	PO Box 51909 Pacific Grove, CA 93950	Rick jobs@medialinetalent.com	805-237-8073	
L13	Mexican American Opportunity Foundation	2001 28th Street Bakersfield, CA 93301	Mauro Laris mlaris@co.kern.ca.us maof.org	661-861-2800	
L15	University of The Pacific	3601 Pacific Avenue Stockton, CA 95211	Career/Internship Programmer human_resources@pacific.edu pacific.edu	209-946-2361	
L16	Biola University	13800 Biola Ave La Mirada, CA 90639	Human Resources student.success@biola.edu biola.edu	562-903-4875	
L17	Boise State University	1464 W University Dr Boise, ID 83706	Human Resources career@boisestate.edu https://career.boisestate.edu	(208) 426-1747	
L18	California Polytechnic State University-San Luis Obispo	1 Grand Ave San Luis Obispo, CA 93407	Human Resources careerservices@calpoly.edu https://careerservices.calpoly.edu	805-756-2501	
L19	California State University, San Bernadino	5500 University Pkwy San Bernardino, CA 92407	Human Resources careercenter@csusb.edu http://career.csusb.edu	909-537-5250	
L20	Chapman University	1 University Dr Orange, CA 92866	Human Resources career@chapman.edu http://www.chapman.edu/	714-997-6942	
L21	Claremont Graduate University	150 E 10th St Claremont, CA 91711	Human Resources career.development@cgu.edu https://www.cgu.edu/careerdevelop ment	(909) 607-2532	
L22	Claremont McKenna College	888 Columbia Ave Claremont, CA 91711	Human Resources careerservices@cmc.edu http://www.cmc.edu/	(909) 607-7038	
L23	George Fox University	414 N Meridian St Newberg, OR 97132	Human Resources idea@georgefox.edu http://idea.georgefox.edu	(503) 554-2330	
L24	Harvey Mudd College	301 Platt Blvd Claremont, CA 91711	Human Resources career_services@hmc.edu https://www.hmc.edu/about-hmc/	(909) 621-8091	
L25	Keck Graduate Institute	1 N Indian Hill Blvd Claremont, CA 91711	Human Resources angela_cossey@kgi.edu https://www.kgi.edu	909-607-0102	
L26	Northwest Christian University	828 E 11th Ave Eugene, OR 97401	Human Resources careercenter@nwc.edu http://www.nwc.edu/	(541) 684-7211	
L27	Oregon Institute of Technology	3201 Campus Dr Klamath Falls, OR 97601	Human Resources career@oit.edu http://www.oit.edu/career	541-885-1020	
L28	Pitzer College	1050 N Mills Ave Claremont, CA 91711	Human Resources careerservices@pitzer.edu https://www.pitzer.edu/career-servi ces/	909-621-8519	
L30	Pomona College	333 N College Way Claremont, CA 91711	Human Resources careerdevelopment@pomona.edu https://www.pomona.edu/cdo	(909) 621-8144	
L31	Scripps College	1030 Columbia Ave Claremont, CA 91711	Human Resources careers@scrippscollege.edu http://careerservices.scrippscollege .edu	909-621-8180	6
L32	Stanford University	563 Salvatierra Walk Stanford, CA 94305	Human Resources beamemployers@stanford.edu https://beam.stanford.edu/	650-725-1789	
L33	University of California Berkeley	2227 Piedmont Avenue Berkeley, CA 94720	Human Resources onheweb@berkeley.edu https://career.berkeley.edu/	(510) 642-1716	
L34	University of San Diego	5998 Alcalá Park San Diego, CA 92110	Human Resources careers@sandiego.edu https://www.sandiego.edu/careers/	(619) 260-4654	

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L35	National Lesbian Gay Journalists Association	2120 L St NW Suite 850 Washington, DC, DC 20037	info@nlgja.org nlgja.org	202-588-9888	
L36	Jobspeaker, Inc	126 West Portal Ave. San Francisco, CA 94116	Alma Miranda alma.miranda@hancockcollege.edu https://careerconnect.jobspeaker.com	805-922-6966 ext. 3012	
L37	The Chamber of Commerce of the Santa Barbara Region	5662 Calle Real #204 Goleta, CA 93117	Michele Schneider michele@SBSCChamber.com https://sbsscchamber.chambermaster.com/mic?memId=1176&repId=15388	805-967-2500	
L38	Eckerd Connects*	Note: Open positions requested beginning 11/20 3450 Broad Street, Suite 103 San Luis Obispo, CA 93401	Allison Schiavo ASchiavo@eckerd.org, JYancheson@eckerd.org Eckerd.org/slo	905-249-9644	
L39	American Legion	1661 Mill Street San Luis Obispo, CA 93401	Randy Earl commander.legion0066@gmail.com slolegion.com	805-461-0495	
Total Number of Interviewees Referred:					225

