

BakerHostetler

May 5, 2022

VIA POSTING TO ONLINE PUBLIC FILES OF KWBA-TV AND KGUN-TV

EEO Staff
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

Re: *EEO Audit of Station KWBA-TV*

Dear Ms. Goldin:

Scripps Broadcasting Holdings LLC (“Scripps”), licensee of television station KWBA-TV, Sierra Vista, Arizona (Facility ID No. 35095) (the “Station”), through counsel, hereby responds to your EEO Audit letter dated March 21, 2022. Scripps acquired control over the Station on April 1, 2015 pursuant to a long-form transfer of control application (*See* BTCH-20140815AAI) and accordingly, Scripps’s responses relate to the time period beginning on that date, unless otherwise indicated below.

KWBA-TV is operated as part of a single employment unit with commonly owned full-power television station KGUN-TV, Tucson, Arizona (Facility ID No. 36918). The station employment unit employs more than five full-time employees, and as a result responds to each of the numbered paragraphs of Section (b) of the March 21 letter. A declaration by the Vice President and General Manager of the Station that this response is accurate and complete is attached to this letter as Exhibit 1. Certain confidential information has been redacted from the materials submitted with this response.

(i) Copies of the Unit’s two most recent EEO Public File Reports, described in section 73.2080(c)(6). For each station in the Unit that maintains a website, provide the website address. If the Unit’s most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit’s most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

Copies of the Unit's two most recent EEO public file reports are attached as Exhibit 2. These reports were timely filed in the stations' online public files but have subsequently been updated for accuracy and the new versions have been placed in the public files. The website for the employment unit is: www.kgun9.com. The updated version of the Unit's most recent EEO public file report is linked to this website.

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(ii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), provide the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if you have sent a job notice to multiple sources, you may include in your response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii). Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

All available documentation related to the vacancy notices sent out in relation to the positions listed on the two most recent EEO Public File Reports is provided in Exhibit 3.

(iii) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

This information is included in the attached Exhibit 4. It should be noted that the licensee directs job applicants to apply for positions with its stations via its online recruiting tool at "scripps.com." Thus, while an applicant may have learned of a vacancy from one of the variety of recruitment sources that themselves utilize the Scripps site as a source for posting vacancies or from one of the Unit's other recruitment contacts as described and documented in this report, the "referral source" often appears to be Scripps.com, as indicated in this exhibit.

(iv) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation that you

provide appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask you for additional verification.

Documentation for the four initiatives listed below is contained in Exhibit 5. The documents show that, during the reporting period, the Unit:

- **Established an internship program in partnership with Tucson Youth Development, Inc. This summer internship program provided local high school students with the opportunity to learn more about broadcast careers by engaging in hands-on experience at the stations;**
- **Participated in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. Attached are documents demonstrating participation by station staff in 1) a school career fair at Corona Middle School on February 6, 2019, 2) the University of Arizona's Career Days on September 16, 2019, 3) an online job fair hosted by the University of Arizona on April 14, 2021 and 4) an online job fair hosted by Arizona State University on May 13, 2021;**
- **Offered training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Attached is documentation related to the station's Manager and the Law training program in May 2021; and**
- **Provided training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Attached is documentation related to the station's employee-led EDI committee, established in September 2020.**

Station personnel participated in many more events than are reflected in the attached documentation; documents related to other events can be provided upon request.

As of April 29, 2022, the total number of full-time employees of the Employment Unit is 84, and the population of the Stations' market is over 250,000, so it is required to perform four initiatives within a two-year period.

(v) Disclose any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1)

a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that you must report all complaints, regardless of their status or disposition.

Three discrimination complaints were filed during the period covered by this response. 1) On April 20, 2018, former employee Angelica Foti filed a charge with the EEOC alleging discrimination on the basis of sex and retaliation (EEOC Charge No. 35A-2018-00356C; RD No. CRD-2018-0148). The parties engaged in a mediation, which resulted in settlement, and Licensee considers this matter closed. 2) On August 14, 2018, former employee Miles McInRoy filed a complaint with the Equal Employment Opportunity Commission and the Division of Civil Rights Section of the Office of the Arizona Attorney General alleging discrimination on the basis of age (EEOC Charge No. 35A-2018-00543C; CRD No. TCRD-2018-0287). The Office of the Attorney General issued a Notice of Right to Sue dated May 13, 2019. No suit was filed during the time allowed and Licensee considers this matter closed. 3) On December 27, 2019, former employee Joseph Cutrone filed a complaint with the Equal Opportunity Commission and the Division of Civil Rights Section of the Office of the Arizona Attorney General alleging discrimination on the basis of sex and age and retaliation (EEOC Charge No. 35A-2020-00172C; RD No. CRD-2019-1017). The Office of the Attorney General issued a notice of right to sue on September 16, 2020. No suit was filed during the time allowed and Licensee considers this matter closed.

(vi) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program

The Stations' Human Resources Business Partner and its General Manager are responsible for implementing the Unit's EEO program. In addition, it is also the responsibility of all employees who make decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that the licensee's EEO policy and program are adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex. Employment issues and EEO policies are discussed at management meetings, and managers' performance reviews are based in part upon their ensuring that all personnel actions are consistent with licensee's EEO policy.

The Unit's efforts to ensure that all members of the staff are cognizant of the equal employment opportunity policy and their individual responsibilities in carrying out this policy include:

- **The licensee's employment applications offer advice to prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify appropriate local, state or, federal agencies if they believe that they have been the victims of discrimination;**
- **Appropriate notices are posted reminding employees that the licensee is an equal opportunity employer, describing licensee's EEO policies, stating licensee's commitment to non-discrimination and equal employment opportunity, and describing employees' rights to notify an appropriate local, state or, federal agency if they believe they have been the victims of discrimination;**
- **The Unit's web pages and paid announcements for job openings include a statement that the Unit is an Equal Opportunity Employer;**
- **Each employee must certify when hired that he or she has received the Scripps employee handbook which emphasizes the company's commitment to EEO compliance and encourages employees to bring questions or concerns about discrimination to the attention of appropriate management personnel; and**
- **The licensee uses a third-party vendor, EthicsPoint, to allow employees to raise employment discrimination or harassment complaints anonymously.**

(vii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The Unit works with its corporate recruitment arm to ensure that notices of vacancies are widely disseminated. Recruitment and hiring decisions are addressed in regular Unit management meetings where it is emphasized that managers should take into account the value of having diverse voices at the Unit that are representative of its local community. Unit diversity metrics are tracked monthly by the Stations' Human Resources Business Partner, and reported each month to the General Manager, as well as the Stations' Leadership Team and parent company leadership. The Stations' designated Human Resources Business Partner is responsible for ensuring broad local recruitment and reviews each

hiring decision to ensure that the hiring process complied with the licensee's EEO procedures.

(viii) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

The Stations' General Manager, their Human Resources Business Partner and individual department managers regularly review employee pay and benefits and the Unit's promotion practices with the goal of avoiding unlawful discrimination. In periodic meetings with the Stations' managers, and with its parent company's officers, the General Manager and Human Resources Business Partner discuss Unit employment practices, including EEO compliance issues and the applicability of EEO policies to the performance, compensation and benefits decisions that affect the company's employees, both individually and collectively. The Station Employment Unit is not party to any union agreements.

(ix) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

The licensee is not a religious broadcaster.

Please contact the undersigned if you have any questions or require additional information.

Sincerely,




Daniel Kirkpatrick
Counsel to Scripps Broadcasting Holdings LLC

EXHIBIT 1

DECLARATION OF TREGG WHITE

I, Tregg White, am a Vice President of Scripps Broadcasting Holdings, LLC, licensee of KGUN-TV and KWBA-TV, and I am the General Manager of the Stations.

I have reviewed the statements of fact in the attached EEO Audit Response and declare under penalty of perjury that this response is accurate and complete to the best of my knowledge, information and belief.



Tregg White
Vice President/General Manager
Scripps Broadcasting Holdings LLC

May 5, 2022

Date

EXHIBIT 2

EEO PUBLIC FILE REPORTS:

**June 1, 2019-May 31, 2020 and
June 1, 2020-May 31, 2021**

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2019 - May 31, 2020

Stations Included in Report: KGUN-TV, KWBA-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				15
C2	Internal Candidate / WorkLife				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			32
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		50
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				3
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		26
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	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	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C197	NABJ	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	

EEO PUBLIC FILE REPORT

C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	7
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	
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	1
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	

EEO PUBLIC FILE REPORT					
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	
C1375	Arizona Department of Economic Security (Sierra Vista) - Lois Allee (Veterans Representative) - 2981 East Tacoma (lallee@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1376	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Angelica Hernandez (Business Representative) - 1843 Paseo San Luis (ahernandez@cpic-cas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1377	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Johnny Quiroz (Veterans Representative) - 1843 Paseo San Luis (jquiroz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1378	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Kevin Efta (Veterans Representative) - 1843 Paseo San Luis (kefta@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1379	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Toyier Foster (Veterans Representative) - 1843 Paseo San Luis (tfoster@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1380	DES Employment Service (Tucson) - Adrienne Angeli (Veterans Representative) - 316 West Ft. Lowell (aangeli@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1381	DES Employment Service (Tucson) - Christine Webb - 5441 E 22nd Street, Suite #101 (cwebb@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1382	DES Employment Service (Tucson) - Desiree Galaz (Business Representative) - 5441 East 22nd Street, Suite #101 (dgalaz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1383	DES Employment Service (Tucson) - Lisa Martinez (Business Representative) - 316 West Fort Lowell (lmartinez2@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1384	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 316 West Ft. Lowell Road (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1385	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 195 West Irvington (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1386	DES Employment Service (Tucson) - Mark Pollinger (Veteran Representative) - 316 West Ft. Lowell (mpollinger@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1387	DES Employment Service (Tucson) - Robert Allen Millner (Veterans Representative) - 5441 East 22nd Street, Suite 101 (rmillner@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1388	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1389	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1390	Fred G Acosta Job Corps Center - Brad McCormick - 901 S Campbell Avenue (mccormick.brad@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1391	Goodwill Career Resource Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1392	Goodwill Industries of Southern Arizona - - 3003 South Country Club Rd. Suite 211 (jplum@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1393	Grand Canyon University - - 2305 Park Avenue South (dconner@tucsonurbanleague.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1394	International Rescue Committee - - 3100 N Campbell Ave (diane.stuart@their.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C1395	Kino One-Stop - - 2797 E. Ajo Way (dgrimes@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1396	Kino Service Center - - 1680 W. Valencia Road (restrada@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1397	La Paz Career Center - - 1940 East Silverlake Suite 405 (lgulick@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1398	Maricopa Workforce Connections- Gilbert - - 1940 East Silverlake Suite 405 (llarivee@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1399	Navajo and Apache County Workforce Partnership Department of Economic Security - - 2797 East Ajo Way (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1400	Northern Arizona University Flagstaff, AZ - - 4004 North Romero Road (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1401	Northern Arizona VA Healthcare System - - 100 North Stone Avenue Suite 500B (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1402	One Stop System, Cocopah Indian Tribe - - 899 North Wilmot Suite D3 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1403	One Stop System, Colorado River Indian Tribes - - 7225 North Mona Lisa Suite 202 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1404	One Stop System, Fort Mojave Indian Tribe - - 195 West Irvington (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1405	One Stop System, Gila River Indian Community - - 4710 East 29th Street Bldg. 8 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1406	Pascua Yaqui Tribe - - 7474 South Camino De Oeste (linda.valenzuela@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1407	Pascua Yaqui Tribe of Arizona - Rosie Matas - 7474 S Camino De Oeste (rosie.matas@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1408	Phoenix Workforce Connection Hope VI Community Training & Education Center - General Workforce/Job Center Contact Email - 543 West 4th Street (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1409	Pima County One-Stop Career Center (Kino Teen Center) - David J. Balderrama (Business Relations Specialist) - 2801 East Ajo Way (david.balderrama@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1410	Pima One-Stop Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1411	PPEP, Inc - Leticia Beltran - 731 N 1st St, PO Box 2089 (malvarado@ppep.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1412	Prima County One-Step Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1413	Primavera Foundation - - 151 W 40th Street (kcaldwell@primavera.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1414	Rehabilitation Services Administration - Suzi Shoemaker - 300 East 26th St (suzi.shoemaker@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1415	Tucson Indian Center - - 97 East Congress, Suite 101 (vboone@ticenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1416	Tucson Yourth Development - Arnold Palacios - 1901 N Stone Ave (arnold.palacios@acehs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1417	University of Arizona (CareerServices) - Marie Rozenblit - 1303 E. University Blvd., Suite #411 (careerservices@arizona.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1418	Vista Del Camino - Greg Madril (Director) - 7474 South Camino de Oeste (greg.madril@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1688	Pima One-Stop Career Center (Sierra Vista) - General Workforce/Job Center Contact Email - 820 East Fry Blvd (rsaemp@azdes.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	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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 Advertising Federation - Tucson		http://aaftucson.org/classifieds.php		
L2	University of Arizona		https://arizona-csm.symplicity.com/employers/		
L3	California State University Fullerton	800 N. State College Blvd College Park Suite CP-700 Fullerton, CA 92834	http://communications.fullerton.edu	657-278-7558	
L4	Emerson College	120 Boylston Street Boston, MA 02116	Blaine Butler/ Marcia Della-Guistina blaine_butler@emerson.edu http://www.emerson.edu	617-824-8586	
L5	American Broadcasting School	4511 SE 29th Street Oklahoma City, OK 73115	Michelle McConnell michelle@radioschool.com http://www.radioschool.com	817-695-2474	
L6	Walter Cronkite School of Journalism and Mass Communication	555 N. Central Ave Suite 302 Phoenix, AZ 85004	Michael Wong mike.wong@asu.edu https://cronkite.asu.edu/about/faculty-and-leadership/staff	602-496-7430	
L7	Central Michigan University	1200 S. Franklin St Mount Pleasant, MI 48859	Peter Orlik orlik1pb@cmich.edu https://www.cmich.edu/colleges/CCFA/CCFABroadcastandCinematicArts/CCFABCAFA	989-774-3851	
L8	University of Arizona School of Journalism	Tucson, AZ	Renee Schafer Horton rshorton@email.arizona.edu https://journalism.arizona.edu/	520-626-9219	

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L9	Bates Technical College	1101 S. Yakima Ave Tacoma, WA 98405	Ken Witkoe kwitkoe@ctc.edu http://www.bates.ctc.edu/JobServices	253-680-7761	
L10	University of North Texas	1155 Union Circle Denton, TX 76203	Phyllis Slocum Slocum@unt.edu http://mediaarts.unt.edu/content/phyllis-slocum	940-565-2565	
L11	USC Annenberg School for Communication and Journalism	3502 Watt Way Los Angeles, CA 90007	Stacy Scholder scholder@usc.edu http://annenberg.usc.edu/faculty/journalism/stacy-scholder	213-740-0014	
L12	University of Wisconsin	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu http://rtf.uwosh.edu/justine-stokes/	920-424-3113	
L13	Linkages of Arizona	1651 W Grant Rd, Tucson Tucson, AZ 85705	Hailey Thoman hthoman@linkagesarizona.org http://live.linkagesarizona.org:80/login/index.cfm?live.linkagesarizona.org	(520) 571-8600	
L14					
L15					
L16	Arizona Broadcasters Association	555 N. Central Ave. Suite 302 Phoenix, AZ 85004	info@azbroadcasters.org	6022524833	
L17	University of Arizona - College of Fine Arts - Photography	1031 N. Olive Rd. J Gross Gallery - Room 101d Tucson, AZ 85721-0002	artinfo@cfa.arizona.edu	520-621-7570	
Total Number of Interviewees Referred:				151	

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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 [JR022074]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1688, 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, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C2 Start Date: 2020-03-23
Account Exec [JR022375]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2020-03-02
Assoc Account Exec, TV [JR021582]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418	Code Number: C2 Start Date: 2019-09-30
Coord, Sales Planning [JR021972]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C3 Start Date: 2019-12-16

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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]
Digital Strategist [JR022029]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1688, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C3 Start Date: 2020-03-09
Dir, HR Business Partner [JR022342]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, C1688, L3, L4, L5, L6, L7, L9, L10, L11, L12	Code Number: C5 Start Date: 2020-03-16
Exec Producer [JR021669]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C2 Start Date: 2019-11-04
General Manager, TV [JR022526]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2019-12-11
Local Sales Manager [JR020839]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C183, 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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C3 Start Date: 2019-06-26

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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 Anchor, MMJ [JR022697]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418	Code Number: C3 Start Date: 2020-02-03
Multimedia Journalist [JR020325]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C100 Start Date: 2019-07-29
Multimedia Journalist [JR021382]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C3 Start Date: 2019-09-03
Multimedia Journalist [JR021384]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C97 Start Date: 2020-04-20

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]
Photographer II [JR023013]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C3 Start Date: 2020-04-13
Producer [JR020396]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C181, C197, 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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L1, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C97 Start Date: 2019-06-17
Producer [JR021079]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C178, 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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C97 Start Date: 2019-08-19
Producer [JR022144]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C97 Start Date: 2020-01-13

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR022710]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2020-04-06
Producer [JR023058]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2020-03-09
Sales Support Asst II [JR021375]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C134 Start Date: 2019-08-12

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>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.</p>	<p>09/06/2019- Homeschooling Organization visited KGUN9 to learn about careers in Broadcast. Hosted by Executive Producer, Elizabeth Jimenez.</p>
	<p>10/04/2019- Evening Anchor, Pat Parris, attended Sabino High School to talk about broadcast careers and sports.</p>
	<p>02/25/2019 - Attended Career Fair at the University of Arizona with 515 students participating in an event with numerous Arizona Broadcasting agencies from across the state.</p>
	<p>11/13/2019 - University of Arizona - Arizona Athletics - Bear Down for Life Networking Night - HRBP attended the event connecting with student-athletes from all sports, majors, and desired career fields.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>06/03/2019-07/12/2019- KGUN9 partnered with the Tucson Youth Development, Inc. to provide summer internship opportunities for high school students to learn more about broadcast careers while providing them with hands-on real-life experiences.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>KGUN 9 provides employees with ongoing training to enhance employee skills and provide opportunities for skill development and career advancement. Training initiatives during this period included online vocational training programs as required or through voluntary opportunities. This includes ongoing training on new equipment and cross-training to ensure employees have the skills to operate new technology and provide advancement opportunities.</p>
	<p>EW Scripps offers the Scripps Growth Plan Program to those employees who are interested in their continued personal career growth.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>09/16/2019- HR Business Partner, Katie Ford, attended the University of Arizona Career Days.</p>
	<p>10/24/2019 - Vail School District students participated in a site visit to the studio for school field trip.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	02/05/2020 - Weather staff members participated in a public outreach program at a school science fair event at Sunrise Elementary School.
	02/06/2019 - Station anchor personnel participated in a school career fair at Corona Middle School.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	October through November 2019 - All managers participated in Workplace Harassment Prevention Training. This course is designed to provide skills in the prevention, identification, and response to all forms of harassment or discrimination in the workplace.
	KGUN 9 on a quarterly basis provides a program of leadership training on a diverse range of topics to all managerial and supervisory members.

