

EEO PUBLIC FILE REPORT

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

Station Included in Report: KERO-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				9
C2	Internal Candidate / WorkLife				7
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			21
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		29
C130	Face-to-face Networking				
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		5
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	

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C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C1594	America Job Center of California -Shafter - - 115 Central Valley Highway (lindar@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1595	America`s Job Center - Lamont - - 3300 Segrui Road (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1596	America`s Job Center - Lamont - - 3300 Segrui Road (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1597	America`s Job Center (Delano) - Micheal Smiley (Veterans Representative) - 1816 Cecil Avenue (michael.smiley@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1598	America`s Job Center of California - Bakersfield - Christina Garza - 1600 East Belle Terrace (christina.garza@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1599	America`s Job Center of California (Bakersfield) - Reynaldo Locquiao (Veterans Representative) - 1600 East Belle Terrace (reynaldo.locquiao@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1600	America`s Job Center of California (Bakersfield) - Valerie Dixon (Veterans Representative) - 1600 East Belle Terrace (valorie.dixon@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1601	Career Services Center - Delano - - 1816 Cecil Ave (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1602	Career Services Center - Delano - - 1816 Cecil Ave (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1603	Career Services Center - Lake Isabella - - 6401 Lake Isabella Blvd (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1604	Career Services Center - Lake Isabella - Donna Moreno - 6401 Lake Isabella Blvd. (Morenod@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1605	Career Services Center - Mojave - - 2300 Highway 58 (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1606	Career Services Center - Mojave - - 2300 Highway 58 (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1607	Career Services Center - South East - - 1600 East Belle Terrace (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1608	Career Services Center - South East - - 1600 East Belle Terrace (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1609	Career Services Center - South East - - 1600 East Belle Terrace (lydiar@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1610	Career Services Center - Taft - - 119 North 10th Street (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1611	Career Services Center - Taft - - 119 North 10th Street (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1612	Community Services Employment and Training - Elvis Garcia (Veterans Representative) - 1600 E. Belle Terrace (elvis.garcia@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1613	Community Services Employment and Training - Junior Russo - 1063 West Henderson Avenue (jrusso@employmentconnect.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1614	Porterville Employment Connection One-Stop Center - Adam D. Bode (Veterans Representative) - 1063 West Henderson Avenue (adam.bode@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1615	Proteus Inc., Porterville One-Stop Service Center - Soila Lopez/Romero Figueroa - 54 North Main (Martha@proteusinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1616	Shafter Department of Human Services - - 113 Central Valley Highway (careers-valley@workforce-connection.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1617	Shafter Department of Human Services - - 113 Central Valley Highway (etrweb@co.kern.ca.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1618	Tulare County Employment Connection (Porterville) - Scott Brown - 1063 West Henderson Avenue (scott.brown@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1619	WorkSource California Antelope Valley One-Stop Career Center - Vet Rep - Jenny Morataya - 1420 West Avenue I (Jenny.Morataya@edd.ca.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
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	

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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	2
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	1
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L2	CSUN Career Center	Bayramian Hall 413 18111 Nordhoff Street Nothridge, CA 91330-8241	http://www.csun.edu/career/abo-ut-us	(818) 677-2878	