## 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 [JR023427]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C97 Start Date: 2020-08-03
Account Exec, Integrated [JR023891]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C201 Start Date: 2021-01-11
Account Exec, Integrated [JR024881]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C134 Start Date: 2021-04-19
Anchor [JR024607]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C97 Start Date: 2021-04-05
Chief Sports Anchor [JR024018]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C97 Start Date: 2020-11-16

## 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]
Commercial Production Tech II [JR023733]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C97 Start Date: 2020-09-28
Director II [JR025054]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C2424, L2, L3, L4, L5, L8, L9, L12, L13, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C2 Start Date: 2021-05-06
Evening Anchor, MMJ [JR023960]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C2 Start Date: 2020-10-12
Morning Anchor, MMJ [JR023812]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C97 Start Date: 2020-10-05
Multimedia Journalist [JR023748]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C97 Start Date: 2020-09-21
Multimedia Journalist [JR023908]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C1 Start Date: 2021-02-01



# 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 [JR024427]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38	Code Number: C1 Start Date: 2021-03-08
Multimedia Journalist [JR024689]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C97 Start Date: 2021-04-19
Multimedia Journalist [JR024801]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C3 Start Date: 2021-05-24
Photographer II [JR024869]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C97 Start Date: 2021-04-19
Producer [JR023646]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35	Code Number: C134 Start Date: 2020-09-08

# EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR024035]	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, C1906, C1912, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C134 Start Date: 2020-11-16
Producer [JR024767]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C3 Start Date: 2021-06-07
Producer [JR024772]	C3, L2, L3, L4, L5, L8, L9, L12, L13, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C3 Start Date: 2021-04-26
Producer [JR025325]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L2, L3, L4, L5, L8, L9, L12, L13, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C1 Start Date: 2021-06-21
Sales Support Asst II [JR023761]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34, L35, L36	Code Number: C1 Start Date: 2020-08-17
Sr Dir, Sales [JR023447]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L2, L3, L4, L5, L8, L9, L10, L12, L13, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L30, L31, L32, L33, L34	Code Number: C97 Start Date: 2020-08-10

**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>
Station Broadcast Technician [JR025504]	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, C1964, C1965, C1966, C1967, C1968, C1969, C1970, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L2, L3, L4, L5, L8, L9, L12, L13, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L28, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39	Code Number: C97 Start Date: 2021-07-19

**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.	09/23/20 HR attended Chapman University virtual job fair.
	10/28/20 HR Attended Grossmont College virtual career fair.
	03/03/21 HR and News management attended Chapman University virtual job fair.
	06/16/21 HR Attended Cal State San Marcos virtual career fair.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	10/21/20 - Hosted virtual tour of the building to Heartland Charter School students. Reviewed each department and the job responsibilities contained in them.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Scripps has an education reimbursement program designed to reimburse employees who are going to school and pursuing a degree within their field or would allow them to advance their careers with the company. An employee pursuing a career in Meteorology was reimbursed \$4,000 in the 2020/2021 year.
	August of 2020 and June of 2021 - Account Executives participate in Scripps Sales Process training to acquire sales skills that enable them to grow in the Sales Department. This training is a deep dive into the process to learn how to get and retain clients, and helps to build career longevity.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	08/05/2020 Manager and The Law Training conducted by in-house legal team. Interactive presentation to all managers on anti-discrimination and anti-harassment policies and procedures. Discussed best practices in handling claims and issue spotting, and how to prevent discrimination and hostile work environments.
	08/2020 Equity, diversity, and inclusion training for all employees including managers. Various required videos and workshops to improve knowledge of unconscious biases and microaggressions, as well as to gain understanding of perception of news from people of color. The training helped managers to learn of unconscious biases that could occur during candidate reviews, and gained tools to overcome them.

## EEO PUBLIC FILE REPORT

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

	09/2020-10/2020 Workplace Harassment Prevention for Managers - 7 This course is designed specifically to address the sexual harassment and anti-discrimination training requirements under California, Connecticut, and Maine law, but is applicable for supervisor and manager training in all states.