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2020 - May 31, 2021

Stations Included in Report: KGUN-TV, KWBA-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				10
C2	Internal Candidate / WorkLife				8
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	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		15
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
C130	Face-to-face Networking				1
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		7
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	
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	

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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	
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	

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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	
C1375	Arizona Department of Economic Security (Sierra Vista) - Lois Allee (Veterans Representative) - 2981 East Tacoma (lallee@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1376	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Angelica Hernandez (Business Representative) - 1843 Paseo San Luis (ahernandez@cpic-cas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1377	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Johnny Quiroz (Veterans Representative) - 1843 Paseo San Luis (jquiroz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1378	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Kevin Efta (Veterans Representative) - 1843 Paseo San Luis (kefta@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1379	Arizona Workforce Connection - Cochise One Stop (Sierra Vista) - Toyier Foster (Veterans Representative) - 1843 Paseo San Luis (tfoster@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1380	DES Employment Service (Tucson) - Adrienne Angeli (Veterans Representative) - 316 West Ft. Lowell (aangeli@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1381	DES Employment Service (Tucson) - Christine Webb - 5441 E 22nd Street, Suite #101 (cwebb@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1382	DES Employment Service (Tucson) - Desiree Galaz (Business Representative) - 5441 East 22nd Street, Suite #101 (dgalaz@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1383	DES Employment Service (Tucson) - Lisa Martinez (Business Representative) - 316 West Fort Lowell (lmartinez2@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1384	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 316 West Ft. Lowell Road (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1385	DES Employment Service (Tucson) - Louise Verdugo (Veterans Representative) - 195 West Irvington (lverdugo@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1386	DES Employment Service (Tucson) - Mark Pollinger (Veteran Representative) - 316 West Ft. Lowell (mpollinger@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1387	DES Employment Service (Tucson) - Robert Allen Millner (Veterans Representative) - 5441 East 22nd Street, Suite 101 (rmillner@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1388	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1389	DES Employment Service (Tucson) - Thomas Chavez (Veterans Representative) - 316 West Ft. Lowell (tchavez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1390	Fred G Acosta Job Corps Center - Brad McMormick - 901 S Campbell Avenue (mccormick.brad@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1391	Goodwill Career Resource Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1392	Goodwill Industries of Southern Arizona - - 3003 South Country Club Rd. Suite 211 (jplum@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1393	Grand Canyon University - - 2305 Park Avenue South (dconner@tucsonurbanleague.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1394	International Rescue Committee - - 3100 N Campbell Ave (diane.stuart@their.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1395	Kino One-Stop - - 2797 E. Ajo Way (dgrimes@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1396	Kino Service Center - - 1680 W. Valencia Road (restrada@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1397	La Paz Career Center - - 1940 East Silverlake Suite 405 (lgulick@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1398	Maricopa Workforce Connections- Gilbert - - 1940 East Silverlake Suite 405 (llarivee@goodwilltucson.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1399	Navajo and Apache County Workforce Partnership Department of Economic Security - - 2797 East Ajo Way (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1400	Northern Arizona University Flagstaff, AZ - - 4004 North Romero Road (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1401	Northern Arizona VA Healthcare System - - 100 North Stone Avenue Suite 500B (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1402	One Stop System, Cocopah Indian Tribe - - 899 North Wilmot Suite D3 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1403	One Stop System, Colorado River Indian Tribes - - 7225 North Mona Lisa Suite 202 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1404	One Stop System, Fort Mojave Indian Tribe - - 195 West Irvington (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1405	One Stop System, Gila River Indian Community - - 4710 East 29th Street Bldg. 8 (jlopez@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1406	Pascua Yaqui Tribe - - 7474 South Camino De Oeste (linda.valenzuela@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1407	Pascua Yaqui Tribe of Arizona - Rosie Matas - 7474 S Camino De Osete (rosie.matas@pascuayaqui-nsn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1408	Phoenix Workforce Connection Hope VI Community Training & Education Center - General Workforce/Job Center Contact Email - 543 West 4th Street (rsaemp@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1409	Pima Couny One-Stop Career Center (Kino Teen Center) - David J. Balderrama (Business Relations Specialist) - 2801 East Ajo Way (david.balderrama@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1410	Pima One-Stop Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1411	PPEP, Inc - Leticia Beltran - 731 N 1st St, PO Box 2089 (malvarado@ppep.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1412	Prima County One-Step Career Center - - 340 North Commerce Park Loop (freal@azdes.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1413	Primavera Foundation - - 151 W 40th Street (kcaldwell@primavera.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1414	Rehabilitation Services Administration - Suzi Shoemaker - 300 East 26th St (suzi.shoemaker@pima.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1415	Tucson Indian Center - - 97 East Congress, Suite 101 (vboone@ticenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1416	Tucson Yourth Development - Arnold Palacios - 1901 N Stone Ave (arnold.palacios@acehs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1417	University of Arizona (CareerServices) - Marie Rozenblit - 1303 E. University Blvd., Suite #411 (careerservices@arizona.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1418	Vista Del Camino - Greg Madril (Director) - 7474 South Camino de Oeste (greg.madril@pascuayaqui-nsn.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	
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	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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 Advertising Federation - Tucson		http://aافتucson.org/classifieds.php		
L2	University of Arizona		https://arizona-csm.symplicity.com/employers/		
L3	California State University Fullerton	800 N. State College Blvd College Park Suite CP-700 Fullerton, CA 92834	http://communications.fullerton.edu	657-278-7558	
L4	Emerson College	120 Boylston Street Boston, MA 02116	Blaine Butler/ Marcia Della-Guistina blaine_butler@emerson.edu http://www.emerson.edu	617-824-8586	
L5	American Broadcasting School	4511 SE 29th Street Oklahoma City, OK 73115	Michelle McConnell michelle@radioschool.com http://www.radioschool.com	817-695-2474	
L6	Walter Cronkite School of Journalism and Mass Communication	555 N. Central Ave Suite 302 Phoenix, AZ 85004	Michael Wong mike.wong@asu.edu https://cronkite.asu.edu/about/faculty-and-leadership/staff	602-496-7430	
L7	Central Michigan University	1200 S. Franklin St Mount Pleasant, MI 48859	Peter Orlik orlik1pb@cmich.edu https://www.cmich.edu/colleges/CCFA/CCFABroadcastandCinematicArts/CCFABCAF	989-774-3851	
L8	University of Arizona School of Journalism	Tucson, AZ	Renee Schafer Horton rshorton@email.arizona.edu https://journalism.arizona.edu/	520-626-9219	
L9	Bates Technical College	1101 S. Yakima Ave Tacoma, WA 98405	Ken Witkoe kwitkoe@ctc.edu http://www.bates.ctc.edu/JobServices	253-680-7761	
L10	University of North Texas	1155 Union Circle Denton, TX 76203	Phyllis Slocum Slocum@unt.edu http://mediaarts.unt.edu/content/phyllis-slocum	940-565-2565	
L11	USC Annenberg School for Communication and Journalism	3502 Watt Way Los Angeles, CA 90007	Stacy Scholder scholder@usc.edu http://annenbergschool.usc.edu/faculty/journalism/stacy-scholder	213-740-0014	
L12	University of Wisconsin	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu http://rtf.uwosh.edu/justine-stokes/	920-424-3113	
L13	Linkages of Arizona	1651 W Grant Rd, Tucson Tucson, AZ 85705	Hailey Thoman hthoman@linkagesarizona.org http://live.linkagesarizona.org:80/login/index.cfm/live.linkagesarizona.org	(520) 571-8600	
L14					
L15					
L16	Arizona Broadcasters Association	555 N. Central Ave. Suite 302 Phoenix, AZ 85004	info@azbroadcasters.org	6022524833	

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L17	University of Arizona - College of Fine Arts - Photography	1031 N. Olive Rd. J Gross Gallery - Room 101d Tucson, AZ 85721-0002	artinfo@cfa.arizona.edu	520-621-7570	
Total Number of Interviewees Referred:					63

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]
Director II [JR024331]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C134 Start Date: 2021-01-25
General Manager, TV [JR022580]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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, L4, L5, L6, L7, L8, L9, L10, L11, L12	Code Number: C1 Start Date: 2020-06-29
Multimedia Journalist [JR023833]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C3 Start Date: 2020-11-30

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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 [JR024372]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C130 Start Date: 2021-02-08
Photographer II [JR024526]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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, L6, L8, L13, L16, L17	Code Number: C3 Start Date: 2021-02-15
Photographer II [JR024548]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C3 Start Date: 2021-02-08

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR023813]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C3 Start Date: 2020-09-08
Producer [JR024442]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C3 Start Date: 2021-02-01
Show Host [JR024290]	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, C1375, C1376, C1377, C1378, C1379, C1380, C1381, C1382, C1383, C1384, C1385, C1386, C1387, C1388, C1389, C1390, C1391, C1392, C1393, C1394, C1395, C1396, C1397, C1398, C1399, C1400, C1401, C1402, C1403, C1404, C1405, C1406, C1407, C1408, C1409, C1410, C1411, C1412, C1413, C1414, C1415, C1416, C1417, C1418, 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	Code Number: C2 Start Date: 2021-02-01

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.	Henry Rillos (Director, Human Resources Business Partner) participated in an online job fair with the University of Arizona on Wednesday, April 14, 2021.
	Henry Rillos (Director, Human Resources Business Partner) participated in an online job fair with the Arizona State University on Thursday, May 13, 2021.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Manager and the Law training was provided by EW Scripps in-house counsel (Heather Muzumdar and Danyelle Wright) for all employees in leadership or supervisory roles within the station. This training included components focusing on providing anti-discrimination and harassment education to management and supervisory personnel. Each individual session was three and one-half hours in length and the sessions were presented four separate times to accommodate employee schedules and availability. This required training session was provided on Wednesday, May 14, 2021.
	KGUN presented a leadership training program to employees identified with potential for growth into leadership positions, as well as those currently in first level supervisor positions. This program provided overview of the EW Scripps corporate pillars as well as introductory human resource topics covering FLSA, FMLA, and EEOC. This ten (10) hour training program was held over a period of ten (10) days from May 10 - 21, 2021, on a schedule of one hour each day. The facilitation of the training was provided by Elizabeth Jimenez-Clarke, Phil Villareal, Chris Miracle, Henry Rillos (Human Resources), and Tregg White (General Manager). Participants included: Lindsey Hopkins, Brooke Long, Sam Radwany, Lee Sisk, and Aaron Cowman.

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.

In September 2020 KGUN established an internal employee led EDI committee, which is currently led by Phil Villareal and Elizabeth Jimenez-Clarke. This committee has solicited information from the employee group, and in response has provided ongoing training sessions to all employees on EDI topics, issues, and broadcast content. These one hour sessions are provided at various dates and times to accommodate employee schedules and availability. Topics presented and discussed for presentation include topics such as: Microaggressions, LGBTQ+, Equal Employment Opportunity (EEO), employee inclusion, and communication. All sessions are held in small diverse employee groups and facilitated by a committee member.

Starting in July 2020 EW Scripps began providing corporate required training to management level and other employees that communicated corporate standards and requirements for implementation of Equity, Diversity, and Inclusion (EDI) principles and practices across the organization. The training sessions were provided throughout the year at various dates and times to accommodate employee schedules and availability. Training included separate sessions covering: Unconscious Bias, a video review of a corporate sponsored research project (SEEK), and a program on Inclusive Journalism. This training was sponsored by the EW Scripps Learning and Leadership Development unit and facilitated by selected employee facilitators from diverse positions and levels within the company.

EXHIBIT 3

DOCUMENTATION OF RECRUITMENT EFFORTS FOR THE VACANCIES DESCRIBED IN THE PUBLIC FILE REPORTS AT EXHIBIT 2

Documentation is organized by the job request number reflected in the EEO Public File Report (e.g., JR 020325). For each reporting period, the attached documentation includes a summary section followed by individual sections corresponding to each job request number. For each position, the attached documentation generally includes, as applicable, the job description and posting to Scripps-controlled websites, email correspondence with local and national recruitment sources, and evidence of postings to “aggregator” sites such as eQuest. The individual sources to which eQuest disseminated the job postings are reflected in the EEO Public File Reports at Exhibit 2. All listed vacancies were posted on Scripps’ external website – scripps.com – where those job openings are picked up by other aggregators such as Indeed.com and disseminated over a wide range of job recruitment sites.

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

Req #	Req Date	Req Status	Positions Open / Filled	Station	Req Title	Hiring Manager	Local Sources	Common Sources	TMS Process Status
JR020325	2019-01-31	Filled	1 / 1	KGUN-TV	Multi-Media Journalist	Starks, Leeza	10	105	Completed
JR020396	2019-02-11	Filled	1 / 1	KGUN-TV	KGUN Producer - Local Media Content	Starks, Leeza	11	108	Completed
JR020839	2019-04-25	Filled	1 / 1	KGUN-TV	Local Sales Manager - KGUN	Chambers, Justin	10	101	Completed
JR021079	2019-05-29	Filled	1 / 1	KGUN-TV	KGUN News Producer	Serda, Martha	10	104	Completed
JR021375	2019-07-02	Filled	1 / 1	KGUN-TV	Sales Support Assistant II	Chambers, Justin	11	101	Completed
JR021382	2019-07-03	Filled	1 / 1	KGUN-TV	Multimedia Journalist-1	Starks, Leeza	11	102	Completed
JR021384	2019-07-03	Filled	1 / 1	KGUN-TV	Multimedia Journalist-2	Starks, Leeza	11	102	Completed
JR021582	2019-07-31	Filled	1 / 1	KGUN-TV	Associate Account Executive - KGUN	Sisk, Lee	0	100	Completed
JR021669	2019-08-12	Filled	1 / 1	KGUN-TV	KGUN Executive Producer	Starks, Leeza	11	103	Completed
JR021972	2019-09-30	Filled	1 / 1	KGUN-TV	Sales Planning Coordinator - KGUN	Block, Jeff	10	100	Completed
JR022029	2019-10-02	Filled	1 / 1	KGUN-TV	Digital Sales Strategist, KGUN	Fernandez, Ed	10	102	Completed
JR022074	2019-10-09	Filled	1 / 1	KGUN-TV	Account Executive, KGUN	Sisk, Lee	10	127	Completed
JR022144	2019-10-21	Filled	1 / 1	KGUN-TV	News Producer, KGUN	Serda, Martha	10	102	Completed
JR022342	2019-11-20	Filled	1 / 1	KGUN-TV	Director, Human Resources Business Partner, KGUN	Zackay, Michelle	9	103	Completed
JR022375	2019-11-18	Filled	1 / 1	KGUN-TV	Account Executive, KGUN	Sisk, Lee	10	101	Completed
JR022526	2019-12-09	Filled	1 / 1	KGUN-TV	General Manager, TV-12881	Fernandez, Ed	0	10	Completed
JR022697	2019-12-30	Filled	1 / 1	KGUN-TV	Morning Anchor, Multimedia Journalist	Starks, Leeza	0	102	Completed
JR022710	2020-01-02	Filled	1 / 1	KGUN-TV	News Producer, KGUN	Serda, Martha	10	102	Completed
JR023013	2020-02-05	Filled	1 / 1	KGUN-TV	Photographer II	Perra, Jon	10	102	Completed
JR023058	2020-02-11	Filled	1 / 1	KGUN-TV	Producer, The Morning Blend - KGUN	Minkus, Matt	10	102	Completed

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View/Update Candidates

Req #: JR020325 Req Title: Multi-Media Journalist
 Req Status: Filled Job Title: 12892 - Multimedia Journalist
 Division: Local Media - TV Req Date: 2019-01-31
 Hiring Manager: Sterks, Leeza Station: KGUN-TV
 Recruiter: Rilios, Henry

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]	Job Board: TVJobs.com	2019-07-29	Tvjobs.com

Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]	Job Board: Collective Talent	Yes	Scrpss.com

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Ford, Katie	Fri, May 17, 2019		LocalSourceEmailReqs_JR020325_JR020516_JR020325.pdf	24KB	
Ford, Katie	Thu, May 16, 2019		MMJ_JR020325_eQuest_2019.pdf	79.1KB	

Cancel

MMJ Posting- JR020325
 January 31, 2019

eQuest Manage Jobs Import Job Create New Job

jr020325 Date Edit Repest

Multi-Media Journalist
 #JR020325 - Tucson, Arizona 01/31/2019

Multi-Media Journalist
 Requisition No.: JR020325

Job Board	Job Board	Expires	
AAJA - Asian American Journal	01/31/2019	03/02/2019	✖
TVJobs.com	01/31/2019	03/02/2019	✖
Compliance - Local Diversity	02/01/2019	03/03/2019	✖
Compliance_HireAHero	02/01/2019	03/03/2019	✖
Compliance_JOFDAV	02/01/2019	03/03/2019	✖
Compliance_recruitABILITY	02/01/2019	03/03/2019	✖
Compliance_USDiversity	02/01/2019	03/03/2019	✖

MMJ Posting- JR020325
January 31, 2019

Multi-Media Journalist

Tucson, AZ KGUN9/KWBA

Search

Posted 301 Days Ago

Full time

JR020325

About Us

The E.W. Scripps Company (NASDAQ:SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 33 television stations, Scripps is one of the nation's largest independent TV station owners. Scripps owns a collection of national journalism and content businesses, including [News4](#), the next-generation national news network, podcast industry leader [iHeartRadio](#), the fast-growing national broadcast network [Bounce](#), [Out There](#), and [Lati](#), and [iHeart](#), the global leader in digital audio technology and measurement services. Scripps produces original programming including [The Ken & Barbie](#),TM runs an award-winning investigative reporting news team in Washington, D.C. and is the longtime steward of [The Scripps Network](#), [Spectrum](#) and [iHeart](#). Scripps has and for decades to the motto, "Give right and the people will find their own way."

Primary Purpose

The Multimedia journalist is responsible for researching, writing, capturing visual content and editing stories for multiple platforms.