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L3	CSUB Center for Career Education & Community Engagement	Mail Stop 54CAF 9001 Stockdale Highway Bakersfield, CA 93311-1022	www.csub.edu/cece http://www.csub.edu/cece/index.html	661-654-3033	
L4	Bakersfield College - Job Speaker	Career Center - Job Speaker 1801 Panorama Drive Bakersfield, CA 93305-1299	Denise Crawford Denise Crawford https://bakersfield.jobspeaker.com/#/jobboard/jobs	661-395-4550	
L5	University Southern California	Career Center 3601 Trousdale PKWY Los Angeles, CA 90089	Jason Wall, Director Employer Relations & Research recruit@usc.edu https://careers.usc.edu/employers	213-740-9105	
L6	Lifton Institute of Media Arts and Sciences	27567 Fantastic Lane Castaic, CA 91384	Paul Pace paulpace67@gmail.com http://www.limsa.com/#!testimonials/c15bp	661-753-3100	
L7	Work for Warriors		Jason M. Cameron jason.m.cameron.ctr@mail.mil	918-854-1365	
L10	Arizona State University/Career Services	Walter Cronkite School of Journalism 411 Central Avenue Phoenix, AZ 85004	Mike Wong., Director of Career Services; Mark Lodato, Assistant Dean mike.wong@asu.edu	602-496-7430 602-496-9415	
L11	East High School Multi-Media Academy (MMA)	2200 Quincy Street Bakersfield, CA 93306	Al Gaines, MMA Director againes@khsd.k12.ca.us	661-871-7221 x72608	
L12	National Society of Hispanic MBA (NSHMBA) Bakersfield Chapter	Bakersfield Chapter Bakersfield, CA	Michelle Lujan, Compliance & Secretary Officer http://www.nshmba.org/members/group.aspx?id=109527	559-313-1783	
L14	Santa Barbara Business College	5300 California Avenue Bakersfield, CA 93309	tiffaniB@sbbcollege.edu,Valente.Guzman@sbbcollege.edu	213-740-9105	
L15	The International Brotherhood of Electrical Workers (IBEW) Local 45, AFL-CIO	6255 Sunset Blvd. Hollywood, CA 90028	Lupe Perez, Executive Administrative Assistant lperez@ibew45.org	323-851-5515	
L16	Bakersfield College - VC	1801 Panorama Drive Bakersfield, CA 93305	Victoria Coffee vcoffee@bakersfieldcollege.edu	661-395-4550	
L17	Kern County Hispanic Chamber of Commerce (KCHCC)	231 H Street Bakersfield, CA 93304	Jay Tamsi jtamsi@kchcc.org http://kchcc.org/	661-633-5495	
L18	EDD - Cal Jobs*	America's Job Center CA EDD Southern Workforce Ser 1600 East Belle Terrace Bakersfield, CA 93307	Estrella Marie Sistual Estrella Marie Sistual http://www.americasjobcenterofkern.com [americasjobcenterofkern.com]	661.635.2717	
L19	Lagrant Foundation	633 W. 5th Street 48th Florr Los Angeles, CA 90071	Ericka Lagrant erickainiguez@lagrant.com https://www.lagrantfoundation.org/Contact%20Us	323-469-8680 #223	
L20	Cerro Coso Community College	3000 College Heights Ridgecrest, CA 93555	'jschweir@cerrocoso.edu' https://www.cerrocoso.edu/	760-384-6128	
L21	Kern High School District	Ridgeview High School 8501 Stine Road Bakersfield, CA 93313	Lora Boler lora-boler@khsd.kiz.ca.uz http://home.kernhigh.org/	661-398-3100	
L22	Kern County Black Chamber of Commerce	1309 L Street Bakersfield, CA 93301	A. Morris amorris@kcbcc.net http://kcbcc.net/	661-326-1529	
L23	Bakersfield Christian High School	12775 Stockdale Highway Bakerfield, CA 93313	Bob Watson BHudson@bakersfieldchristian.com	661-410-7000	
L24	Bakersfield College - Media	Bakersfield College Bakersfield, CA	Kris Stallworth and David Koeth kstallwo@bakersfieldcollege.edu ,dkoeth@bakersfieldcollege.edu	661-395-4206	
L26	Kern High School District Media Arts Programs	Centennial HS 8601 Hageman Road Bakersfield, CA 93312	Dan Binsfeld dan_binsfeld@kernhigh.org	661-588-8601	
L27	California State University, Fresno	5241 N. Maple Avenue Fresno, CA 93740,	http://www.fresnostate.edu/studentaffairs/careers/employer/index.html	559.278.2381	
L28	Fresno State	5241 N. Maple Avenue Fresno, CA 93740	http://www.fresnostate.edu/studentaffairs/careers/		
L29	Glassdoor	100 Shoreline Highway Building A Mill Valley, CA 94941	https://www.glassdoor.com/index.htm	1-888-355-9323	
L30	County of Kern - Employers Training Resource	1600 E. Belle Terrace, SE Office Bakersfield , CA 93307	Gloria Zacarias zacariasg@kerncounty.com	661-336-6850	
L31	East High School Multimedia Academy	2200 Quincy Street Bakersfield, CA 93306	Bien Resolme bien_resolme@kernhigh.org>		
L32	University of California, Santa Barbara	UC Santa Barbara Santa Barbara, CA 93106	Career Center		

