

EEO PUBLIC FILE REPORT

Reporting Period: December 1, 2019 - November 30, 2020

Stations Included in Report: KAJJ-CD, KPAX-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 | | | | 5 |
| C2 | Internal Candidate / WorkLife | | | | 9 |
| C3 | Scripps.com | 312 Walnut St Ste 2800 Cincinnati, OH 45202 | | | 3 |
| C5 | Google | 1600 Amphitheatre Pkwy Mountain View, CA 94043 | www.google.com | 650-253-6000 | 3 |
| C69 | Yahoo | 701 First Avenue Sunnyvale, CA 94089 | www.yahoo.com | | |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 9 |
| C130 | Face-to-face Networking | | | | |
| 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 | | 5 |
| C170 | Local_Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | 1 |
| C171 | Compliance_HireAHero | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C172 | Compliance_JOFDAV | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C173 | Compliance_recruitABILITY | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C174 | Compliance_USDiversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C177 | AAJA | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C181 | TVJobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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|------------------------|--------------------------|-----------------------------|---|------------------|--|
| C198 | Hire a Hero | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C199 | Military1 | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C200 | JOFDAV | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C201 | Glass Door | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C202 | JuJu | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C203 | JobInventory.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C204 | CareerAlerts.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C205 | Employment Crossings | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C206 | Jobs Trovit | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C207 | EARN | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C208 | US Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C209 | African American Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C210 | African American Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C211 | Asian Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |

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|------------------------|-------------------------|-----------------------------|---|------------------|---|
| C212 | Asian Workforce | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C213 | Asian Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C214 | Disability Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C215 | Disability Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C216 | USD Veterans | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C217 | Veteran Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C218 | Veteran Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | 1 |
| C219 | USD Disabled Vets | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C220 | Gay Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C221 | Gay Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C222 | Hispanic Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C223 | USD Hispanic Workforce | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C224 | Hispanic Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C225 | Native American Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |

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|------------------------|--|-----------------------------|---|--------------|--|
| C226 | American Indian Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C227 | Senior Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C228 | Senior Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C229 | USD Working Women | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C230 | Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C231 | Womens Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C232 | Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C233 | Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C234 | RecruitABILITY | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C235 | LinkedIn | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C236 | Kimble Group | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C237 | David Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C238 | Jobcase | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C1875 | Anaconda Job Service Workforce Center - - 307 East Park Street (mgollinger@mt.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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|------------------------|---|-----------------------------|---|--------------|--|
| C1876 | Anaconda Job Service Workforce Center - Anaconda, MT 59711 - 307 East Park Street (Anacondajsc@mt.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 | Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2002 | Bitterroot Job Service Workforce Center - - 274 Old Corvallis Road, Suite D (HamiltonJSC@mt.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2003 | Bitterroot Job Service Workforce Center - Gary Palmer - 274 Old Corvallis Road Suite D (gpalmer@mt.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2004 | Bitterroot Job Service Workforce Center - Tim Peterson - 274 Old Corvallis Road, Suite D (timpeterson@mt.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2005 | Missoula Job Service - - 539 South 3rd Street West (missoulaJSC@mt.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2006 | Missoula Job Service - - 539 South 3rd Street West, P.O. Box 5027 (59806) (missoulaJSC@mt.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2388 | Facebook | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| 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 | |

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|------------------------|---------------------------|-----------------------------|---|------------------|--|
| C2394 | Jobble | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2395 | MASSHIRE JobQuest | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2396 | Facebook | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2397 | CareerOneStop | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2398 | Ziprecruiter | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2399 | Jobtome | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2400 | EmployGeorgia | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2401 | New York State JobZone | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2402 | IHire.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2403 | Kentucky Career Center | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2404 | Petersons.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2405 | Greater St. Cloud JobSpot | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2406 | IllinoisJobLink.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |
| C2407 | Job Center of Wisconsin | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m | 925-786-90 66 | |

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|--|----------------------------|-----------------------------|---|--------------|----|
| 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 | |
| Total Number of Interviewees Referred: | | | | | 36 |

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II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|---|--|---|
| Account Exec, Integrated [JR023762] | 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, C1875, C1876, C1906, C1912, C2002, C2003, C2004, C2005, C2006, 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: C97 Start Date: 2020-11-02 |
| Assoc Account Exec, TV [JR023468] | 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, C1875, C1876, C1906, C1912, C2002, C2003, C2004, C2005, C2006, 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: C1 Start Date: 2020-06-15 |
| Director II [JR022887] | 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, C1875, C1876, C2002, C2003, C2004, C2005, C2006 | Code Number: C5 Start Date: 2020-03-09 |
| Local Sales Manager [JR023461] | 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, C1875, C1876, C1906, C1912, C2002, C2003, C2004, C2005, C2006, 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: 2020-06-22 |
| Master Control Tech II [JR023363] | 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, C1875, C1876, C1906, C1912, C2002, C2003, C2004, C2005, C2006, 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: 2020-04-20 |
| MT-Anchor [JR022904] | 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, C1875, C1876, C2002, C2003, C2004, C2005, C2006 | Code Number: C2 Start Date: 2020-02-24 |