Key Activities

- Receive assignment or evaluate news leads and news tips to develop story ideas.
- Gather and verify factual information regarding stories through interview, observation, and research.
- Organize material, determine story or emphasis, and write story according to prescribed editorial style and format standards.
- Choose video and still photos to illustrate stories.
- Edit, or assist in editing, video for all multimedia platforms.
- Appear on television program when conducting taped interviews or narration.
- Write live reports from site of event or mobile broadcast unit.
- Work cooperatively with photographer assigned to story, if one is assigned.
- Assist news producer in preparing newscasts.
- Assist online staff in preparing for multi-media stories.
- Report, write, capture quality visual content, edit and produce stories for multiple platforms on deadline, such as Internet and digital channels.

Skills

Education & Experience/Certifications

Ford, Katie

From: Ford, Katie
Sent: Thursday, January 31, 2019 10:48 AM
To: michelle@radioschool.com; 'bgeorges@exchange.fullerton.edu'; 'gnilsson@bates.ctc.edu'; 'orlik1pb@cmich.edu'; Butler, Blaine; 'Horton, Renee Schaffer - (rshorton)'; 'Slocum, Phyllis'; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike
Subject: Scripps- KGUN9, Tucson Job Opportunities- Multi-Media Journalist
Attachments: Multimedia Journalist Job Description.docx

Greetings!

We have another position open here at KGUN9. Please post to your job boards.

- Multi-Media Journalist- JR020325

Thank You!

-Katie

Katie Ford

Katie Ford, M.Ed.
Director, HRBP
The E.W. Scripps Company | KGUN9- TV | Tucson, AZ
Office: 520.290.7605 | Cell: 520-730-1469
Katie.Ford@KGUN9.com

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR020396 **Req Title:** KGUN Producer - Local Media Content
Req Status: Filled **Job Title:** 12600 - Producer
Division: Local Media - TV **Req Date:** 2019-02-11
Hiring Manager: Starks, Leeza **Station:** KGUN-TV
Recruiter: Gonn, Stephanie

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		LinkedIn: LinkedIn - Job Posting	2019-06-17	LinkedIn

Additional candidate(s) interviewed for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Job Board: Indeed	Yes	Indeed
		Current employee	No	Internal Candidate / WorkLife
		Contacted by recruiter/lead: Contacted by r	No	LinkedIn
		Job Board: Indeed	No	Indeed
		Job Board: Indeed	No	Indeed
		Corporate Website: Scripps.com	No	Scripps.com

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Maxey, Sara	Fri, May 31, 2019		KGUNProducerPostings.docx	421.5KB	
Ford, Katie	Fri, May 24, 2019		eQuest-Producer-JR020396.docx	38.4KB	
Ford, Katie	Fri, May 24, 2019		LocalSourceEmailRecs.JR020396.JR020516.JR020325.JR020942.JR020396.pdf	21.5KB	

eQuest Manage Jobs Import Job Create New

JR020396 Search Show inactive jobs: Yes Date

KGUN Producer - Local Media Content
 #JR020396 Tucson, Arizona 02/12/2019

KGUN Producer - Local Media Content
 Requisition No.: JR020396
 Job Board Job Board Expires



KGUN Producer - Local Media Content

Tucson, AZ - KGUN/KWBA

Apply Apply with LinkedIn

KGUN, the ABC affiliate in Tucson, AZ is looking for a top-notch producer. If you are a newsroom leader looking for a challenging opportunity, then this is the place for you to create, lead and organize content for multiple platforms utilizing strong editorial, journalistic, organizational and communication skills. We are looking for the best of the best!

WHAT YOU'LL DO:

- Develop and organize newscasts or local programs, responsible for writing, story development and showcasing
- Works closely with news/local program managers and assignment editors to determine content needs
- Enhance content of the rundown with graphics, video, research, and station branding
- Execute time sensitive decisions
- Responsible for oversight of live broadcast and up to the minute editorial decisions
- Perform desktop editing
- Posting content to station's Web sites
- Perform other duties as assigned and needed

WHAT YOU'LL NEED:

- Bachelor's degree in Journalism or related field
- 2-3 years as a television writer or producer

WHAT YOU'LL BRING:

- Must be proficient with newsroom computer systems, MS Office a plus
- Excellent conversational and creative writing skills
- Must have strong communication and organization skills
- Adaptable, self motivated and able to work in a fast paced, deadline driven environment
- Knowledge and demonstration of editorial judgement, journalistic ethics and libel laws
- Understand and utilize Web analytics

Work Environment

Posted Today

Full time

JR020396

About Us



The E.W. Scripps Company (NASDAQ: SSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 53 television stations, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national journalism and content businesses, including *Newsy*, the next-generation national news network; podcast industry leader *Stitcher*; the fast-growing national broadcast network *Bounce TV*; *Escape* and *Laff*; and *Tango*, the global leader in digital audio technology and measurement services. Scripps produces original programming including *Pickler & Ben* runs an award-winning investigative reporting newsroom in Washington, D.C., and is the longtime steward of the *Scripps National Spelling Bee*. Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

Ford, Katie

From: Ford, Katie
Sent: Thursday, May 23, 2019 2:16 PM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton; Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: E.W. Scripps- KGUN9, Tucson Job Opportunities- JR020839, JR020516, JR020325, JR020942, JR020396

Greetings Everyone!

We have multiple positions open here at KGUN9. Posting to your job boards is appreciated:

- KGUN Executive Producer- JR020942 *NEW
- KGUN Producer- Local Media Content- JR020396 *NEW
- Local Sales Manager- JR020839
- Account Executive- JR020516
- Multi-Media Journalist- JR020325

Those interested can apply at:

https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/1/refreshFacet/318c8bb6f53100021d223d9780d30be

Have a wonderful weekend!

-Katie

Katie Ford

Katie Ford, M.Ed.
 Dir, HR Business Partner
 The E.W. Scripps Company | KGUN9- TV | Tucson, AZ
 Office: 520.290.7605 | Cell: 520-730-1469
 Katie.Ford@KGUN9.com



Give light and the people will find their own way.

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR020839 **Req Title:** Local Sales Manager - KGUN
Req Status: Filled **Job Title:** 12485 - Local Sales Manager
Division: Local Media - TV **Req Date:** 2019-04-25
Hiring Manager: Chambers, Justin **Station:** KGUN-TV
Recruiter: Rillos, Henry

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Referred by Employee: 1969-12-31	2019-06-26	Scripps.com

Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Referred by Employee: 1969-12-31	Yes	Employee Referral
		Current Employee	Yes	Internal Candidate / WorkLife
		Job Board: Indeed	Yes	Indeed
		Corporate Website: Scripps.com	Yes	Scripps.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Turner, Rhonda	Mon, June 17, 2019		TucsonLSM-20039.doc	393KB	
Ford, Katie	Fri, May 17, 2019		LocalSourceEmailReqs_JR020039_JR020516_JR020325.pdf	24KB	
Ford, Katie	Fri, May 17, 2019		LSMJR020039.eQuest.docx	61.1KB	

eQuest Manage Jobs Import Job Create New Job

kgun Search Show inactive jobs: No Date

Local Sales Manager - KGUN
 #JR020839 Tucson, Arizona 04/25/2019

Local Sales Manager - KGUN
 Requisition No.: JR020839

Job Board	Expires
LinkedIn - Kyle Houk (Local Me...	04/25/2019 05/25/2019
Compliance - Local Diversity	04/26/2019 05/26/2019
Compliance_HireAHero	04/26/2019 05/26/2019
Compliance_OFDPAV	04/26/2019 05/26/2019
Compliance_recruitABILITY	04/26/2019 05/26/2019
Compliance_USDiversity	04/26/2019 05/26/2019

< Prev Next >

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SCRIPPS

KGUN News Producer

Tucson, AZ / KGUN/KWBA

Apply

Posted Today
Full-time
JR021079

About Us

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WHAT YOU'LL DO:

- Develop and organize newscasts; responsible for writing, story development and showcasing
- Work closely with news managers and assignment editors to determine content needs
- Enhance content of the rundown with graphics, video, research and station branding
- Execute time sensitive decisions
- Responsible for oversight of live broadcast and up to the minute editorial decisions
- Perform digital editing
- Posting content to station's Web sites
- Perform other duties as assigned and needed

WHAT YOU'LL NEED:

- Bachelor's degree in Journalism or related field
- 2-3 years as a television writer or producer

WHAT YOU'LL BRING:

- Must be proficient with newscast computer systems, MS Office a plus
- Excellent conversational and creative writing skills
- Must have strong communication and organization skills
- Adaptable, self-motivated and able to work in a fast paced, deadline driven environment
- Knowledge and demonstration of editorial judgment, journalistic ethics and best laws
- Understand and utilize Web analytics

Work environment
Newscast

eQuest Manage Jobs

Import Job Create New Job

JR021079 Show Inactive Jobs: No Date If

Edit Report

KGUN News Producer
#JR021079 Tucson, Arizona 05/30/2019

KGUN News Producer
Requisition No.: JR021079

Job Board	Job Board	Expires
AAJA - Asian American Journal...	05/30/2019	06/29/2019
LinkedIn - Sara Maxey (Local ...	05/30/2019	06/29/2019
TVJobs.com	05/30/2019	06/29/2019
Compliance - Local Diversity	05/31/2019	06/30/2019
Compliance_HireHero	05/31/2019	06/30/2019
Compliance_JOFDAV	05/31/2019	06/30/2019
Compliance_recruABILITY	05/31/2019	06/30/2019
Compliance_USDiversity	05/31/2019	06/30/2019

Prev Next

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

Ford, Katie

From: Ford, Katie
Sent: Tuesday, June 4, 2019 3:39 PM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton; Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: E.W. Scripps- KGUN9, Tucson Job Opportunities- JR021079, JR020942, JR020839, JR020516, JR020325

Greetings Everyone!

Just a friendly reminder that we have multiple positions open here at KGUN9. Posting to your job boards is appreciated:

KGUN News Producer
Tucson, AZ - KGUN/KWBA | JR021079 | Posted 5 Days Ago

KGUN Executive Producer
Tucson, AZ - KGUN/KWBA | JR020942 | Posted 12 Days Ago

Local Sales Manager - KGUN
Tucson, AZ - KGUN/KWBA | JR020839 | Posted 30+ Days Ago

Account Executive - KGUN
Tucson, AZ - KGUN/KWBA | JR020516 | Posted 30+ Days Ago

Multi-Media Journalist
Tucson, AZ - KGUN/KWBA | JR020325 | Posted 30+ Days Ago

Those interested can apply at:

https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/1/refreshFacet/318c8bb6f553100021d223d9780d30be

Have a wonderful weekend!

-Katie

Katie Ford

Katie Ford, M.Ed.
Dir, HR Business Partner
The E.W. Scripps Company | KGUN9- TV | Tucson, AZ
Office: 520.290.7605 | Cell: 520-730-1469
Katie.Ford@KGUN9.com

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: IR021375 Req Title: Sales Support Assistant II
 Req Status: Filled Job Title: 12507 - Sales Support Asst II
 Division: Local Media - TV Req Date: 2019-07-02
 Hiring Manager: Chambers, Justin Station: KGUN-TV
 Recruiter: Rillos, Henry

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Job Board: Indeed	2019-08-12	Indeed

Additional candidate(s) interviewed for position:

Candidate(s) interviewed not tracked in Recruiting Management:

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting
			Scripps.com
			Scripps.com
			Scripps.com
			Scripps.com

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Ford, Katie	Mon, July 22, 2019		LocalSources_IR020516_IR021304_IR021302_IR021375_IR021079_IR020942.pdf	27.8KB	
Ford, Katie	Mon, July 22, 2019		Linkages_IR021304_IR021302_IR021375.docx	108.7KB	
Ford, Katie	Mon, July 22, 2019		eQuestIR021375_SalesSupportAssistII.docx	290.8KB	

Ford, Katie

From: Ford, Katie
Sent: Monday, July 22, 2019 11:25 AM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton); Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: E.W. Scripps- KGUN9, Tucson Job Opportunities- JR020516, JR021384, JR021382, JR021375, JR021079, JR020942
Importance: High

Happy Monday All!

Please see below a list of current vacancies as of today for KGUN9, Tucson. We appreciate you posting these to your job boards.

Applicants can [Click Here](#) to apply directly:

- Account Executive - KGUN**
Tucson, AZ - KGUN/KWBA | JR020516 | Posted 4 Days Ago
- Multimedia Journalist-2**
Tucson, AZ - KGUN/KWBA | JR021384 | Posted 19 Days Ago
- Multimedia Journalist-1**
Tucson, AZ - KGUN/KWBA | JR021382 | Posted 19 Days Ago
- Sales Support Assistant II**
Tucson, AZ - KGUN/KWBA | JR021375 | Posted 20 Days Ago
- KGUN News Producer**
Tucson, AZ - KGUN/KWBA | JR021079 | Posted 30+ Days Ago
- KGUN Executive Producer**
Tucson, AZ - KGUN/KWBA | JR020942 | Posted 30+ Days Ago

Thank You!
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Dashi

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Your Posted Jobs

Multimedia Journalist

KGUN, the ABC affiliate in Tucson, AZ is looking for a top-notch Multimedia Journalist. If you are a looking for a challenging opportunity, then this is the place for you to create, lead and organiz...

July 22, 2019

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July 22, 2019

Sales Support Assistant

Sales Support Assistant Needed! KGUN 9 and KWBA in Tucson are owned by E.W. Scripps, a company where competing truths coexist. We are proud of our long and rich history, but we stay fixa...

July 22, 2019

Activity

At a Glance

6 Open Jobs

1 Closed Job

eQuest Manage Jobs

Search: Job title or requisition | Show inactive jobs: No | Date: [dropdown]

Job Title	Location	Expires
Sales Support Assistant II	Tucson, Arizona	07/02/2019
Manager of Analytics & Insights	Cincinnati, Ohio	07/02/2019
Order to Cash Specialist	Cincinnati, Ohio	07/02/2019
Anchor, MMJ	Tulsa, Oklahoma	07/02/2019
Digital Content Producer	Corpus Christi, Texas	07/02/2019
Associate Account Executive - WEWS		

Sales Support Assistant II
 Requisition No.: JR021375
 Job Board: TVJobs.com | Job Board Expires: 07/02/2019 | 09/01/2019

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View/Update Candidates

Req #: JR021382 Req Title: Multimedia Journalist-1
 Req Status: Filled Job Title: 12892 - Multimedia Journalist
 Division: Local Media - TV Req Date: 2019-07-03
 Hiring Manager: Starks, Leaza Station: KGUN-TV
 Recruiter: Rilios, Henry

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Contacted by recruiter/lead: Contacted by F	2019-09-03	Salary.com

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	File Size	Remove
Ford, Katie	Mon, July 22, 2019		LocalSources_JR020516_JR021384_JR021387_JR021375_JR021079_JR020942.pdf	27.8KB	
Ford, Katie	Mon, July 22, 2019		Linkages_JR021384_JR021382_JR021375.docx	105.7KB	
Ford, Katie	Mon, July 22, 2019		Quest_JR021382_MM1.docx	60.8KB	

Ford, Katie

From: Ford, Katie
Sent: Monday, July 22, 2019 11:25 AM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton); Slocum, Phyllis; stokesj@tuwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: E.W. Scripps - KGUN9, Tucson Job Opportunities- JR020516, JR021384, JR021382, JR021375, JR021079, JR020942

Importance: High

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- Multimedia Journalist 2
Tucson, AZ - KGUN/KWBA | JR021384 | Posted 19 Days Ago
- Multimedia Journalist-1
Tucson, AZ - KGUN/KWBA | JR021382 | Posted 19 Days Ago
- Sales Support Assistant II
Tucson, AZ - KGUN/KWBA | JR021375 | Posted 20 Days Ago
- KGUN News Producer
Tucson, AZ - KGUN/KWBA | JR021079 | Posted 20+ Days Ago
- KGUN Executive Producer
Tucson, AZ - KGUN/KWBA | JR020942 | Posted 30+ Days Ago

Thank You!
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July 22, 2019

Activity

My Open Jobs

0 Open Jobs

1 Closed Job

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JD21382 Show inactive jobs: No Date

Multimedia Journalist-1
 #JR021382 Tucson, Arizona 07/03/2019

Multimedia Journalist-1
 Requisition No.: JR021382

Job Board	Job Board	Expires
AAA - Asian American Journal...	07/03/2019	08/02/2019
TVJobs.com	07/03/2019	08/02/2019
Compliance - Local Diversity	07/04/2019	08/03/2019
Compliance_HireAHero	07/04/2019	08/03/2019
Compliance_JOFDAV	07/04/2019	08/03/2019
Compliance_recruitABILITY	07/04/2019	08/03/2019
Compliance_USDiversity	07/04/2019	08/03/2019

View/Update Candidates

Req #: JR021384 Req Title: Multimedia Journalist-2
 Req Status: Filled Job Title: 12892 - Multimedia Journalist
 Division: Local Media - TV Req Date: 2019-07-03
 Hiring Manager: Starks, Leeza Station: KGUN-TV
 Recruiter: Ford, Katie

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
[Redacted]	[Redacted]	LinkedIn - Job Posting	2020-04-20	LinkedIn

Additional candidate(s) interviewed for position:
 Candidate(s) interviewed not tracked in Recruiting Management:

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting
[Redacted]	[Redacted]	[Redacted]	Scriffs.com

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Attached By	Date	Description	Filename	Filesize	Remove
Ford, Katie	Mon, July 22, 2019		LocalSources_JR020516_JR021384_JR021382_JR021375_JR021079_JR020942.pdf	27.8KB	
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Ford, Katie	Mon, July 22, 2019		eQuest_JR021384_NHJ.docx	51.2KB	

Ford, Katie

From: Ford, Katie
Sent: Monday, July 22, 2019 11:25 AM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton; Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: E.W. Scripps- KGUN9, Tucson Job Opportunities- JR020516, JR021384, JR021382, JR021375, JR021079, JR020942

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Multimedia Journalist-2
 Tucson, AZ - KGUN/KWBA | JR021384 | Posted 19 Days Ago

Multimedia Journalist-1
 Tucson, AZ - KGUN/KWBA | JR021382 | Posted 19 Days Ago

Sales Support Assistant II
 Tucson, AZ - KGUN/KWBA | JR021375 | Posted 20 Days Ago

KGUN News Producer
 Tucson, AZ - KGUN/KWBA | JR021079 | Posted 30+ Days Ago

KGUN Executive Producer
 Tucson, AZ - KGUN/KWBA | JR020942 | Posted 30+ Days Ago

Thank You!
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July 22, 2019

Activity

At a Glance

- 6 Open Jobs
- 1 Closed Job

eQuest Manage Jobs

Import Job Create New Job

jr021384 Show inactive jobs: No Date

Multimedia Journalist-2
 #JR021384 Tucson, Arizona 07/03/2019

Multimedia Journalist-2
 Requisition No.: JR021384

Job Board	Job Board	Expires
AAJA - Asian American Journal...	07/03/2019	08/02/2019
TVJobs.com	07/03/2019	08/02/2019
Compliance - Local Diversity	07/04/2019	08/03/2019
Compliance_HireAHero	07/04/2019	08/03/2019
Compliance_JOFDAV	07/04/2019	08/03/2019
Compliance_recruitABILITY	07/04/2019	08/03/2019
Compliance_USDiversity	07/04/2019	08/03/2019