Total Number of Interviewees Referred: 83

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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 [JR023983]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L27, L30, L31	Code Number: C97 Start Date: 2020-12-01
Account Exec, Integrated [JR024665]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L27, L30, L31	Code Number: C134 Start Date: 2021-03-17
Digital Content Producer [JR025498]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L27, L30, L31, L32	Code Number: C3 Start Date: 2021-07-19
Digital Content Producer [JR025499]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, C2424, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L27, L30, L31, L32	Code Number: C1 Start Date: 2021-07-19
Director II [JR025370]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, C2424, L3, L4, L6, L7, L10, L15, L17, L18, L23, L24, L26, L30, L31	Code Number: C1 Start Date: 2021-06-17

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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]
Evening Anchor, MMJ [JR024003]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, L5, L6, L7, L10, L15, L17, L18, L23, L24, L26, L30, L31	Code Number: C131 Start Date: 2021-02-24
Evening Anchor, MMJ [JR025100]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, C2424, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L30, L31, L32	Code Number: C2 Start Date: 2021-05-24
Exec Producer [JR023734]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, L5, L6, L7, L10, L11, L15, L17, L18, L23, L24, L26, L30	Code Number: C2 Start Date: 2020-10-19
Multimedia Journalist [JR023125]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, L2, L6, L7, L10, L11, L15, L17, L18, L23, L24, L26, L27, L30	Code Number: C1 Start Date: 2020-08-10

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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]
Multimedia Journalist [JR024392]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, L2, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L27, L30, L31	Code Number: C97 Start Date: 2021-06-07
Multimedia Journalist [JR024393]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, L2, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L30, L31	Code Number: C3 Start Date: 2021-03-22
Multimedia Journalist [JR024974]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, 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, C2424, L2, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L27, L30, L31, L32	Code Number: C2 Start Date: 2021-06-21
Producer [JR023787]	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, C1594, C1595, C1596, C1597, C1598, C1599, C1600, C1601, C1602, C1603, C1604, C1605, C1606, C1607, C1608, C1609, C1610, C1611, C1612, C1613, C1614, C1615, C1616, C1617, C1618, C1619, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L3, L6, L7, L10, L15, L17, L18, L23, L24, L26, L30, L31, L32	Code Number: C3 Start Date: 2020-09-07

