

**EEO PUBLIC FILE REPORT**

**Reporting Period:** April 1, 2021 - March 31, 2022

**Stations Included in Report:** KRHD-CD, KXXV-TV

**I. List of Recruitment Sources**

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				28
C2	Internal Candidate / WorkLife				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			30
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		61
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C130	Face-to-face Networking				6
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		9
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	
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	

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C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	1
C202	Juju	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
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	925-786-906 6	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
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	925-786-906 6	
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	925-786-906 6	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	2

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C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1052	Central Texas Veterans Healthcare System - - 1901 Veterans Memorial Drive (roger.meek@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1053	Central Texas Veterans Healthcare System - - 4800 Memorial Drive (roger.meek@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1054	Division for Rehabilitation Services - - 1409 East Main Street Suite B (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1055	Division for Rehabilitation Services - - 604 South Gray (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1056	Division for Rehabilitation Services - - 4501 S. General Bruce Drive Suite 86 (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1057	Division for Rehabilitation Services - - 717 Franklin Avenue (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1058	Heart of Texas Workforce Center - - 1416 S New Road (deidre.simmons@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1059	Workforce Solutions - - 405 East Marshall (karen.burns@easttexasworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1060	Workforce Solutions - - 230 Coleman Street (dorothy.paul@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1061	Workforce Solutions - - 300 Cheyenne Dr. (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1062	Workforce Solutions - - 507 E Yeagua Street (lisa.alewine@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1063	Workforce Solutions - - 720 N. Beaton Street (rgriffin@dfwjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1064	Workforce Solutions - - 2420 S 37th St. (tome@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1065	Workforce Solutions - - 102 E Central Ave, Suite 300 (vickieg@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1066	WorkForce Solutions - Robertson County - - 303 Post Oak Street (trobie@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C1067	WorkForce Solutions for North Central Texas - Corsicana - Cindy Coffman - 720 North Beaton Street (tschwab@dfwjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1068	WorkForce Solutions for the Heart of Texas - Falls County - - 230 Coleman Street (kelly.cameron@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1069	WorkForce Solutions for the Heart of Texas - Falls County - Angie Truett - 230 Coleman Street (angie.truett@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1070	WorkForce Solutions for the Heart of Texas - Waco - - 1416 South New Road (kelly.cameron@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1071	WorkForce Solutions of Central Texas - - 300 Cheyenne Dr. (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1072	WorkForce Solutions of Central Texas - - 300 Cheyenne Dr. (lewisb@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1073	WorkForce Solutions of Central Texas - - 102 East Central Avenue, Suite 300 (scottm@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1074	WorkForce Solutions of Central Texas - - 2420 South 37th Street (tome@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1075	WorkForce Solutions of Central Texas - - 2420 South 37th Street (tome@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1076	WorkForce Solutions of Central Texas - - 102 East Central Avenue, Suite 300 (vickieg@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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.com	925-786-906 6	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2411	Brazos Valley Workforce Solutions - Bryan - - 3991 East 29th Street, P.O. Box 4128 (trobie@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C2412	Division for Rehabilitation Services - - 1046 South 4th Street (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2413	Division for Rehabilitation Services - - 109 Commercial Circle Suite 112 (linda.robinson2@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2414	Division for Rehabilitation Services - - 1115 Welsh Avenue Suite B (merry.straube@dars.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2415	Workforce Solutions - - 2448 Becker Drive (lanthony@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2416	Workforce Solutions - - 313 N Main St (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2417	Workforce Solutions - - 901 Normal Park Dr., #7 (justin.sullivan@wrksolutions.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2418	WorkForce Solutions - Burleson County - - 119 South Main Street, Suite C (trobie@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2419	WorkForce Solutions - Huntsville - Justin Sullivan - 901 Normal Park Drive, #7 (justin.sullivan@wrksolutions.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2420	Workforce Solutions Brazos Valley - Bryan - Robert Reyna - 3991 East 29th Street (info@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2421	WorkForce Solutions-Leon County - - 204 East Street Mary`s Street (info@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2422	WorkForce Solutions-Madison County - - 300 West School Road (info@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster .com <a href="https://www.military.com/">https://www.military.com/</a>	212-548-839 5	
<b>Local Sources</b>					
L1	Texas Association of Broadcasters	Ann Arnold Center 502 E 11th Street, Ste 200 Austin, TX 78701	Ann Romero anna.romero@tab.org <a href="https://www.tab.org/job-bank/post-job">https://www.tab.org/job-bank/post-job</a>	(512) 322-9944	
L2	Texas State Technical College (TSTC)	3801 Campus Drive Waco, TX 76704	kacey.darnell@tstc.edu <a href="https://www.tstc.edu/hire/employers">https://www.tstc.edu/hire/employers</a>	254-867-300 9	
L3	Cen-Tex Hispanic Chamber of Commerce	915 La Salle Ave Waco, TX 76706	info@wacohispanicchamber.com <a href="https://wacohispanicchamber.com/jobs/">https://wacohispanicchamber.com/jobs/</a>	(254) 754-7111	
L4	Cen-Tex African American Chamber of Commerce	1020 Elm Avenue Waco, TX 76704	info@centexchamber.com <a href="https://www.centexchamber.com/">https://www.centexchamber.com/</a>		
L5	Baylor University	Career Center - Sid Richardson Bldg Room 044 Waco, TX	<a href="https://app.joinhandshake.com/schools/11">https://app.joinhandshake.com/schools/11</a>		
L6	McLennan Community College	1400 College Dr Waco, TX 76708	Student Career Services Center careers@mcclennan.edu <a href="http://www.collegecentral.com/mcclennan">www.collegecentral.com/mcclennan</a>	254-299-861 4	