Prev Next

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View/Update Candidates

Req #: JR021582 Req Title: Associate Account Executive - KGUN
 Req Status: Filled Job Title: 12480 - Assoc Account Exec, TV
 Division: Local Media - TV Req Date: 2019-07-31
 Hiring Manager: Sisk, Lee Station: KGUN-TV
 Recruiter: Christiansen, Nikki

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Current Employee	2019-09-30	Internal Candidate / WorkLife

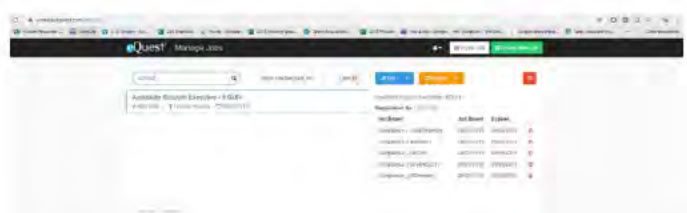
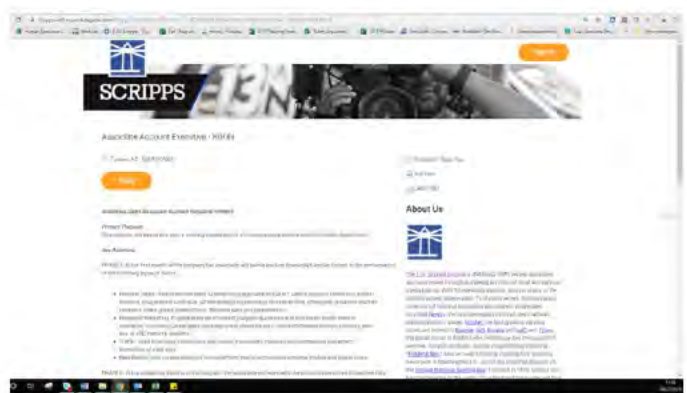
Additional candidate(s) interviewed for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Job Board: Indeed	Yes	Indeed
		Job Board: Indeed	Yes	Indeed
		Job Board: Indeed	Yes	Indeed
		Corporate Website: Scripps.com	Yes	Scripps.com
		Job Board: Glassdoor	Yes	Glass Door

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Foronda, Renessa	Fri, October 11, 2019		JR021582AssociateAccountExecutive-KGUN.docx	519.9KB	

JR021582 Associate Account Executive - KGUN (Open)



FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR021669 Req Title: KGUN Executive Producer
 Req Status: Filled Job Title: 12601 - Exec Producer
 Division: Local Media - TV Req Date: 2019-08-12
 Hiring Manager: Starks, Lezza Station: KGUN-TV
 Recruiter: Miller, Matt

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Current Employee	2019-11-04	Internal Candidate / WorldNet

Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Corporate Website: Scripps.com	Yes	Scripps.com
		Referred by Employee	Yes	Employee Referral
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Recruiter Inmail	Yes	LinkedIn
		Contacted by recruiter/lead: Contacted by r	Yes	Face-to-face Networking
		Corporate Website: Scripps.com	Yes	Scripps.com
		Corporate Website: Scripps.com	Yes	Scripps.com

Candidate(s) interviewed not tracked in Recruiting Management:				
First Name	Last Name	Recruitment Source		Recruitment Source for FCC Reporting
		Internal - Scripps Vegas Station		Face-to-face Networking

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Ford, Katie	Thu, November 7, 2019		LocalSourcesJR022029.021972.021669.021583.022074.021384.pdf	23.3KB	
Miller, Matt	Thu, October 31, 2019		KGUNExecutiveProducer21669.docx	304.8KB	

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

Ford, Katie

From: Ford, Katie
Sent: Thursday, October 17, 2019 4:34 PM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schaffer - (rshorto); Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: E.W. Scripps- KGUN9, Tucson Job Opportunities.
 JR022029.JR021972.JR021669.JR021583.JR022074.JR021384

Greetings!

Below you'll find positions we have posted here at KGUN9. We appreciate you posting to your job boards; thank you!

How to apply:

1. www.scripps.com
2. Find a Job
3. Select Tucson on the map
4. Select Tucson on the toolbar

Open Positions:

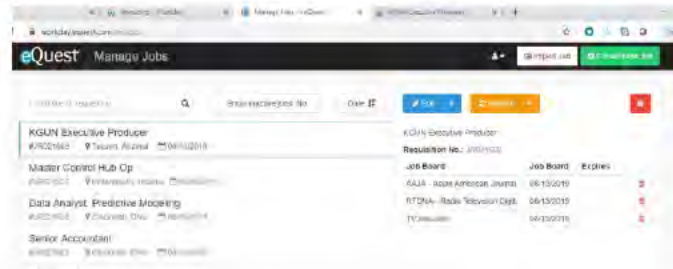
- Digital Strategist- KGUN, Sales- JR022029
- Sales Planning Coordinator- KGUN- JR021972
- KGUN Executive Producer, News- JR021669
- Director II, Production- JR021583
- Account Executive- KGUN, Sales- JR022074
- Multimedia Journalist (MMJ), News- JR021384

Have a great rest of your week!

-Katie

Katie Ford

Katie Ford, M.Ed. (Pronouns: She, Her, Hers)
 Dir, HR Business Partner
 The E.W. Scripps Company | KGUN9- TV | Tucson, AZ
 Office: 520.290.7605 | Cell: 520.730.1469



View/Update Candidates

Req #: JR021972
Req Title: Sales Planning Coordinator - KGUN
Req Status: Filled
Job Title: 13757 - Coord, Sales Planning
Division: Local Media - TV
Req Date: 2019-09-30
Hiring Manager: Block, Jeff
Station: KGUN-TV
Recruiter: Christiansen, Nikki

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Referred by Employee: 1969-12-31	2019-12-16	Scripps.com

Additional candidate(s) interviewed for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Job Board: Indeed		Indeed
		Referred by Employee: 1969-12-31	Yes	Employee Referral
		Referred by Employee: 1969-12-31	Yes	Employee Referral

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Foronda, Reneese	Mon, December 9, 2019		JR021972SalesPlanningCoordinator-KGUN.docx	444.7KB	
Ford, Katie	Thu, November 7, 2019		eQuest-Sales-Planning_Coordinator_JR021972.docx	258.5KB	
Ford, Katie	Thu, October 17, 2019		LocalSourcesJR022029_JR021972_JR021567_JR021669_JR021583_JR022074_JR021384.pdf	21.9KB	

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Key Activities

- Present and review sales plans weekly/monthly to be presented to clients/agencies
 - Input of all inventory sales, blanket, and makes per approval
 - Placement cost of all advertising and posting systems to manage book
- Buy advertising on the station's website
- Working closely with Sales and AdOps to ensure website runs smoothly
- Process Change Orders for spots that have been missed or changed immediately agency
- Manage internal program changes and notification to clients
 - Monitor advertising changes, such as online and external, including follow-up with agencies
 - Ensure account discrepancies and program discrepancies are resolved
 - Collaborate with sales teams to weekly meetings and through maintenance of account status reports
 - Support agency relationships by handling requests and ensuring advertisements are placed according to guidelines
 - Communicate daily with AdOps and Sales teams to review any ad traffic issues and account discrepancies
 - Other tasks as assigned

Skills

Education & Experience Contributions

Compliance Table:

Compliance	Job Board	Expires
Compliance_Local Directly	10/01/2019	10/01/2019
Compliance_MHABenef	10/01/2019	10/01/2019
Compliance_JCHDAY	10/01/2019	10/01/2019
Compliance_rockAbility	10/01/2019	10/01/2019
Compliance_USCoverdy	10/01/2019	10/01/2019

Ford, Katie

From: Ford, Katie
Sent: Friday, October 4, 2019 8:48 AM
To: michelle@radioschool.com; gniilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schaefer - (rshorton); Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: E.W. Scripps- KGUN9, Tucson Job Opportunities- JR022029, JR021972, JR021583, JR021669, JR020516, JR021384, JR021567

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Open Positions:

- Digital Strategist- KGUN, Sales- JR022029
- Sales Planning Coordinator- KGUN- JR021972
- KGUN News Producer- JR021567
- KGUN Executive Producers, News- JR021669
- Director II, Production- JR021583
- Account Executive- KGUN, Sales- JR020516
- Multimedia Journalist (MMJ), News- JR021384

Have a great weekend!

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FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR022029 **Req Title:** Digital Sales Strategist, KGUN
Req Status: Filled **Job Title:** 13289 - Digital Strategist
Division: Local Media - TV **Req Date:** 2019-10-02
Hiring Manager: Fernandez, Ed **Station:** KGUN-TV
Recruiter: Christiansen, Nikki

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Corporate Website: Scripps.com	2020-03-09	Scripps.com

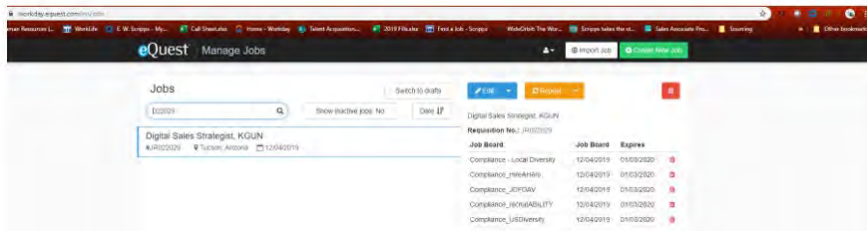
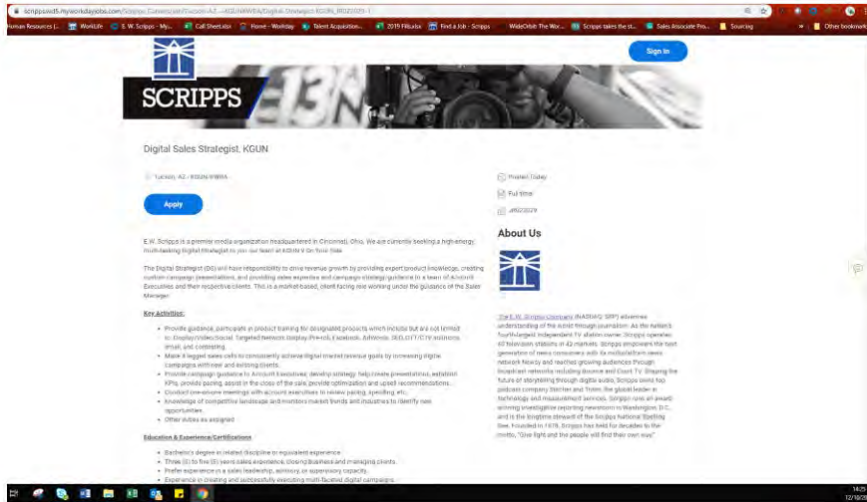
Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		College/Campus Recruiting: College/Campus R	Yes	Google
		Corporate Website: Scripps.com	Yes	Scripps.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Corporate Website: Scripps.com	Yes	Scripps.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Social Media: Facebook	Yes	Bing

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Foronda, Reneesa	Mon, March 9, 2020		JR022029DigitalSalesStrategist,KGUN.docx	958.3KB	
Ford, Katie	Thu, November 7, 2019		@quest_JR022029_DigitalStrategist.docx	257.6KB	
Ford, Katie	Thu, October 17, 2019		LocalSourcesJR022029.JR021972.JR021567.JR021669.JR021583.JR020516.JR021384.pdf	21.9KB	

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JR022029 Digital Sales Strategist, KGUN (Open)



Ford, Katie

From: Ford, Katie
Sent: Friday, October 4, 2019 8:48 AM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@mich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton); Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
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 Dir., HR Business Partner
 The E.W. Scripps Company | KGUN9- TV | Tucson, AZ

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR022074 **Req Title:** Account Executive, KGUN
Req Status: Filled **Job Title:** 12482 - Account Exec, Integrated
Division: Local Media - TV **Req Date:** 2019-10-09
Hiring Manager: Sisk, Lee **Station:** KGUN-TV
Recruiter: Goins, Kristin

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Current Employee	2020-03-23	Internal Candidate / WorkLife

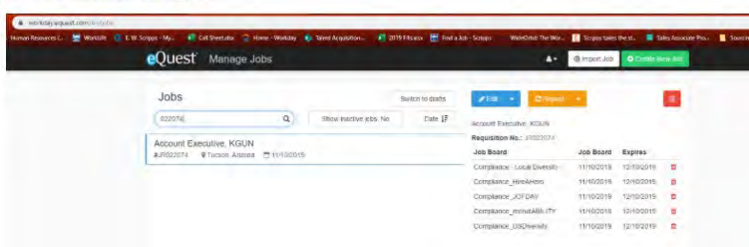
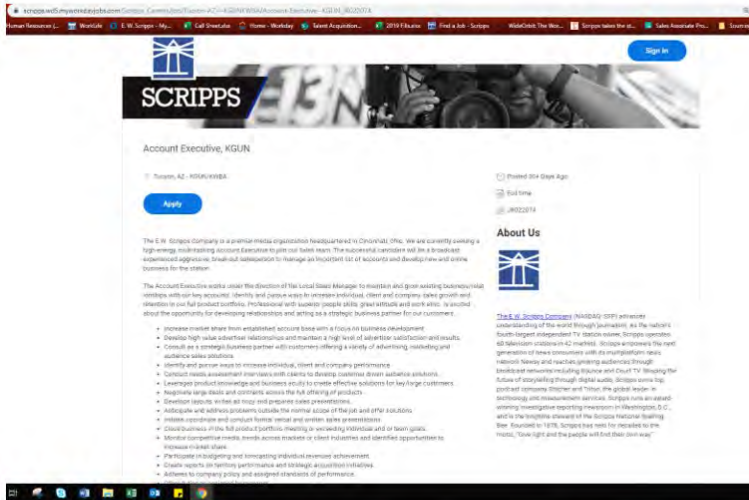
Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Referred by Employee	Yes	Employee Referral
		Contacted by recruiter/lead: Contacted by r	Yes	LinkedIn
		Contacted by recruiter/lead: Contacted by r	Yes	LinkedIn
		Referred by Employee: 1969-12-31	Yes	Employee Referral
		Job Board: Indeed	Yes	Indeed
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Referred by Employee: 1969-12-31	Yes	Employee Referral
		Corporate Website: Scripps.com	Yes	Scripps.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Indeed	Yes	Indeed

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Clay, Lamar	Thu, March 26, 2020		JR022074AccountExecutive_KGUN.docx	600.6KB	
Ford, Katie	Thu, November 7, 2019		00068-JR021582_Assoc_AE.docx	54.1KB	
Ford, Katie	Thu, October 17, 2019		LocalSourcesJR022029_JR021972_JR021689_JR021583_JR022074_JR021384.pdf	22.5KB	

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

JR022074 Account Executive, KGUN (Open)



Ford, Katie

From: Ford, Katie
Sent: Thursday, October 17, 2019 4:34 PM
To: michelle@radioschool.com; 'gnilsson@bates.ctc.edu'; 'orlik1pb@cmich.edu'; Butler, Blaine; 'Horton, Renee Schafer - (rshorton)'; 'Slocum, Phyllis'; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; 'HArmenta@azdes.gov'; 'MKinder@azdes.gov'
Subject: E.W. Scripps- KGUN9, Tucson Job Opportunities.
 JR022029 JR021972 JR021669 JR021583 JR022074 JR021384

Greetings!

Below you'll find positions we have posted here at KGUN9. We appreciate you posting to your job boards; thank you!

How to apply:

1. www.scripps.com
2. Find a Job
3. Select Tucson on the map
4. Select Tucson on the toolbar

Open Positions:

- Digital Strategist- KGUN, Sales- JR022029
- Sales Planning Coordinator- KGUN- JR021972
- KGUN Executive Producer, News- JR021669
- Director II, Production- JR021583
- Account Executive- KGUN, Sales- JR022074
- Multimedia Journalist (MMJ), News- JR021384

Have a great rest of your week!

-Katie

Katie Ford

Katie Ford, M.Ed. (Pronouns: She, Her, Hers)
 Dir, HR Business Partner
 The E.W. Scripps Company | KGUN9- TV | Tucson, AZ
 Office: 520.290.7605 | Cell: 520-730-1469

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR022144 Req Title: News Producer, KGUN
 Req Status: Filled Job Title: 12600 - Producer
 Division: Local Media - TV Req Date: 2019-10-21
 Hiring Manager: Serda, Martha Station: KGUN-TV
 Recruiter: Rilios, Henry

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Contacted by recruiter/lead: Contacted by r	2020-01-13	LinkedIn

Additional candidate(s) interviewed for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Referred by Employee: 1969-12-31	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Gleser, Justin	Thu, December 26, 2019		KGUNProducerPublishedPostings.docx	377.6KB	
Ford, Katie	Thu, November 7, 2019		eQuest.JR022144.News.Producer.docx	262.2KB	
Ford, Katie	Thu, November 7, 2019		LocalSourcesJR022029.021972.022144.021583.022074.021384.pdf	23.4KB	

SCRIPPS

News Producer, KGUN

Tucson, AZ - KGUN/KWBA

Posted Today

Full time

JR022144

About Us

The E.W. Scripps Company (NASDAQ: SPSP) serves audiences and businesses through a growing portfolio of local and national media brands. With 60 television stations in 42 markets, Scripps is one of the nation's largest independent TV station owners. Scripps runs a collection of national journalism and content businesses, including [News](#), the next-generation national news network; podcast industry leader [Stories](#); the fast-growing national broadcast network [Source 4U](#); [iHeart Radio](#); [TV](#) and [iHeart TV](#); [iHeart](#), the global leader in digital audio technology and measurement services. Scripps runs an award-winning investigative reporting operation in Washington, D.C., and is the longtime steward of the [Scripps National Spelling Bee](#). Founded in 1876, Scripps has held for decades to the motto, "Give light and the people will find their own way."