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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.	Chapman University's Virtual Fall Career Fair - September 23,2020: KERO HR Generalist represented KERO Job Opportunities at the Chapman event. During this event, KERO HR partnered with Scripps San Diego and San Luis Obispo HR staff to provide our openings to the career fair's attendees that joined our chat room. KERO focused on Multimedia Journalist, Executive Producer, News Producer, Account Executive, and Anchor/Multimedia Journalist openings.
	Grossmont College Virtual Career Fair - October 28th, 2020: KERO HR Generalist represented KERO Job Opportunities at the Grossmont event. During this event, KERO HR partnered with Scripps San Diego and San Luis Obispo HR staff to provide our openings to the career fair's attendees that joined our chat room. KERO focused on Multimimedia Journalist, Executive Producer, News Producer, Account Executive, and Anchor/Multimedia Journalist openings.
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 May 12-14, 2021 KERO's News Director participated in a community effort to prepare all types of students for real world jobs. This effort focused on Kern High School District Career Mock Interview Exercises to help students represent themselves in real world job interviews.
	On June 14, 2021 KERO's News Director provided a virtual overview of her editorial expertise with a local organization. She met with Kern Sol News, a youth-led outlet in Kern County that focuses the elevation of youth voices for health and racial equity. Kern Sol News is a new generation of youth leaders and communicators engaged with issues closest to them an their communities.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Through Scripps Journalism Career Program (JCP) KERO partners with Arizona State University to hire four graduating students. The successful candidates enter into a one-year KERO employment agreement; with, an opportunity to transfer to a second Scripps station following their year with KERO. While at KERO, the JCP staff members are matched up with experienced staff throughout their one-year assignment. These essential business relationships provide the recent graduates the opportunity to learn hands-on broadcast methods, equipment training, on-air journalism skills, web-based reporting opportunities and, behind the camera producing experience that prepares them for their next career steps.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>KERO provides employees with training to enable them to acquire skills necessary for advancement. Training initiatives during the period included: Online vocational training program that offers voluntary and required courses. During 2021, updates to our engineering equipment and roll out of more advanced applications, our Director of Engineering set up a training check list to help his director staff grow their understanding of new technology and processes. These efforts have been beneficial to the station and have provided our directors the opportunity to acquire new skills that align with multiple Scripps stations for which they may apply to openings and potentially transfer to a larger market.</p>
	<p>Scripps provides learning opportunities to eligible station employees with access to the Educational Assistance Program. Based on a calendar year, the program reimburses 100% and tuition up to 4,000.00 per year. During this reporting period three employees from our sales department, creative services department and news department participated in the program.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Annually, KERO hosts a variety of local schools at our station; unfortunately, Covid-19 interrupted our opportunity to bring media classes into our complex this year. To overcome this we created a virtual opportunity for local high school media classes to take advantage of in April-May 2021. Via Zoom, we shared a video of our station, with a Sr. News Anchor opening the session and then sharing interviews with our department heads about what their teams do on a regular basis and about their personal career path and opportunities in the industry. Following the video, our Sr. News Anchor returned to the zoom and was available for a Q&A Session. For this reporting year we held three virtual sessions with local media students: 1. East High School Media Program - Attended KERO's Virtual Session on April 29,2021 at 7:00 AM 2. Kern High School Media Program at Career Technical Education Center Session 1 - Attended on May 10,2021 at 10:00 AM 3. Kern High School Media Program at Career Technical Education Center Session 2 - Attended on May 11,2021 at 10:00 AM

February 9, 2021: KERO VP/GM, News Director & Scripps Emerging Talent Leader, facilitated a virtual informational session with Arizona State University which addressed the broadcast industry and careers within Scripps. Following the presentation, KERO/Scripps staff opened up a Q&A and by student request, scheduled 1:1 sessions. Arizona State University is one of four colleges that partner with Scripps Journalism Career Program. The program is fully outlined in this report's Establishment of Internship Program Category.

November 17, 2020: KERO Evening Anchor participated in a Career Day at Avenal High School. Presenters were asked to be prepared for Questions of General Interest, Questions on Education and/or Training, Questions on Working conditions and Compensation.

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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.

New Manager Training: All new managers are required to complete the following related courses within their first six weeks: EEO, Diversity, Inclusion and Accommodation. In addition managers complete Harassment training modules annually. During our 2020-21 one new manager entered our KERO's leadership ranks. Annually, all managers and supervisors received Workplace Harassment Prevention training. This course is designed to address all forms of discrimination in the workplace.

On July 15, 2021, HR participated in a Employer Advisor Council Internal Investigation - Part 1. This training focused on equitable treatment when conducting investigations and performance assessments. The training also addressed the need for employers to follow all applicable laws and capture factual data when addressing an employee issue. Following this session, HR addressed this topic and its importance during HR's July 2021 monthly 1:1 sessions with managers and supervisors.

During the reporting period, we sponsored Equity, Diversity and Inclusion training to our management team during August - December 2020.