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L7	Greater Waco Chamber of Commerce	101 S Third Street Waco, TX	ftaylor@wacochamber.com https://wacochamber.com/	254-757-5600	
L11	Concordia University	11400 Concordia University Drive Austin, TX 78726	Handshake Job Postings https://app.joinhandshake.com/schools/268		
L16	Midwestern State University	3410 Taft Blvd Wichita Falls, TX 76308	Handshake Job Postings https://app.joinhandshake.com/schools/552		
L22	Stephen F. Austin State University	1936 North Street Nacogdoches, TX 759655	Handshake Job Postings https://app.joinhandshake.com/schools/327		
L23	Tarrant County College Career Network - all 5 campuses	All campuses (NE, NW, S, SE, Trinity River) Tarrant County, TX	Online posting to all campuses necareerservices@tccd.edu https://www.collegecentral.com/tccd/	(817) 515-6692	
L24	Texas A&M University - Central Texas	1001 Leadership Place Killeen, TX 76542	Handshake Job Postings https://app.joinhandshake.com/schools/796		
L25	Texas A&M University - Commerce	2200 Campbell Street Commerce, TX 75428	Handshake Job Postings https://app.joinhandshake.com/schools/443		
L28	Texas State University	San Marcos, TX	Handshake Job Postings https://app.joinhandshake.com/schools/359		
L29	Texas Woman's University	Administration Drive Denton, TX 76209	Handshake Job Postings https://app.joinhandshake.com/schools/421		
L32	The University of Texas at Tyler	Tyler, TX	Handshake Job Postings https://app.joinhandshake.com/schools/691		
L36	University of Mary Hardin-Baylor	900 College Street Belton, TX 76513	Handshake Job Postings https://app.joinhandshake.com/schools/572		
L38	University of North Texas	1155 Union Circle Enton, TX 76201	Handshake Job Postings https://app.joinhandshake.com/schools/456		
L39	University of Texas at Austin	Moody College of Communication 300 W Dean Keeton (A0900) Austin, TX 78712-1069	Online posting / Abigail Cordova ccsmain@austin.utexas.edu	512-471-9421	
L41	University of Texas at Dallas	800 W Campbell Road Richardson, TX 75080	Handshake Job Postings https://app.joinhandshake.com/schools/580		
L42	University of Texas Arlington	701 S Nedderman Drive Arlington, TX 76013	Handshake Job Postings https://app.joinhandshake.com/schools/348		
L45	Temple Chamber of Commerce	201 Santa Fe Way Suite 105 Temple, TX 76501	online via website https://www.templechamber.com/	(254) 773-2105	
L46	Belton Area Chamber of Commerce	412 East Central Avenue P.O. Box 659 Belton, TX 76513	info@beltonchamber.com https://www.beltonchamber.com/	(254) 939-3551	
L47	Harker Heights Chamber of Commerce	552 East FM 2410 Harker Heights, TX 76548	gina@hhchamber.com https://www.hhchamber.com/	254-699-5194	
L48	Greater Killeen Chamber of Commerce	1 Santa Fe Plaza Killeen, TX 76541	https://www.killeenchamber.com/	(254) 526-9551	
L49	Bryan-College Station Chamber of Commerce	1733 Briarcrest Drive Suite 200 Bryan, TX 77802	info@bcschamber.org https://www.bcschamber.org/	(979) 260-5200	
L50	Workforce Solutions (Work In Texas)	3991 E 29th Street Bryan, TX 77802	Diane Michelle Kimball Diane.Kimball@bvcog.org www.workintexas.com	979-595-2801 x2111	
<b>Total Number of Interviewees Referred:</b>					<b>153</b>