WHAT YOU'LL DO:

- Develop and organize newscasts, responsible for writing, story development and showcasing
- Work closely with news managers and assignment editors to determine content needs
- Enhance content of the rundown with graphics, video, research, and station branding
- Execute time sensitive decisions
- Responsible for oversight of live broadcast and up to the minute editorial decisions
- Perform desktop editing
- Posting content to station's Web sites
- Perform other duties as assigned and needed

WHAT YOU'LL NEED:

- Bachelor's degree in Journalism or related field
- 2 - 3 years as a television writer or producer

WHAT YOU'LL BRING:

- Must be proficient with newsroom computer systems, MS Office a plus
- Excellent conversational and creative writing skills
- Must have strong communication and organization skills
- Adaptable, self-motivated and able to work in a fast-paced, deadline driven environment
- Knowledge and demonstration of editorial judgment, journalistic ethics and libel laws
- Understand and utilize Web analytics

Work environment

1:00 PM
10/21/2019

eQuest Manage Jobs

Import Job Create New Job

JR022144

Show inactive jobs: No Date: 1/7

Col Respond

News Producer, KGUN
#JR022144 Tucson, Arizona 10/21/2019

News Producer, KGUN
Requisition No.: JR022144

Job Board	Job Board	Expires
AAJA - Asian American Journal...	10/21/2019	—
TVJobs.com	10/21/2019	—

Ford, Katie

From: Ford, Katie
Sent: Thursday, November 7, 2019 12:45 PM
To: michelle@radioschool.com; gnisson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton); Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: Scripps- KGUN9, Tucson Job Opportunities

Good Afternoon To All!

Below you'll find positions we have posted here at KGUN9. We appreciate you posting to your job boards; thank you!

How to apply:

1. www.scripps.com
2. Find a Job
3. Select Tucson on the map
4. Select Tucson on the toolbar on the right

Open Positions:

1. Digital Strategist- KGUN, Sales- JR022029
2. Sales Planning Coordinator- KGUN- JR021972
3. KGUN News Producer- JR022144
4. Director II, Production- JR021583
5. Account Executive- KGUN, Sales- JR022074
6. Multimedia Journalist (MMJ), News- JR021384

Have a great rest of your week!
 -Katie

Katie Ford

Katie Ford, M.Ed. (Pronouns: She, Her, Hers)
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 The E.W. Scripps Company | KGUN9- TV | Tucson, AZ
 Office: 520.290.7605 | Cell: 520-730-1469

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR022342 **Req Title:** Director, Human Resources Business Partner, KGUN
Req Status: Filled **Job Title:** 13386 - Dir, HR Business Partner
Division: Local Media - TV **Req Date:** 2019-11-20
Hiring Manager: Zackay, Michelle **Station:** KGUN-TV
Recruiter: Stewart, Nathan

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Search Engine: Google	2020-03-16	Google

Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Glassdoor	Yes	Glass Door
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Other Job Board	Yes	Scorpio.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Indeed	Yes	Indeed
		Job Board: Glassdoor	Yes	Glass Door
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn

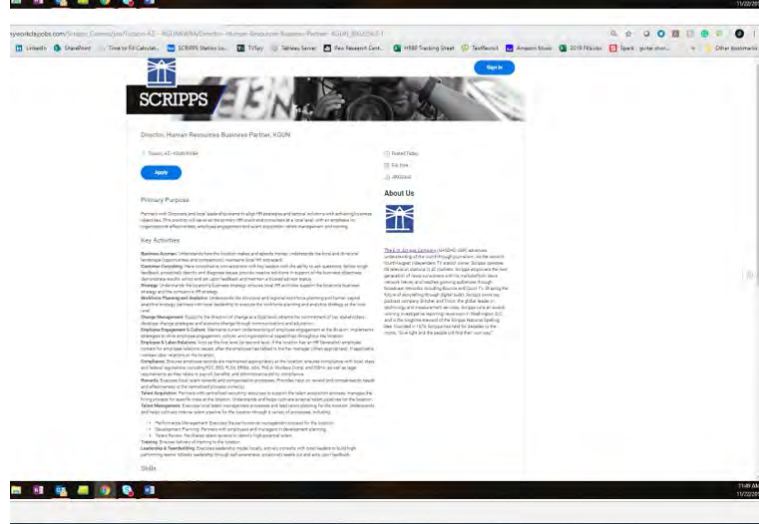
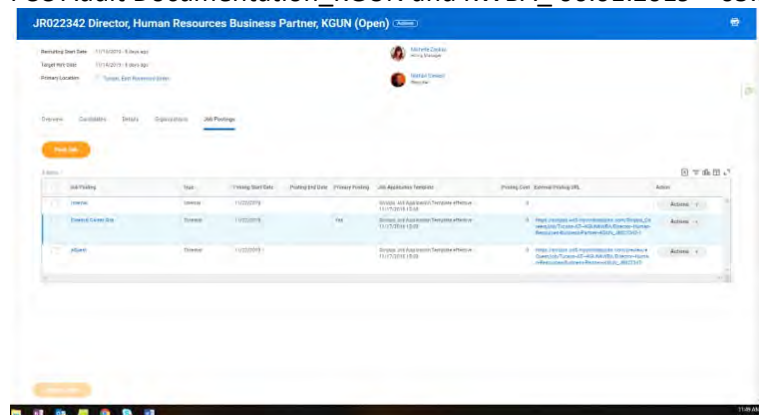
FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
Job Board: Indeed	Yes	Indeed
Job Board: Glassdoor	Yes	Glass Door
Job Board: Indeed	Yes	Indeed
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
Referred by Employee: 1969-12-31	Yes	Employee Referral
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
Job Board: Indeed	Yes	Indeed
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
Job Board: Indeed	Yes	Indeed
Job Board: Indeed	Yes	Indeed
Referred by Employee	Yes	Employee Referral
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
Job Board: Indeed	Yes	Indeed
Job Board: Glassdoor	Yes	Glass Door
LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Stewart, Nathan	Wed, March 11, 2020		JR022342-FCCReport.docx	761.3KB	
Ford, Katie	Tue, February 18, 2020		eQuest_Dir_HRBP_JR022342.docx	61.9KB	
Ford, Katie	Fri, December 13, 2019		LocalSources\JR022436_JR022342_JR022350_JR022144_JR022029_JR022074_JR021384.pdf	26.5KB	

FCC Audit Documentation_KGUN and KWBA_06.01.2019 – 05.31.2020



Ford, Katie

From: Ford, Katie
Sent: Wednesday, December 4, 2019 11:36 AM
To: michelle@radioschool.com; gnilsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schafer - (rshorton); Slocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; HArmenta@azdes.gov; MKinder@azdes.gov
Subject: Scripps- KGUN9, Tucson Job Opportunities

Greetings!

Below you'll find positions we have posted here at KGUN9. We appreciate you posting to your job boards; thank you!

How to apply:

1. www.scripps.com
2. Find a Job
3. Select Tucson on the map
4. Select Tucson on the toolbar

Open Positions:

- Sr Director Sales-KGUN
Tucson, AZ - KGUN/KWBA | JR022436 | Posted 4 Days Ago
- Director, Human Resources Business Partner, KGUN
Tucson, AZ - KGUN/KWBA | JR022342 | Posted 12 Days Ago
- Account Executive, KGUN
Tucson, AZ - KGUN/KWBA | JR022375 | Posted 15 Days Ago
- Account Executive, KGUN
Tucson, AZ - KGUN/KWBA | JR022352 | Posted 16 Days Ago
- News Producer, KGUN
Tucson, AZ - KGUN/KWBA | JR022144 | Posted 30+ Days Ago
- Digital Strategist-KGUN
Tucson, AZ - KGUN/KWBA | JR022029 | Posted 30+ Days Ago
- Account Executive, KGUN
Tucson, AZ - KGUN/KWBA | JR022074 | Posted 30+ Days Ago
- Multimedia Journalist-2
Tucson, AZ - KGUN/KWBA | JR021384 | Posted 30+ Days Ago

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR022375 **Req Title:** Account Executive, KGUN
Req Status: Filled **Job Title:** 12482 - Account Exec, Integrated
Division: Local Media - TV **Req Date:** 2019-11-18
Hiring Manager: Sisk, Lee **Station:** KGUN-TV
Recruiter: Christiansen, Nikki

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Referred by Employee	2020-03-02	Employee Referral

Additional candidate(s) interviewed for position:

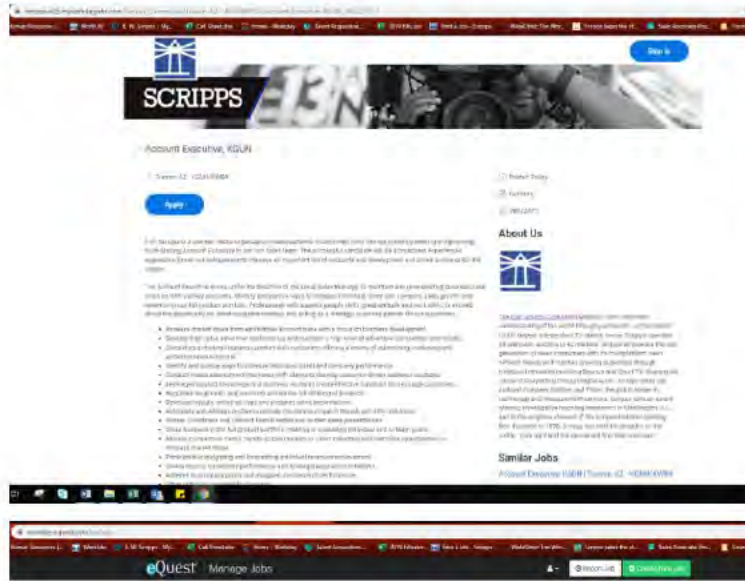
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Job Board: Glassdoor	Yes	Glass Door
		Referred by Employee: 1969-12-31	Yes	Employee Referral
		Job Board: Glassdoor	Yes	Glass Door
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Glassdoor	Yes	Glass Door
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Contacted by recruiter/lead: Contacted by f	Yes	Google
		Referred by Employee: 1969-12-31	Yes	Employee Referral
		Job Board: Indeed	Yes	Indeed

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Foronda, Renesse	Thu, February 27, 2020		JR022375AccountExecutive,KGUN.docx	1015.4KB	
Ford, Katie	Tue, February 18, 2020		eQuest_AccrLExec_JR022375.docx	60.3KB	
Ford, Katie	Fri, December 13, 2019		LocalSources_JR022436_JR022342_JR022350_JR022144_JR022029_JR022074_JR021384.pdf	26.5KB	

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

JR022375 Account Executive, KGUN (Open)



Ford, Katie

From: Ford, Katie
Sent: Wednesday, December 4, 2019 11:36 AM
To: michelle@radioschool.com; gnitsson@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee; Schafer - rshorton; Siocum, Phyllis; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; Harmenta@azdes.gov; MKinder@azdes.gov
Subject: Scripps- KGUN9, Tucson Job Opportunities

Greetings!

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How to apply:

1. www.scripps.com
2. Find a Job
3. Select Tucson on the map
4. Select Tucson on the toolbar

Open Positions:

- Sr Director, Sales-KGUN
Tucson, AZ - KGUN/KWBA | JR022429 | Posted 4 Days Ago
- Director, Human Resources Business Partner, KGUN
Tucson, AZ - KGUN/KWBA | JR022347 | Posted 12 Days Ago
- Account Executive, KGUN
Tucson, AZ - KGUN/KWBA | JR022375 | Posted 15 Days Ago
- Account Executive, KGUN
Tucson, AZ - KGUN/KWBA | JR022350 | Posted 18 Days Ago
- News Producer, KGUN
Tucson, AZ - KGUN/KWBA | JR022444 | Posted 20 Days Ago
- Digital Strategist-KGUN
Tucson, AZ - KGUN/KWBA | JR022024 | Posted 26 Days Ago
- Account Executive, KGUN
Tucson, AZ - KGUN/KWBA | JR022074 | Posted 26 Days Ago
- Multimedia Journalist-2
Tucson, AZ - KGUN/KWBA | JR021384 | Posted 26 Days Ago

View/Update Candidates

Req #: JR022526
Req Status: Filled
Division: Local Media - TV
Hiring Manager: Fernandez, Ed
Recruiter: Hite, Karen

Req Title: General Manager, TV-12881
Job Title: 12881 - General Manager, TV
Req Date: 2019-12-08
Station: KGUN-TV

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]	Corporate Website: Scripps.com	2019-12-11	Employee Referral

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
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FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req #: JR022697 **Req Title:** Morning Anchor, Multimedia Journalist
Req Status: Filled **Job Title:** 12590 - Morning Anchor, MMJ
Division: Local Media - TV **Req Date:** 2019-12-30
Hiring Manager: Starks, Leeze **Station:** KGUN-TV
Recruiter: Ford, Katie

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Referred by Employee	2020-02-03	Scipps.com

Additional candidate(s) interviewed for position:

Candidate(s) interviewed not tracked in Recruiting Management:

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting
		internal	Senior Careers
		internal	Scipps.com

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Ford, Katie	Tue, February 18, 2020		eQuest_Morning_Anchor_MMJ_JR022697.docx	64.2KB	

eQuest Manage Jobs

Jobs Switch to drafts

Morning Anchor, Multimedia Journalist

JR022697
Tucson, Arizona
01/02/2020

Requisition No.: JR022697	Job Board	Job Board	Expires	
	AAJA - Asian American Journal	01/02/2020	02/01/2020	✖
	TVJobs.com	01/02/2020	02/01/2020	✖
	Compliance - Local Diversity	01/03/2020	02/02/2020	✖
	Compliance_HireHero	01/03/2020	02/02/2020	✖
	Compliance_OFDAV	01/03/2020	02/02/2020	✖
	Compliance_recruITABILITY	01/03/2020	02/02/2020	✖
	Compliance_USDiversity	01/03/2020	02/02/2020	✖

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

View/Update Candidates

Req. #: JR022710

Req Status: Filled Job Title: 12600 - Producer
 Division: Local Media - TV Req Date: 2020-01-02
 Hiring Manager: Serda, Martha Station: KGUN-TV
 Recruiter: Rilos, Henry

Candidate(s) hired for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Referred by Employee: 1989-12-31	2020-04-05	Employee Referral

Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Contacted by recruiter/lead: Contacted by f	Yes	Scripps.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Corporate Website: Scripps.com	Yes	Internal Candidate / WorkLife
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Corporate Website: Scripps.com	Yes	Scripps.com
		Search Engine: Google	Yes	Google
		Job Board: Indeed	Yes	Indeed
		Corporate Website: Scripps.com	Yes	Scripps.com
		Job Board: Indeed	Yes	Indeed
		Job Board: Indeed	Yes	Indeed
		College/Campus Recruiting: College/Campus R	Yes	Scripps.com
		Corporate Website: Scripps.com	Yes	Scripps.com

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	FileSize	Remove
Glasser, Justin	Wed, April 1, 2020		JR022710KGUNNewsProducerJobPostings.docx	593.5KB	
Ford, Kaleb	Tue, February 18, 2020		eQuest_Producer_JR022710.docx	63.5KB	
Ford, Kaleb	Tue, February 18, 2020		LocalNews@12013058.013053.013013.012830.012710.012580.012547.012070.012046.012035.012010.012074.011384.pdf	20.7KB	

FCC Audit Documentation_KGUN and KWBA_ 06.01.2019 – 05.31.2020

Sign In

SCRIPPS

News Producer, KGUN

Tucson AZ, KGUN/KWBA

Apply

Posted Yesterday

Full Time

#16022710

About Us

The E.W. Scripps Company (NASDAQ: SSP) enhances understanding of the world through journalism. As the nation's fourth largest independent TV station owner, Scripps operates 55 television stations in 42 markets. Scripps empowers the next generation of news consumers with its multiplatform news network Newsy and reaches growing audiences through broadcast remains including Newsy and Court TV. Shaping the future of storytelling through digital audio, Scripps owns the podcast company Thriller and Tribu, the global leader in technology and measurement services. Scripps was an early news investigator reporting newsroom in Washington, D.C., and is the longtime ahead of the Scripps National Spelling Bee. Founded in 1878, Scripps has held for decades to the motto, "Give light and the people will find their own way."

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- Execute time sensitive processes
- Responsible for coverage of the broadcast and up to the minute editorial decisions
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- Posting content to station's Web sites
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- Must have strong communication and organization skills
- Adaptable, self-motivated and able to work in a fast-paced, deadline driven environment
- Knowledge and demonstrated of news judgment, journalistic ethics and fact law
- Understand and utilize Web analytics

Work environment

- Newsroom
- Deadline driven and fast-paced environment

Ford, Katie

From: Ford, Katie
Sent: Tuesday, February 18, 2020 4:14 PM
To: michelle@radioschool.com; 'gnilsson@bates.ctc.edu'; 'orlik1pb@cmich.edu'; Butler, Blaine; 'Horton, Renee Schafer - (rshorton)'; 'Slocum, Phyllis'; stokesj@uwosh.edu; scholder@usc.edu; Wong, Mike; 'HArmenta@azdes.gov'; 'MKinder@azdes.gov'
Subject: Tucson Job Opportunities- KGUN9, SCRIPPS

Importance: High

Greetings!

Below you will find career opportunities here at KGUN9. Please post to your job boards.

