

## **KSBY Narrative**

Scripps Broadcasting, LLC (“Scripps”), the licensee of KSBY, is an equal opportunity employer dedicated to a broad outreach in recruitment efforts for broadcast job opportunities. This narrative describes some of the efforts that make the station’s recruitment successful.

2022 saw the return of interns to the station. Our paid internship program generates many qualified people for our candidate pipeline. We mostly seek college juniors and seniors to fill the internship openings, with a goal to help them qualify for positions post-graduation. While most interns come from local colleges, in the summer KSBY takes advantage of the opportunity to employ college students who are home from outer area colleges. During this reporting period, the station sponsored four interns.

KSBY also sponsored a local high school student in job shadowing one of the station’s Multi-Media Journalists (“MMJ”). During the assignment, the MMJ showed the student what a day in the life may look like for an MMJ. Newsgathering, writing, and editing functions were showcased. This program offers future candidates a glimpse into the real-life experience of the MMJ role, an integral part of our news operation.

Scripps believes that an employee’s pursuit of higher education is of mutual benefit to the company and the employee, and offers educational assistance to employees pursuing a degree within their field that would allow them to advance their career within the company. The purpose of this program is to provide financial support for eligible employees choosing to pursue an education that will improve their performance in their current position and/or prepare them for potential positions of greater responsibility within the company. During the last reporting period, an employee pursuing a career in Meteorology was reimbursed several thousand dollars in tuition.

During this reporting period, the station also provided training to employees designed to provide them with skills that would allow them to qualify for higher positions within the company.

KSBY continues to recruit with equity, diversity, and inclusion in mind. During the reporting periods covered by this exhibit, Scripps has provided equity, diversity and inclusion training to all employees regarding unconscious biases and inclusion.

Throughout the last year, KSBY news talent has been on panels and have been speakers at schools, promoting outreach in general. They have spoken about the various careers in the broadcast industry, as well as given advice about educational routes to take and job posting sites to check for job openings.