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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] |
|--|--|---|
| MT-Anchor [JR023493] | 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, C1875, C1876, C1906, C1912, C2002, C2003, C2004, C2005, C2006, 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: 2020-09-21 |
| Multimedia Journalist [JR023995] | 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, C1875, C1876, C1906, C1912, C2002, C2003, C2004, C2005, C2006, 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: 2020-11-10 |
| Traffic Copy Editor, Local [JR022576] | 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, C1875, C1876, C1906, C1912, C2002, C2003, C2004, C2005, C2006, 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: 2020-04-01 |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

22 Jan 2020 - Investment in all KPAX people managers, including the GM by providing their Gallup Clifton strengths finder full 34 strengths, a behavioral developmental assessment statistically correlated to positive performance if consistently applied. Each leader was provided their 34 Clifton Strengths and the leadership team was trained on their top 5 team strengths. The objective was increased leadership and team capabilities, trust and awareness of individual and team strengths. Additionally, the team was taught how each strength lines up into four distinct leadership talent domains including strategic planning, execution, relationships and influence. Understanding both individual and team strengths and the dominant talent themes improves team collaboration, strategic and operational performance. Several leaders were provided a 1.5 individual strengths coaching session by the HR Director, a certified Gallup Clifton Strength Coach, to support performance goals and development of strengths. Results included a positive increase in baseline and post team engagement scores, support in application of strength techniques for two leaders in stretch assignments and the strategic identification of a competitive talent risk and execution of a plan to competitively position, develop and retain key broadcasting talent.

All KPAX and KAJJ employees were provided training in employee engagement resulting in several employee engagement circles focused in development and application of professional capabilities to improve communication, collaboration, problem solving and innovation. Employees have reported positive impacts to their personal development and continue to report satisfaction in applying capabilities gained towards improving workplace engagement.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>18 Sep 2020. Talent Review Training and Strategies. Managers 1-hour strategy session aimed at identifying current state employee performance and developmental needs. Focus on building manager capabilities in workforce planning to develop employee capabilities in broadcasting, news operations, and leadership, identify developmental goals to advance employee internal career readiness for higher level opportunities within KPAX and KAJJ and across the Scripps enterprise.</p> |
| | <p>16 Oct 2020 2-hour training Course: Boss to Coach: Gallup Findings on What the Best Managers Do, Coach & What They Don't Do, micromanage presented by Scripps Montana HR Director and Gallup Organization, Guest Dr. Ben Wigert. Offered to all managers and recorded and provided to all employees to build people leadership capabilities. Managers and aspiring managers were taught Gallup's research on the 7 demands of the worlds best managers. Managers were taught the 5 critical employee coaching conversations including 1.) Role clarity and organizational priorities 2.) Quick connects - daily 5-minute connections to see how employees are doing, and how they can help 3.) One-on-Ones: monthly best practice - understand workloads, progress, recognition and change 4.) Developmental Coaching: On-going strength based coaching and immediate when needed and aligned to talent review training to build broadcasting career capabilities. 5.) Check-ins - quarterly formal coaching sessions on developmental and goal progress.</p> |
| | <p>In July 2020 a KPAX and KAJJ anchor was selected amongst a competitive application process to become an EW Scripps Equity, Diversity and Inclusion facilitator. She was taught virtual training and facilitation capabilities and co-facilitated courses in unconscious bias and microaggressions</p> |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>May - November 2020 a KPAX National Sales Manager was selected for a stretch rotational assignment and temporarily relocated to Scripps Washington DC bureau to develop enterprise capabilities in political sales and perform duties at a corporate level. The experience enhanced local capability to provide strategic political sales planning and execution in a wider scope than prior to the assignment.</p> |
| <p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> | <p>19 June 2020 Equity, Diversity & Inclusion: Awareness & Education - The Significance of the Juneteenth Celebration in the United States Conducted by the National Diversity Council and instructed by Dr. George C. Wright, Noted African American Scholar, and Past President of Prairie View A&M University. Provided to all employees to foster an understanding of the journey towards awareness, accountability and actions in breaking bias, systemic racism and discrimination to advance how each person can advance openness and inclusion, social justice, and an understanding of systemic racism.</p> |
| | <p>August 17th thru August 21st 2020 - Virtual Safety Fest sponsored by Montana Department of Labor was provided to managers as a virtual manager training event and including employment law and supporting employment compliance specific to manager employment compliance and education on supporting employees, candidates and a safe workplace during a pandemic. Sample of courses offered to managers included: Preparing Your Workplace for COVID-19, Reasonable Accommodations for COVID-19 for candidates and employees, COVID-19 & Workplace Safety, COVID-19 & Stress Relief, Employee accountability, Mental Health & Military Culture, OSHA Update, Stay at Work/Return to Work, Suicide in Montana with focus on pandemic, Supervisory Leadership & Engagement.</p> |