How to apply:

1. www.scripps.com
2. Find a Job
3. Select Tucson on the map
4. Select Tucson on the toolbar on the right

Open Positions & Requisition Numbers:

- Producer, The Morning Blend- JR023058
- Part-time Studio Technician- JR023053
- Photographer II- JR023013
- Sales Account Executive- JR022839
- News Producer, JR022710
- VP/General Manager- JR022580
- Director, HR Business Partner- JR022342
- Digital Sales Strategist- JR022029
- Sr. Director of Sales- JR022436
- Sales Account Executive- JR022375
- Sales Account Executive- JR022350
- Sales Account Executive- JR022074
- Multimedia Journalist- JR021384

As always, if you have any questions, please contact me anytime.

eQuest Manage Jobs

Jobs

Jobs: #16022710

Switch to drafts

Jobs: #16022710

Show inactive jobs: No

Date: 1/18

News Producer, KGUN

#JR022710 Tucson, Arizona 01/02/2020

Requisition No.: JR022710

Job Board	Start	Expires
AAJA - Asian American Journal	01/02/2020	02/01/2020
TVJobs.com	01/02/2020	02/01/2020
Compliance - Local Diversity	01/03/2020	02/02/2020
Compliance_HireAHero	01/03/2020	02/02/2020
Compliance_CFDNAV	01/03/2020	02/02/2020
Compliance_recruABILITY	01/03/2020	02/02/2020
Compliance_USDiversity	01/03/2020	02/02/2020

View/Update Candidates

Req #: JR023058 **Req Title:** Producer, The Morning Blend - KGUN
Req Status: Filled **Job Title:** 12600 - Producer
Division: Local Media - TV **Req Date:** 2020-02-11
Hiring Manager: Minkus, Matt **Station:** KGUN-TV
Recruiter: Rillos, Henry

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Referred by Employee: 1969-12-31	2020-03-09	Employee Referral

Additional candidate(s) interviewed for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Current Employee	Yes	Internal Candidate / WorkLife
		Current Employee	Yes	Internal Candidate / WorkLife
		Current Employee	Yes	Internal Candidate / WorkLife
		Search Engine: Google	Yes	Google
		Current Employee	Yes	Internal Candidate / WorkLife

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Glezer, Justin	Wed, March 4, 2020		JR023058KGUN-TheMorningBlend-ProducerJobPosting.docx	584,4KB	
Ford, Katie	Tue, February 18, 2020		80cast.Producer.MorningBlend_JR023058.docx	84,5KB	
Ford, Katie	Tue, February 18, 2020		LocalSourcesJR023058.023053.023013.022839.022710.022580.022342.022029.022436.022375.022350.022074.021884.pdf	20,2KB	

FCC Audit Documentation_KGUN and KWBA_ 06.01.2020 – 05.31.2021

Market: Tucson Req Status: Active / Filled Requiring My Attention: 0 Next Report Due Date: 10/31/2022

Reporting Period: 06/01/2020 - 05/31/2021

Report Administrator: Rilós, Henry

Station(s): KGUN-TV, KWBA-TV

[Generate Report](#)

Req #	Req Date	Req Status	Positions Open / Filled	Station	Req Title	Hiring Manager	Local Sources	Common Sources	THI Process Status
3R022580	2019-12-11	Filled	1 / 1	KGUN-TV	VP/General Manager, KGUN-Tucson	Fernandez, Ed	10	118	Completed
3R021813	2020-08-11	Filled	1 / 1	KGUN-TV	The Morning Blend Producer, KGUN	Minkus, Matt	0	117	Completed
3R021833	2020-08-17	Filled	1 / 1	KGUN-TV	Multimedia Journalist, KGUN	Serda, Martha	0	115	Completed
3R024250	2020-11-13	Filled	1 / 1	KGUN-TV	Morning Blend Show Host, KGUN	Béi, Gary	0	115	Completed
3R024331	2020-11-18	Filled	1 / 1	KGUN-TV	Director II, KGUN	Cowman, Aaron	0	116	Completed
3R024372	2020-12-04	Filled	1 / 1	KGUN-TV	Multimedia Journalist, KGUN	Starks, Lesza	0	117	Completed
3R024442	2020-12-16	Filled	1 / 1	KGUN-TV	News Producer, KGUN	Serda, Martha	0	117	Completed
3R024536	2021-01-13	Filled	1 / 1	KGUN-TV	On-airperson II	Pena, Jon	0	116	Completed
3R024540	2021-01-15	Filled	1 / 1	KGUN-TV	Photographer II, KGUN/KWBA	Pena, Jon	0	115	Completed

Req #: 3R022580 Req Title: VP/General Manager, KGUN-Tucson

Req Status: Filled Job Title: 12001 - General Manager TV

Division: Local Media - TV Req Date: 2019-12-11

Hiring Manager: Fernandez, Ed Station: KGUN-TV

Recruiter: Rile, Karen

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Referred by Employee: 1969-12-11	2020-05-29	Employee Referral

Additional candidate(s) interviewed for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Search Engine: Google	Yes	Google
		Corporate Website: Scripps.com	Yes	Scripps.com
		Corporate Website: Scripps.com	No	Scripps.com
		Corporate Website: Scripps.com	No	Scripps.com
		Contacted by recruiter/lead: Contacted by f	Yes	Employee Referral
		Corporate Website: Scripps.com	No	Scripps.com
		Referred by Employee: 1969-12-11	Yes	Employee Referral
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Corporate Website: Scripps.com	No	Scripps.com
		Corporate Website: Scripps.com	Yes	Scripps.com
		Contacted by recruiter/lead: Contacted by f	No	Scripps.com
		Current Employee	Yes	Internal Candidate / WorkLife
		Corporate Website: Scripps.com	No	Scripps.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Corporate Website: Scripps.com	No	Scripps.com
		Corporate Website: Scripps.com	Yes	Scripps.com
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Indeed	No	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Referred by Employee: 1969-12-11	No	Employee Referral
		Contacted by recruiter/lead: Contacted by f	Yes	Employee Referral
		Job Board: Glassdoor	No	Glassdoor
		Job Board: Indeed	Yes	Indeed
		Job Board: Indeed	Yes	Indeed
		Job Board: Indeed	No	Indeed
		Corporate Website: Scripps.com	No	Scripps.com
		Corporate Website: Scripps.com	No	Scripps.com
		Job Board: Indeed	Yes	Indeed
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Job Board: Indeed	No	Indeed
		Corporate Website: Scripps.com	No	Scripps.com
		Job Board: Indeed	No	Indeed
		Corporate Website: Scripps.com	No	Scripps.com
		LinkedIn: LinkedIn - Job Posting	No	LinkedIn
		LinkedIn: LinkedIn - Job Posting	No	LinkedIn
		Current Employee	Yes	Internal Candidate / WorkLife

Candidate(s) interviewed not tracked in Recruiting Management:

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
F04, Kate	Tue, February 18, 2020		eQuest_VF_GUN_H02_ZD684.docx	59.7KB	

FCC Audit Documentation_KGUN and KWBA_ 06.01.2020 – 05.31.2021

VP/General Manager, KGUN-Tucson

Primary Purpose

Key Activities

- Lead a fully functioning multiplatform studio station with a focus on managing revenue and audience.
- Be the primary leader in generating ratings and revenue. Develop strategy plans and operational play for the station (profit) in multiplatform content delivery and revenue generation that is in alignment with the local brand.
- Lead a fully positive, motivated, cohesive and engaged white leading team accountable for attainment of operational goals.
- Encourage innovation across all levels of the organization.
- Provide visible leadership outside the station and the community. Develop strong relationships with key partners and other business partners.
- Effectively communicate to department heads and all employees. Create a collaborative, team-based environment.
- Provide training and development opportunities to team members.
- Responsible for all aspects of financial performance and ensuring studio compliance with locally sourced regulatory show statements. Represent the station operating and capital expense budgets.
- Deliver all FCC, EEO, SSB and any other regulatory and compliance.
- Understand and adhere to company policies, and all it lines adhering to the highest ethical standards.
- Work transparently with divisional general manager and other department leaders to improve multiplatform operations.
- Perform other duties as may be assigned.

About Us

The E.A. Ripstein Company (NASDAQ: RPT) advances understanding of the world through journalism. As the nation's fourth-largest independent TV station owner, Scripps operates 16 television stations in 12 markets. Scripps empowers the next generation of newsmakers with its scripps.com/news network. Being a newsmaker is growing and embracing technology and innovation in the fields of broadcast, digital, mobile, social and data. Scripps is a special company. Different and better, the global leader in technology and innovation's services. Scripps and its award-winning journalists inspiring innovation in journalism, TV, and in the neighborhoods of the Scripps National Spelling Bee. Founded in 1918, Scripps has built for decades on its motto: "The light and the people will find their way."

From: Ford, Katie
Sent: Tuesday, February 18, 2020 4:14 PM
To: michelle@radioschool.com; gnlissm@bates.ctc.edu; orlik1pb@cmich.edu; Butler, Blaine; Horton, Renee Schaler - (rsorton); Slocum, Phyllis; stokas@uwash.edu; scholster@usc.edu; Wong, Mike; Himmets@azads.gov; MKinder@azads.gov
Subject: Tucson Job Opportunities- KGUN9 SCRIPPS

Importance: High

Greetings!

Below you will find career opportunities here at KGUN9. Please post to your job boards.

How to apply:

1. www.scripps.com
2. Find a Job
3. Select Tucson on the map
4. Select Tucson on the toolbar on the right

- Open Positions & Requisition Numbers:**
- Producer: The Morning Blend- JR023058
 - Part-time Studio Technician- JR023053
 - Photographer- JR-023013
 - Sales Account Executive- JR022839
 - News Producer- JR022710
 - VP/General Manager- JR022580
 - Director, HR Business Partner- JR022342
 - Digital Sales Strategist- JR022029
 - Sr. Director of Sales- JR022436
 - Sales Account Executive- JR022375
 - Sales Account Executive- JR022350
 - Sales Account Executive- JR022074
 - Multimedia Journalist- JR021384

As always, if you have any questions, please contact me anytime.

Sincerely,
 -Katie

Katie Ford
 Employee Relations Director
 The E.W. Scripps Company | 820.730.1469

eQuest Manage Jobs

Jobs:

VP/General Manager, KGUN-Tucson
 JR022580 Tucson, Arizona 02/12/2020

Requisition No.: JR022580

Job Board	Job Board	Expires
Compliance - Local Diversity	02/13/2020	03/13/2020
Compliance_HISAFERO	02/12/2020	03/13/2020
Compliance_JCFDAV	02/12/2020	03/13/2020
Compliance_recruITABILITY	02/12/2020	03/13/2020
Compliance_USDiversity	02/12/2020	03/13/2020

View/Update Candidates

Req #: JR022580 **Req Title:** The Morning Blend Producer, KGUN9
Req Status: Filled **Job Title:** 12500 - Producer
Division: Local Media - TV **Req Date:** 2020-08-11
Hiring Manager: Minkus, Matt **Station:** KGUN-TV
Recruiter: Killos, Henry

Candidate(s) hired for position:

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
[Redacted]	[Redacted]	Corporate Website: Scripps.com	2020-09-08	Scripps.com

Additional candidate(s) interviewed for position:

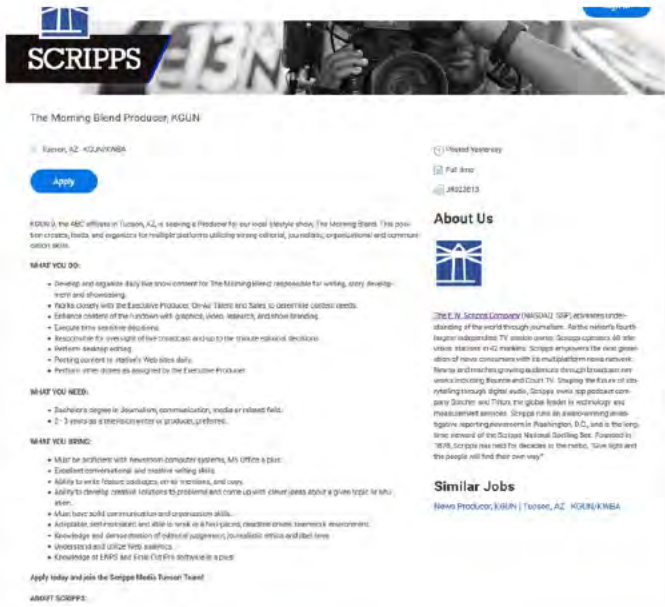
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
[Redacted]	[Redacted]	Corporate Website: Scripps.com	Yes	Scripps.com
[Redacted]	[Redacted]	Job Board: Indeed	Yes	Indeed
[Redacted]	[Redacted]	LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
[Redacted]	[Redacted]	Conference/Career Fair: National Association	Yes	Indeed
[Redacted]	[Redacted]	Corporate Website: Scripps.com	Yes	Scripps.com
[Redacted]	[Redacted]	Corporate Website: Scripps.com	Yes	Scripps.com

Candidate(s) interviewed not tracked in Recruiting Management:

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Gregg, Justin	Fri, August 23, 2020		JR023013-KGUN9-TheMorningBlend-Producer-PublishedPostings.docx	07.6KB	



SCRIPPS

The Morning Blend Producer, KGUN

Location: Tucson, AZ • 423630986

Apply

KGUN is the ABC affiliate in Tucson, AZ, seeking a Producer for our local lifestyle show, The Morning Blend. The position creates, hosts, and organizes for multiple platforms including news editorial, journalism, organizational and community affairs.

WHAT YOU DO:

- Develop and execute daily live newscasts for The Morning Blend; responsible for writing, story development and shooting.
- Works closely with the Executive Producer, On-Air Talent and Sales to identify content needs.
- Enhance content of the broadcast with graphics, video, research, and show branding.
- Execute time sensitive decisions.
- Responsible for oversight of live broadcast output to the precise technical decisions.
- Perform analog editing.
- Participate in studio and field live audio.
- Perform other duties as assigned to the Executive Producer.

WHAT YOU NEED:

- Bachelor's degree in Journalism, communication, media or related field.
- 2-3 years in broadcast news or production.

WHAT YOU BRING:

- Major for journalism with broadcast computer systems, MS Office a plus.
- Excellent conversational and written writing skills.
- Ability to write concise, compelling, and easy-to-read copy.
- Ability to develop creative solutions to problems and come up with alternative ideas about a given topic or situation.
- Must have solid communication and organization skills.
- Adaptable and flexible; able to work in a fast-paced, creative news broadcast environment.
- Knowledge and demonstration of solid judgment, journalistic ethics and best practices.
- Understanding of social media.
- Knowledge of ERP and CRM Data systems a plus.

Apply today and join the Scripps Media Tucson Team!

#48077 SCRIPPS



eQUEST Manage Jobs

Jobs

The Morning Blend Producer, KGUN

ReqID: 423630986

Job Board	Job Board	Expires
AOL Local Business Jobs	10/15/2020	11/15/2021
Indeed.com	10/15/2020	10/01/2021
CompStac - Local Business	10/15/2020	10/15/2021
CompStac - Healthcare	10/15/2020	10/15/2021
CompStac - IT/IS/ITP	10/15/2020	10/15/2021
CompStac - Hospitality	10/15/2020	10/15/2021
CompStac - Hospitality	10/15/2020	10/15/2021

View/Update Candidates **Req. #: JR023833**

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
		Corporate Website: Scripps.com	2020-11-30	Scripps.com

Additional candidate(s) interviewed for position:


First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		LinkedIn: LinkedIn - Job Posting	No	LinkedIn
		Corporate Website: Scripps.com	No	Scripps.com
		Referred by Employee	Yes	Employee Referral
		Referred by Employee	No	Employee Referral
		Corporate Website: Scripps.com	No	Scripps.com
		Corporate Website: Scripps.com	Yes	Scripps.com
		Corporate Website: Scripps.com	No	Scripps.com
		Current Employee	No	Internal Candidate / NoVLE

Candidate(s) interviewed not tracked in Recruiting Management:

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting

Attachments / Supporting Documentation

Attached By	Date	Description	Filename	Filesize	Remove
Flynn, Renee	Mon, November 23, 2020		19023833FullMediaJournalist_KGUN.docx	1.1MB	



SCRIPPS

Multimedia Journalist, KGUN

Location: Tucson, AZ • 423630986

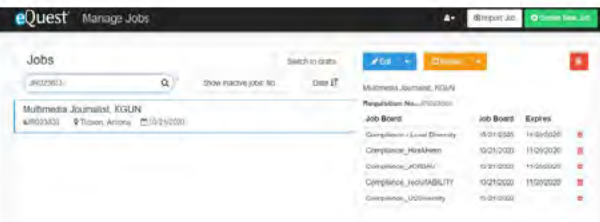
Apply

The Tucson station, KGUN On Your Side Tucson is looking for a Multimedia Journalist to join the news team. This position is an entry-level position and may involve reporting on a variety of stories and other assignments. An ideal candidate will be responsible for researching, writing, capturing and editing compelling stories for multiple platforms.

WHAT YOU'LL DO:

- Research, investigate and evaluate news leads and cover local, developmental, and breaking news.
- Gather and verify factual information regarding stories through interviews, observation, and research.
- Coordinate editorial decisions that all emphasize high journalistic standards to promote editorial style and format consistency.
- Shoot video and still photos to illustrate stories.
- Work on camera to deliver news and entertainment packages.
- Apply on-camera program when capturing field interviews or situations.
- Execute reports from site of event or mobile broadcast unit.

The **SCRIPPS** Company (NASDAQ: SP) is one of the nation's leading media companies. Through its leading broadcast and digital platforms, Scripps is creating a better broadcast world through a portfolio of news, information and entertainment brands. Scripps will become the nation's largest broadcast broadcaster reaching 27% of U.S. television households through 100 stations in 78 markets, pending regulatory approval. An equal opportunity employer.



eQUEST Manage Jobs

Jobs

Multimedia Journalist, KGUN

ReqID: 423630986

Job Board	Job Board	Expires
CompStac - Local Business	10/15/2020	11/15/2021
CompStac - Healthcare	10/15/2020	11/15/2021
CompStac - Hospitality	10/15/2020	11/15/2021
CompStac - Hospitality	10/15/2020	11/15/2021

View/Update Candidates

Req. #: JR024331

Candidate(s) hired for position:			
First Name	Last Name	Recruitment Source from Recruiting Management	Recruitment Source for FCC Reporting
		Corporate Website: Scripps.com	2021-01-25 Internal

Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		JobBoard: Indeed	No	Indeed
		Referred by Employee: 1999-12-31	Yes	Employee Referral
		Referred by Employee	Yes	Employee Referral
		Referred by Employee	Yes	Employee Referral
		Contacted by recruiter/lead: Contacted by r	No	Employee Referral
		Search Engine: Google	No	Google
		LinkedIn: LinkedIn - Job Posting	No	LinkedIn
		Referred by Employee: 1999-12-31	Yes	Employee Referral
		1099 Producer Opportunities Facebook Group	No	Facebook
		JobBoard: TVJobs.com	No	TVjobs.com
		Corporate Website: Scripps.com	No	Scripps.com
		Corporate Website: Scripps.com	No	Scripps.com
		Current Employee	No	Internal Candidate / Workfile
		LinkedIn: LinkedIn - Job Posting	No	LinkedIn
		Current Employee	Yes	Internal Candidate / Workfile
		LinkedIn: LinkedIn - Job Posting	No	LinkedIn
		Current Employee	No	Internal Candidate / Workfile

View/Update Candidates

Req #: JR024372
 Req Status: Filled
 Division: Local Media - TV
 Hiring Manager: STARS, LEEZ
 Recruiter: Nitac Matt

Req Title: Multimedia Journalist, KGUN
 Job Title: 12592 - Multimedia Journalist
 Req Date: 2020-12-04
 Station: KGUN-TV

Candidate(s) hired for position:			
First Name	Last Name	Recruitment Source from Recruiting Management	Recruitment Source for FCC Reporting
		Recruiter Transfer: Recruiter Transfer	2021-02-06 Face-to-Face Interviewing

Additional candidate(s) interviewed for position:				
First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
		Current Employee	Yes	Internal Candidate / Workfile
		Referred by Employee: 1999-12-31	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		Current Employee	Yes	Internal Candidate / Workfile
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
		LinkedIn: LinkedIn - Recruiter Internal	Yes	LinkedIn
		LinkedIn: LinkedIn - Recruiter Contact	Yes	LinkedIn

Candidate(s) interviewed not tracked in Recruiting Management:



Multimedia Journalist, KGUN

Tucson, AZ: KGUN/KWBA

Apply

KGUN 9, The E.W. Scripps Company ABC affiliate in Tucson, AZ is looking for an experienced, aggressive Multimedia Journalist to join our team.

If you want to tell stories with integrity, live the principles of journalism, make our communities stronger, and the world around us better, come join us at KGUN-9, where Scripps is continuing to create the future of our industry with a focus on local community.

The Multimedia Journalist is responsible for researching, writing, capturing visual content and editing stories for multiple platforms.

WHAT YOU'LL DO:

- Receive assignment or evaluate news leads and news tips to develop story ideas.
- Camera and verify factual information regarding stories through interviews, observation, and research.
- Organize material. Determine slant or emphasis, and writes story according to prescribed editorial style and format standards.
- Shoots video and still photos to illustrate stories.
- Edits, or assists in editing, videos for all multimedia platforms.
- Appears on television program when conducting taped interview or narration.
- Gives live reports from site of event or mobile broadcast unit.
- Work cooperatively with photographer assigned to story, if one is assigned.
- Assist news producer in preparing newscasts.
- Assist on-air staff in preparing for multi-media stories.
- Report, write, capture quality visual content, edit and produce stories for multiple platforms.

Posted Today

Full-time

JR024372

About Us



The E.W. Scripps Company (NASDAQ: SSP) is one of the nation's leading media companies, focused on creating a better-informed world through a portfolio of news, information and entertainment brands. Scripps will become the nation's largest television broadcaster, reaching 73% of U.S. television households through 125 stations in 70 markets, pending regulatory approval of its acquisition of KSNV Las Vegas. Committed to serving local audiences through objective journalism, Scripps operates 80 local TV stations in 42 markets. It is creating a national TV network business that will include KSNV Media's entertainment programming. News's straightforward headline and documentary news content and the live popular KSNV broadcast network including Bonice and Court TV. Scripps runs an award-winning investigative reporting newscast in Washington, DC, and is the largest provider of data.

eQuest Manage Jobs

Jobs

Multimedia Journalist, KGUN

Req#: JR024372 | Tucson Arizona | 12/07/2020

Multimedia Journalist/Morning Anchor, KERO

Req#: 4300 | 12/07/2020

Studio Tech I, KMTV (Part-Time)

Req#: 4350 | 12/07/2020

Morning Reporter/MMJ, WFTX

Req#: 4394 | 12/07/2020

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Location

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Veteran Wanted



Multimedia Journalist, KGUN - The E.W. Scripps Co. Tucson, AZ

About the Job

KGUN 9, The E.W. Scripps Company ABC affiliate in Tucson, AZ is looking for an experienced, aggressive Multimedia Journalist to join our team.

If you want to tell stories with integrity, live the principles of journalism, make our communities stronger, and the world around us better, come join us at KGUN-9, where Scripps is continuing to create the future of our industry with a focus on local community.

The Multimedia Journalist is responsible for researching, writing, capturing visual content and editing stories for multiple platforms.

WHAT YOU'LL DO:

- Receives assignment or evaluates news leads and news tips to develop story ideas
- Gathers and verifies factual information regarding stories through interview, observation, and research
- Organize material, determines slant or emphasis, and writes story according to prescribed editorial style and format standards
- Shoots video and still photos to illustrate stories
- Edits, or assists in editing videos for all multimedia platforms

View/Update Candidates

Req #: 3024442 Req Title: News Producer, KGUN
 Req Status: Filled Job Title: 13600 - Producer
 Division: Local Media - TV Req Date: 2020-12-16
 Hiring Manager: Scribe, Justin Stations: KGUN-TV
 Recruiters: Gieser, Justin

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
[Redacted]	[Redacted]	Corporate Website: Scripps.com	2021-02-01	Scripps.com

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
[Redacted]	[Redacted]	Current Employees Referred by Employee: 1999-12-31	Yes	Internal Candidate / WorkLife
[Redacted]	[Redacted]		No	Employee Referral

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting
[Redacted]	[Redacted]	Recruiter	Scripps.com
[Redacted]	[Redacted]		
[Redacted]	[Redacted]		
[Redacted]	[Redacted]		
[Redacted]	[Redacted]		

Attachments / Supporting Documentation

Attached by	Date	Description	Filename	Filesize	Remove
Gieser, Justin	Thu, January 21, 2021		REQ24442KGUNNewsProducer-Publishing@scripps.docx	1.59kB	[Remove]



Sign In

News Producer, KGUN

Tucson, AZ - 40000098A

Apply

Are you a dynamic News Producer who wants to tell stories with integrity, live the principles of journalism, make our communities stronger and the world around us better? If so, come join us at KGUN, our ABC affiliate in Tucson, Arizona, where we are continuing to create the future of our industry in local communities.

OUR TEAM:

We have hikers, rock climbers, mountain bikers, kayakers, runners, skiers, surfers, gamers, musicians, soccer, swimmers and every other mixture of interests you can think of - we are a community of enthusiastic, mission-focused and truly people that continue to grow as we grow our company and live to our full potential in every aspect of our business.

OUR HIRING PROCESS:

- You are invited to apply and create two proposals to and receive this job description.

Worked Under

Full-time

REQ24442

About Us



The E.W. Scripps Company (NASDAQ:SSP) is one of the nation's leading media companies, focused on creating a better informed world through a portfolio of news, information and entertainment brands. Scripps will become the nation's largest television broadcaster.

eQuest Manage Jobs

Jobs

news producer, kgun

Show inactive jobs: 10

Date: FF

News Producer, KGUN

#REQ24442 Tucson, Arizona 12/16/2020

News Producer, KGUN

4,890,333 Tucson, Arizona 11/19/2020

Switch to drafts

Full

Empty

News Producer, KGUN

Requisition No. - REQ24442

Job Board

Job Board	Job Board	Expires
AAA - Arab American Journal...	12/16/2020	11/15/2021
TVJobs.com	12/16/2020	01/15/2021
Compliance - Local Diversity	12/17/2020	01/15/2021
Compliance_HireHero	12/17/2020	01/15/2021
Compliance_JOBDR/	12/17/2020	01/15/2021
Compliance_recruITABILITY	12/17/2020	01/15/2021
Compliance_UDDiversity	12/17/2020	01/15/2021

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CONCENTRIX

News Producer, KGUN
The E.W. Scripps Co. | Tucson (Arizona) (Dec 16, 2020) [Veterans Wanted](#) [Save](#)

Multimedia Journalist, KGUN
The E.W. Scripps Co. | Tucson (Arizona) (Dec 8, 2020) [Veterans Wanted](#) [Save](#)

Director II, KGUN
The E.W. Scripps Co. | Tucson (Arizona) (Nov 19, 2020) [Veterans Wanted](#) [Save](#)

LinkedIn Search: news producer, kgun United States

Jobs Date Posted Experience Level Company Job Type Remote LinkedIn Features All filters

News producer, kgun in United States

News Producer, KGUN Promoted
KGUN 9 On Your Side
Greater Tucson Area
\$50k - \$70k
Actively recruiting
1 day ago · 2 applicants

Multimedia Journalist, KGUN
KGUN 9 On Your Side
Greater Tucson Area
\$45k - \$55k
Actively recruiting
1 week ago · 11 applicants

News Producer, KGUN
KGUN 9 On Your Side · Greater Tucson Area
Posted 1 day ago · 21 views
[Apply](#) [Save](#)

Are you a dynamic News Producer who wants to...

View/Update Candidates

Req #: 18024526 Req Title: Photographer II
 Req Status: Filled Job Title: 12508 - Photographer II
 Division: Local Media - TV Req Date: 2021-01-12
 Hiring Manager: Terra, Jen Station: KGUN-TV
 Recruiter: Riloe, Henry

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]	Corporate Website: Scripps.com	2021-02-15	Scripps.com

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	Yes	LinkedIn
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	Current Employee	Yes	Internal Candidate / WorkLife

First Name	Last Name	Recruitment Source	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]		Scripps.com
[REDACTED]	[REDACTED]		Scripps.com
[REDACTED]	[REDACTED]		
[REDACTED]	[REDACTED]		
[REDACTED]	[REDACTED]		

View/Update Candidates

Req #: 18024548 Req Title: Photographer II, KGUN/KWBK
 Req Status: Filled Job Title: 12608 - Photographer II
 Division: Local Media - TV Req Date: 2021-01-15
 Hiring Manager: Terra, Jen Station: KGUN-TV
 Recruiter: Riloe, Henry

First Name	Last Name	Recruitment Source from Recruiting Management	Start Date	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]	Corporate Website: Scripps.com	2021-02-08	Scripps.com

First Name	Last Name	Recruitment Source from Recruiting Management	Interviewed?	Recruitment Source for FCC Reporting
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	Referred by Employee	No	Scripps.com
[REDACTED]	[REDACTED]	Social Media: Facebook	No	Facebook
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	Corporate Website: Scripps.com	Yes	Scripps.com
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	Job Board: Indeed	No	Indeed
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	Corporate Website: Scripps.com	No	Scripps.com
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	LinkedIn: LinkedIn - Job Posting	No	LinkedIn
[REDACTED]	[REDACTED]	Corporate Website: Scripps.com	No	Scripps.com
[REDACTED]	[REDACTED]	Job Board: Indeed	No	Indeed
[REDACTED]	[REDACTED]	Job Board: Indeed	No	Indeed
[REDACTED]	[REDACTED]	Job Board: Indeed	No	Indeed
[REDACTED]	[REDACTED]	Corporate Website: Scripps.com	No	Scripps.com

EXHIBIT 4

TOTAL NUMBERS OF INTERVIEWEES BY VACANCY

2019-2020

Req Number	Job Title	Interview Source	Number of Interviews
JR020325	Multimedia Journalist	TvJobs.com	1
		Scripps.com	1
JR020396	Producer	LinkedIn	1
		Indeed	1
JR020839	Local Sales Manager	Scripps.com	2
		LinkedIn	2
		Indeed	1
		Employee Referral	1
		Internal Candidate	1
JR021079	Producer	LinkedIn	3
		Indeed	1
		Scripps.com	3
		TvJobs.com	1
		Face to Face	1
		Networking	1
JR021375	Sales Support Assistant II	Indeed	1
		Scripps.com	4
JR021382	Multimedia Journalist	Scripps.com	1
JR021384	Multimedia Journalist	LinkedIn	1
		Scripps.com	1
JR021582	Associate Account Executive	Internal Candidate	1
		Indeed	3
		Scripps.com	1
		Glassdoor.com	1
JR021669	Executive Producer	Internal Candidate	1
		Scripps.com	3
		Employee Referral	1
		LinkedIn	1
		Indeed	1
		Face to Face	2
		Networking	2
JR021972	Sales Planning Coordinator	Scripps.com	1
		Indeed	1
		Employee Referral	2
JR022029	Digital Sales Strategist	Scripps.com	3
		LinkedIn	5
		Google	1
		Indeed	1
		Bing	1
JR022074	Account Executive	Internal Candidate	1
		Employee Referral	3
		LinkedIn	4
		Indeed	3
		Scripps.com	1
JR022144	Producer	LinkedIn	3

2019-2020

Req Number	Job Title	Interview Source	Number of Interviews
JR022342	Director, Human Resources Business Partner	Google	1
		LinkedIn	22
		Glassdoor.com	3
		Scripps.com	1
		Employee Referral	2
		Indeed	8
JR022375	Account Executive	Employee Referral	3
		Glassdoor.com	3
		LinkedIn	4
		Indeed	1
		Google	1
JR022526	General Manager	Employee Referral	1
JR022697	Morning Anchor, Multimedia Journalist	Scripps.com	2
		Senior Careers	1
JR022710	Producer	Employee Referral	1
		LinkedIn	4
		Scripps.com	5
		Internal Candidate	1
		Indeed	4
		Google	1
JR023013	Photographer II	Scripps.com	3
JR023058	Producer, The Morning Blend	Employee Referral	1
		Internal Candidate	4
		Google	1
		TOTAL:	151

2020-2021

Req Number	Job Title	Interview Source	Number of Interviews
JR022580	VP/General Manager	Employee Referral	4
		Google	1
		Scripps.com	3
		Indeed	4
		LinkedIn	5
		Internal Candidate	2
JR023813	Producer, The Morning Blend	Scripps.com	5
		Indeed	1
		LinkedIn	1
JR023833	Multimedia Journalist	Scripps.com	2
JR024290	Morning Blend Show Host	Employee Referral	1
		Internal Candidate	1
JR024331	Director II	Scripps.com	3
		Indeed	1
		Employee Referral	1
		Employee Referral	4
JR024372	Multimedia Journalist	Internal Candidate	1
		Indeed	1
		LinkedIn	8
JR024442	News Producer	Face to Face Networking	1
		Internal Candidate	2
		Scripps.com	2
JR024526	Photographer II	Internal Candidate	1
		Scripps.com	3
JR024548	Photographer II	LinkedIn	1
		Internal Candidate	1
		Scripps.com	3
TOTAL			63

EXHIBIT 5

**DOCUMENTATION OF PARTICIPATION IN SUPPLEMENTAL
OUTREACH ACTIVITIES**

Elliott, Dawn

From: Minkus, Matt
Sent: Wednesday, September 4, 2019 2:04 PM
To: Ford, Katie
Subject: Re: UA Fall Career Days promotional spots

Let me know if you need something more!

http://x-default-stg.ec.uplynk.com/ausw/slices/379/f0fe4276ab8344079f404f1ac9c377b7/3792938351744307bfb146adabc2f4ac/3792938351744307bfb146adabc2f4ac_g.mp4

Matt Minkus
Executive Producer, Morning Blend
520-290-7686
matt.minkus@tucsonmorningblend.com

From: Ford, Katie <Katie.Ford@kgun9.com>
Sent: Wednesday, August 28, 2019 1:29 PM
To: Minkus, Matt <matt.minkus@tucsonmorningblend.com>
Cc: McNeely, Kara <Kara.McNeely@kgun9.com>; Bell, Gary <Gary.Bell@kgun9.com>
Subject: Re: UA Fall Career Days promotional spots

Just a mention should be fine. Please let me know when you do it.

Thank you!!! You guys are the best!

Katie

Sent from my iPhone

On Aug 28, 2019, at 1:24 PM, Minkus, Matt <matt.minkus@tucsonmorningblend.com> wrote:

Yes, absolutely. Do you want to do a segment with someone from the event or just a mention by Alex/Heather?

Thanks,

Matt Minkus
Executive Producer, Morning Blend
520-290-7686
matt.minkus@tucsonmorningblend.com

From: Ford, Katie <Katie.Ford@kgun9.com>
Sent: Wednesday, August 28, 2019 1:04 PM
To: Minkus, Matt <matt.minkus@tucsonmorningblend.com>

Cc: McNeely, Kara <Kara.McNeely@kgun9.com>; Bell, Gary <Gary.Bell@kgun9.com>

Subject: FW: UA Fall Career Days promotional spots

Hi Matt!

I will be attending the UA Career Days in September. In order for our station to get the FCC credit required; we need to advertise. Is there a way we can get Alex/Heather to mention our presence at this event? The details to share for promotional purposes are in the below email from ABA.

Thanks for your help with this!

-Katie

Katie Ford

Katie Ford, M.Ed. (Pronouns: She, Her, Hers)
Dir, HR Business Partner
The E.W. Scripps Company | KGUN9- TV | Tucson, AZ
Office: 520.290.7605 | Cell: 520-730-1469
Katie.Ford@KGUN9.com

<image002.jpg>



From: Mary Kate Lau <mklau@azbroadcasters.org>

Sent: Wednesday, August 28, 2019 12:09 PM

Subject: UA Fall Career Days promotional spots

[EXTERNAL SENDER]

Hi all,

I'm excited to see you at UA for Fall Career Days next month! Just one quick housekeeping item:

In order to receive your EEO credit from the FCC, you must take ownership of your presence at the career fair. The ABA has simply made the arrangements of the industry event for you as an ABA member. You'll need begin advertising the career fair on-air at least one week prior to the event (by Monday, Sept. 9, 2016).

Detailed below are copy points to help you create your on-air promotional spots.

If you have any questions, please reach out!

CAREER FAIR COPY POINTS FOR PROMOTIONAL SPOTS

- (YOUR STATION / COMPANY NAME) will host a booth at UA Fall Career Days
- Open to the Public - job seekers do not need to register

- Monday, September 16 from 11 a.m. - 3 p.m.
- Located at the University of Arizona in SUMC Grand Ballroom
- Information will be provided to those interested in learning about careers and job openings in radio and TV
- BRING COPIES OF YOUR RESUME! Possible opportunity for on-the-spot interviews
- YOUR Station contact info and/or website for questions

<image001.png>

MARY KATE LAU

Operations Manager | mklau@azbroadcasters.org
602.252.4833 (office) | 623.760.7030 (cell)
426 N. 44th Street, Suite 310 | Phoenix, AZ 85008

Arizona State University Virtual Career Fair

From: Korrie Gernert <korrie@asu.edu>

Sent: Friday, May 7, 2021 4:47 PM

Subject: FW: May 13 Career Fair with ASU - Action Step Needed

[EXTERNAL SENDER]

Hi all! Looking forward to seeing you at the Virtual Career Fair next week. I don't see any positions posted in Handshake for your organization. Please let me know by Monday at 5pm if you still plan on participating in the event. If you need assistance with posting your position, please reach out.

Thanks!

Korrie

Korrie Brown Gernert, MAS

Assistant Director, Events

Career & Professional Development Services

Arizona State University

p: [480-965-5112](tel:480-965-5112)

email: korrie@asu.edu

web: asuemployerguide.com [career.asu.edu]

Schedule an appointment!

<https://zoom.ai/go/videokorrie> [zoom.ai]

Hi Arizona Broadcasters,

Each of you are now confirmed for the Arizona State University Alumni + New Graduates Hiring Event on May 13. The VIRTUAL event will run from 3p-5p.

Korrie Gernert from ASU Career Services has already registered each of you in their online portal Handshake – just to save you some time. The ABA is covering all costs again for this event on your behalf.

I'm told each of you already have an account in Handshake (which made that super easy for ASU).

https://app.joinhandshake.com/career_fairs/21990/employer_preview?token=XhaVUJkzSIWiM1HwYSwydS4oG4qP7EbrC2fLGijl4OpScLvSjWduQA [urldefense.com]

As the critical next step, please login to your company Handshake portal as soon as possible and post any open positions that you have/want to recruit for at this event. If you run into any problems logging in to Handshake, Korrie Gernert will be your point of contact. I'm copying her on this note.

Job candidates will login to Handshake to see a list of organizations attending the event (and the positions that they are hiring for), so we want to make sure that your positions are visible. ASU will also use your posted positions as a way to target candidates that are invited to the event.

Once you've been able to upload positions, please reply to me and Korrie as a confirmation. As the final step, Korrie will then attach your positions to the event for maximum marketing.

Arizona State University Virtual Career Fair

Let me know of questions,

Chris



CHRIS KLINE

President and CEO, Arizona Broadcasters Association
[\[urldefense.com\]](http://urldefense.com)

602.252.4833 (office) | 602.790.7537 (cell)

555 N Central Avenue Suite 302 | Phoenix, AZ 85004

chris@azbroadcasters.org | [LinkedIn \[urldefense.com\]](https://www.linkedin.com/company/urldefense.com)

| [Twitter \[urldefense.com\]](https://twitter.com/urldefense.com)

Corona Middle School
April Madison, Meteorologist
02/06/20



University of Arizona Virtual Career Fair – April 14, 2021

From: Chris Kline <ckline@azbroadcasters.org>

Sent: Tuesday, March 30, 2021 10:04 AM

To: starrfavreau@edbroadcasters.com; aidegonzalez@entravision.com; KimFairley@iheartmedia.com; svillareal@azlotus.com; Rillos, Henry <Henry.Rillos@kgun9.com>; skaiser@hubbardradio.com; ray@bustosmedia.com; rmcdonald@tegna.com; cdrushel@bonneville.com; Barbeth Shea-Pinkney <barbeth@azbroadcasters.org>

Cc: Rocha, Marbila - (marbilarocha) <marbilarocha@arizona.edu>

Subject: April 14 Career Fair - Registration Action Step

Importance: High

[EXTERNAL SENDER]

Hi Arizona Broadcasters,

Each of you are now confirmed for the Tucson Jobs Now – UA Virtual Career Fair on April 14. The event will run from 2p-5p.

As the critical next step, we need to get you registered for the fair. Please login (or register if this is your first time) here:

https://career.arizona.edu/events/tucson-jobs?utm_medium=event-card&utm_source=web&utm_campaign=tucsonjobs [career.arizona.edu]

Once logged in, you should see the registration page for this April 14 career fair event:

https://arizona.joinhandshake.com/career_fairs/23823 [arizona.joinhandshake.com]

Here are three registration steps to take:

1. Choose the government/nonprofit registration option (don't worry, the ABA is covering this cost for you).
2. Add the requested information about your company and any open roles you'd like to specify. This is what participants will see about you!
3. Under the payment section, choose "manual" ... which will kick the cost over to us at the ABA.

The UA team will be in touch on set up and final prep after you complete this registration. I'm also copying the UA special events coordinator - Marbila Rocha - if you run into problems or have questions.

Attached to this email, you'll also find an invitation to a UA virtual recruiting workshop on 04/07 that may help ensure you get the most out of this April 14 career fair.

We'll have 9 companies representing 34 different TV and radio stations at this event. What an amazing showing for Arizona broadcasters!

Thanks all,

Chris



CHRIS KLINE

President and CEO, [Arizona Broadcasters Association](http://azbroadcasters.org)
[\[azbroadcasters.org\]](http://azbroadcasters.org)

602.252.4833 (office) | 602.790.7537 (cell)

555 N Central Avenue Suite 302 | Phoenix, AZ 85004

chris@azbroadcasters.org | [LinkedIn \[linkedin.com\]](https://www.linkedin.com) |

[Twitter \[twitter.com\]](https://twitter.com)



1901 N. STONE AVENUE, TUCSON, ARIZONA 85705

JD# _____

(520) 623-5843 - Fax (520) 791-9893

**PARTICIPANT JOB DESCRIPTION
2019-2020 After School Program**

COMPLETE SEPARATE FORMS FOR EACH JOB

TRAINING SITE INFORMATION:

Agency Name: E.W. Scripps, KGUN9 Director: Katie Ford
 Address: 7280 E. Rosewood St. City: Tucson State: Az Zip: 85710
 Phone Number: 520-290-7605 Fax Number: N/A
 Primary Worksite Supervisor: Katie Ford (Name) Dir., HR Business Partner (Title)
 E-mail address: Katie.Ford@kgun9.com
 Secondary Worksite Supervisor: Dawn Elliott (Name) Exec. Admin. Assist. (Title)
 E-mail address: Dawn.Elliott@scripps.com
 JOB TITLE: INTERN # OF POSITIONS OPEN: 4

WORK SCHEDULE (hours): Mon. Tues. Wed. Thurs. Fri. Sat. Sun.

8am to 5pm

The Worksite Supervisor agrees to provide the following training to intern: (for evaluation purposes only)

Specific Skills/Job Duties

- Assist. Sales assist. with special projects, filing, etc.
- Assist. TV promotions - prepare for events, special projects, etc.
- Assist. News room - editing, Review stories, answer calls, etc.
- Assist. Production - teleprompters, cameras, etc.
- Assist. off-site Remote events as needed
- Assist. Graphics - Review and assist w/ projects.

Child labor laws must be adhered to. Is there any equipment at the worksite that might contradict child labor laws? YES _____ NO

List the tools/equipment/machines to be used by intern:

Floor cameras, computer, telephone, shredders, copy machines, audio equip, ladders, pop-up tents/tables.

List any hazardous duties/equipment/machines to be used:

N/A

Is worksite geographically accessible for the handicapped? YES NO _____

Specific qualification or skills desired for the position, e.g., age, skills, driver's license, typing, etc.

Familiar with computer, customer service, sense of urgency
Reliable, professional, organized, attention to detail, willing to learn

Person, place, date and time the participant(s) should report to on first day of work. AGE 16+

Katie Ford or Dawn Elliott 7280 E-Rosewood TBD
NAME ADDRESS DATE/TIME

The Worksite supervisor agrees to monitor the following:

1. Attendance: Intern will attend or notify worksite supervisor of an absence
2. Punctuality: Intern will be on time or will notify worksite supervisor of tardiness
3. Positive Behavior and Attitude
4. Appropriate appearance
5. Good interpersonal relations
6. Effective Task Completion: completes tasks accurately and in a timely manner
7. Honesty

The Worksite Supervisor agrees to:

1. Participate in an orientation
2. Provide training for intern as outlined in this agreement
3. Accurately record hours worked by intern and complete timesheets on a biweekly basis
4. Evaluate the intern's performance biweekly in the following areas: punctuality, attendance, demonstrating positive attitudes/behavior, appropriate appearance, good interpersonal relations, completing tasks effectively and honesty
5. Provide final evaluations at the end of the activity
6. Provide adequate supervision for intern
7. Release intern for counseling sessions
8. Adhere to specified days and hours
9. Comply with all provisions of the Child Labor Laws and Fair Labor Standards Act
10. Cooperate with TYD in meeting any monitoring and evaluating requirements as set forth by Department of Labor
11. Adhere to Emergency Procedures
12. Adhere to Grievance Procedure
13. Contact agency immediately upon notification of any situation involving intern injury or possible disciplinary action
14. Allow agency access to intern at least once every two weeks for a brief review of progress

Participant agrees to:

1. Perform general and specific tasks as outlined in this agreement
2. Work days and hours stated in this agreement
3. Follow the rules as outlined by the employer
4. Follow professional work ethic standards at all times

Sponsor Agrees to:

1. Provide worksite supervisor with an orientation
2. Meet with intern at least once every two weeks to identify any problems and assess progress
3. Assist employer in the resolution of training, employment, and/or personal problems that are interfering with performance
4. Pay the intern at the rate of \$12.00 per hour up to 15 hours per week
5. Issue certificate of completion if the participant successfully completes all requirements for attainment

This agreement may be terminated by any of the undersigned only after full consultation among all three parties. **In order for this job description to be valid, supervisors must sign below.**

<u>Katie Ford</u>	<u>10/16/2019</u>	_____	_____
Primary Worksite Supervisor	Date	Participant Name (print)	Date
<u>Katie Ford on Behalf of: Dawn Elliott</u>	<u>10/16/2019</u>	_____	_____
Secondary Worksite Supervisor	Date	Participant Signature	Date

TYD Programs Director Date

FOR OFFICE USE ONLY:	TRAINING SITE REVIEW SECTION - OVERALL RATING:
ACCEPTABLE: YES _____ NO _____	COMMENTS: _____
NAME OF REVIEWER: _____	DATE: _____



1901 N. STONE AVENUE, TUCSON, ARIZONA 85705

(520) 623-5843 - Fax (520) 791-9893

USER-AGENCY AGREEMENT - EXTENSION/RENEWAL

Under Section III. TERM AND EXTENSION/RENEWAL of your most recent User/Agency After School and Summer Youth Work Experience Agreement with the "SPONSOR" Tucson Youth Development, Inc., you have the option to renew your contract up to four (4) additional one-year periods or any portion thereof. Tucson Youth Development, Inc. is currently recruiting worksites for the Work Experience and Internships 2019-2020.

Please sign below if you wish to extend your User/Agency Agreement with Tucson Youth Development, Inc. (SPONSOR).

I wish to extend our agreement for an additional 1-year period.

TUCSON YOUTH DEVELOPMENT, INC.

USER-AGENCY

Jay Slauter, Executive Director

Katie Ford
Authorized Name (print)

DATE: _____

Katie Ford
Authorized Signature

E.W. Scripps, KGUN9
Company/Organization Name

Title: Director, HR Business Partner

Email: Katie.Ford@KGUN9.com

Participant Name (print) _____

Date: 10/16/2019

Participant Signature _____

From: Rillos, Henry <Henry.Rillos@kgun9.com>

Sent: Thursday, April 22, 2021 9:14 AM

To: White, Tregg <Tregg.White@kgun9.com>; Starks, Leeza <leeza.starks@kgun9.com>; Serda, Martha <Martha.Serda@kgun9.com>; Perra, Jon <jon.perra@kgun9.com>; Long, Brooke <Brooke.Long@kgun9.com>; Jimenez-Clarke, Elizabeth <Elizabeth.Jimenez@kgun9.com>; Minton, Greg <Greg.Minton@kgun9.com>; Sisk, Lee <Lee.Sisk@kgun9.com>; Radwany, Sam <samuel.radwany@kgun9.com>; Bell, Gary <Gary.Bell@kgun9.com>; Villelas, Robert <robert.villelas@kgun9.com>

Cc: Rillos, Henry <Henry.Rillos@kgun9.com>

Subject: Manager and the Law Training

Good Morning Everyone,

I wanted to pass along that there are several sessions remaining for the Manager and the Law training that you can still attend. If you did not make the session this month then please register for one of these additional sessions. The sessions are not recorded and there are no eLearning materials available. The manager has to attend an in person session to get “credit” for the course. You can use the link to access the SharePoint registration page.

[Manager and the Law \(sharepoint.com\)](#)

Enroll	Event	Spots Left
Click To Enroll	Session 3: Thursday, May 20, 10:30-2:00 p.m. Eastern	53
Click To Enroll	Session 4: Wednesday, June 9, 8:30-12:00 p.m. Eastern	108
Click To Enroll	Session 5: Friday, June 11, 1-4:30 p.m. Eastern	120
Click To Enroll	Session 6: Tuesday, June 22, 1:30-5 p.m. Eastern	124

If you have any other questions please feel free to call me for support and assistance.

Henry S. Rillos, SPHR, MAOM

Director, Human Resources Business Partner

Henry.Rillos@kgun9.com

Desk: 520.290.7605, Cell: 520.971.2826

Manager and The Law Training – KGUN – 04.22.2021

From: Rillos, Henry <Henry.Rillos@kgun9.com>

Sent: Wednesday, April 7, 2021 2:21 PM

To: Bert, Alethia <Alethia.Bert@scripps.com>

Cc: Rillos, Henry <Henry.Rillos@kgun9.com>; Zackay, Michelle <michelle.zackay@scripps.com>; White, Tregg <Tregg.White@kgun9.com>

Subject: Manager and the Law Training _ KGUN

Good Afternoon Alethia,

Here is the listing of names of the KGUN staff members who will be attending the upcoming Manager and the Law training sessions. If you have any questions please feel free to give me a call.

Thank you and have a great day.

Henry S. Rillos, SPHR, MAOM

Director, Human Resources Business Partner

Henry.Rillos@kgun9.com

Desk: 520.290.7605, Cell: 520.971.2826

Manager and the Law Training Log			
Send to alethia.bert@scripps.com			
Name	Employee ID	Location	Date of training
Derek Batterham	166929	KGUN-TV Tucson	4/22/2021
Gary Bell	171042	KGUN-TV Tucson	4/22/2021
Aaron Cowman	166291	KGUN-TV Tucson	4/22/2021
Lindsey Hopkins	167109	KGUN-TV Tucson	4/22/2021
Elizabeth Jimenez-Clarke	179841	KGUN-TV Tucson	4/22/2021
Laura Kittel	166305	KGUN-TV Tucson	4/14/2021
Brooke Long	170522	KGUN-TV Tucson	4/14/2021
Greg Minton	162299	KGUN-TV Tucson	5/20/2021
Jon Perra	166941	KGUN-TV Tucson	4/22/2021
Sam Radwany	171902	KGUN-TV Tucson	4/22/2021
Henry Rillos	178190	KGUN-TV Tucson	4/14/2021
Martha Serda	166296	KGUN-TV Tucson	4/14/2021
Lee Sisk	169244	KGUN-TV Tucson	Pending
Leeza Starks	169504	KGUN-TV Tucson	4/14/2021
Robert Vilelas	166949	KGUN-TV Tucson	4/22/2021
Tregg White	178343	KGUN-TV Tucson	4/14/2021



**KGUN Equity Diversity Inclusion Committee
Mission Statement and Committee Charter**

SCRIPPS





AGENDA

Get to Know You Exercise	25 Minutes
Review Tram Charter	5 Minutes
Review Goals and Brainstorm	25 Minutes
Review Next Steps (Meeting times, Any Homework, Surveys, Etc.)	5 Minutes





Get to Know You Exercise

Name

Department

Position

What does equity, diversity, & inclusion mean to you?

Tell us about your passion for it.



Mission Statement

Adjusting the focus of the lens of equity, diversity and inclusion within ourselves, our station, our community. Our strength is our diversity and by listening to each other, we will gain better insight on the challenges our co-workers and community face on a daily basis. Internally, our staff must reflect our community. We must be proactive in our hiring, training and promoting of team members to reflect our community. As a television and digital station, KGUN 9 must use our unique ability to represent our community equally within our newscasts. We will less then divide, widen our perspective and challenge the why.

Do the Right Thing.
It's the KGUN 9 way

Committee Charter

Committee Name	1. KGUN EDI Committee
Background	1. KGUN desires to create an action committee to further the equity, diversity, and inclusion efforts the station wants to achieve.
Committee Goals	<ol style="list-style-type: none"> 1. To work collaboratively with station leadership and employees to create an EDI Action Plan that endeavors to: <ol style="list-style-type: none"> 1. Foster an inclusive culture; 2. Attract and retain an employee population that reflects the diverse community that KGUN serves; 3. Enables us to examine and adjust our news content as a reflection of the diverse community we serve; 2. Partner with station leadership and all employees within the station to foster and support the implementation of the agreed upon action items.
Team Scope	<ol style="list-style-type: none"> 1. In partnership with the station GM, the committee will create the station EDI Action Plan and guide implementation for the station. 2. The scope of the EDI Action Plan is 2020 through the end of 2021. 3. The committee is not expected to implement the agreed upon action items on their own. Implementation is a responsibility of station leadership, this committee, and the entire station staff.



Committee Champion	Tregg White	<ul style="list-style-type: none"> • Provide guidance and foster ownership; • Review and approve action plans; • Serve as a champion for the committee’s work; • Provide status reports to VP of Operations and VP of Human Resources.
Facilitator	Henry Rillos	<ul style="list-style-type: none"> • Partner with GM on committee activity and operation; • Facilitate committee meetings; • Communicate committee progress to Regional HRBP and GM
Committee Members	Kevin Beard, Valarie Cavazos, Dawn Elliott, Lindsey Hopkins, Aubrey Gelpieryn, Brooke Long, Phil Villareal	<ul style="list-style-type: none"> • Participate in committee meetings; • Contribute to committee work and tasks; • Foster implementation of action items with staff members.
Team Scope		<ul style="list-style-type: none"> • In partnership with the station GM, the committee will create the station EDI Action Plan and guide implementation for the station. • The scope of the EDI Action Plan is 2020 through the end of 2021. • The committee is not expected to implement the agreed upon action items on their own. Implementation is a responsibility of station leadership, this committee, and the entire station staff.



Committee Operations	The EDI Committee will normally meet on a monthly basis, unless additional meetings are necessary. The committee will establish ground rules and will create a project plan.
	Committee Milestones
	<ul style="list-style-type: none"> • Begin committee meetings to discuss and create an action plan.
	<ul style="list-style-type: none"> • Review initial action plan with GM for discussion of action items and to receive approval.
	<ul style="list-style-type: none"> • Share initial action items with Local Media Division EDI Committee
	<ul style="list-style-type: none"> • Communicate with all station employees the action plan and action items, along with next steps for implementation.
	<ul style="list-style-type: none"> • Update Local Media Division EDI Committee on status changes as progress is made on action items.





Team Goals and Action Planning

Foster an inclusive culture

What are we currently doing?

- Corporate EDI Training
- Let's Chat Sessions

What else would you like to do?

- Start and Stop list (i.e. Microaggressions)
- Holding Zoom Meetings
 - Different topics with departments, station, edi focus, other stations

Any Obstacles?:

Attract and retain an employee population that reflects the diverse community we serve

What are we currently doing?

- Career Fairs
- Public Speaking
- Nielsen Analysis

What else would you like to do?

- Speaking to High schools
- NABJ & NABHJ

Any Obstacles?:

- .

Enable us to examine and/or adjust our news content as a reflection of the diverse community we serve

What are we currently doing?

- Seek Study
- External Advisory Board
- Editorial Meeting Discussions
- Community Connection
- Diverse List of Experts
- Stories for Change
- The Rebound Spotlight

What else would you like to do?

•

Any Obstacles?:

• .

Homework & Next Steps

- Anything we didn't get to today
 - Brainstorming new ideas
 - Send to Henry
- Set next meeting
 - What time works best for you?



Human Resources Training for Leaders

Session 1 – May 19, 2021





Training Agenda

Session 1

- Fair Labor Standards Act (FLSA)
- Family Medical Leave Act (FMLA)

Session 2

- Equal Employment Opportunity Commission (EEOC)
- Discrimination Laws