**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [JR026100]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49	Code Number: C2 Start Date: 2021-10-11
Account Exec, Integrated [JR026927]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C134 Start Date: 2022-03-14
Account Exec, Integrated [JR027487]	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, C1057, C1060, C1062, C1066, C1068, 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, C2411, C2412, C2413, C2414, C2415, C2416, C2417, C2418, C2419, C2420, C2421, C2422, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C134 Start Date: 2022-01-31
Account Exec, Integrated [JR028079]	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, C1057, C1060, C1062, C1066, C1068, 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, C2411, C2412, C2413, C2414, C2415, C2416, C2417, C2418, C2419, C2420, C2421, C2422, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C1 Start Date: 2022-03-28

**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]
Anchor [JR025826]	C1, C2, C3, C5, C69, C97, C100, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49	Code Number: C1 Start Date: 2021-09-27
Content Coord II [JR025842]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L2, L3, L4, L5, L6, L7, L11, L16, L22, L23, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L45, L46, L47, L48, L49, L50	Code Number: C97 Start Date: 2021-06-28
Director II [JR026687]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L45, L46, L48, L49, L50	Code Number: C134 Start Date: 2021-11-15
Director II [JR027023]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C2424, L1, L2, L3, L4, L5, L6, L7, L36, L45, L46, L47, L48, L49, L50	Code Number: C97 Start Date: 2021-11-15
Exec Producer [JR026475]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L48, L49, L50	Code Number: C97 Start Date: 2021-10-18

**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]
Exec Producer, Digital [JR025697]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49	Code Number: C1 Start Date: 2021-08-09
General Manager, TV [JR026474]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2021-10-25
Local Sales Manager [JR027486]	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, C1057, C1060, C1062, C1066, C1068, 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, C2411, C2412, C2413, C2414, C2415, C2416, C2417, C2418, C2419, C2420, C2421, C2422, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C2 Start Date: 2022-02-01
Multimedia Journalist [JR024693]	C1, C2, C3, C5, C69, C97, C100, 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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L7, L46, L48, L49, L50	Code Number: C97 Start Date: 2021-06-14

**EEO PUBLIC FILE REPORT**

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR025334]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C100 Start Date: 2021-05-24
Multimedia Journalist [JR026014]	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, C1057, C1060, C1062, C1066, C1068, 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, C2411, C2412, C2413, C2414, C2415, C2416, C2417, C2418, C2419, C2420, C2421, C2422, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49	Code Number: C97 Start Date: 2022-02-28
Multimedia Journalist [JR026344]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49, L50	Code Number: C97 Start Date: 2021-08-30
Multimedia Journalist [JR027220]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C1 Start Date: 2021-12-27
National Sales Manager [JR024850]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1058, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1069, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2021-05-03

**EEO PUBLIC FILE REPORT**

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR025409]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C3 Start Date: 2021-07-05
Producer [JR025832]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49	Code Number: C97 Start Date: 2021-07-05
Producer [JR027429]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C3 Start Date: 2022-03-21
Real-Time Editor [JR025388]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L50	Code Number: C97 Start Date: 2021-05-31

**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]
Real-Time Editor [JR026946]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C97 Start Date: 2022-02-21
Reporter [JR025650]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L42, L46, L47, L48	Code Number: C3 Start Date: 2021-06-21
Reporter [JR025892]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49, L50	Code Number: C1 Start Date: 2021-08-09
Studio Tech I [JR025484]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L3, L4, L5, L6, L7, L11, L16, L22, L23, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C1 Start Date: 2021-06-28
Studio Tech I [JR025839]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L2, L3, L4, L5, L6, L7, L11, L16, L22, L23, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C3 Start Date: 2021-07-05
Studio Tech I [JR025840]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L2, L3, L4, L5, L6, L7, L11, L16, L22, L23, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L47, L48, L49, L50	Code Number: C3 Start Date: 2021-06-28

**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Studio Tech I [JR025967]	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, C1052, C1053, C1054, C1055, C1056, C1057, C1059, C1060, C1061, C1062, C1063, C1064, C1065, C1066, C1067, C1068, C1070, C1071, C1072, C1073, C1074, C1075, C1076, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49	Code Number: C3 Start Date: 2021-08-09
Studio Tech I [JR026233]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L4, L5, L7, L11, L16, L22, L24, L25, L28, L29, L32, L36, L38, L39, L41, L42, L46, L48, L49	Code Number: C3 Start Date: 2021-08-09

**EEO PUBLIC FILE REPORT**

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

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>03-25-2022: Texas Intercollegiate Press Association career fair, Fort Worth, TX. Employer Booth to meet with talent coming out of Texas higher education institutions for possible career opportunities. Booth was staffed by KXXV/KRHD Executive Producer and Creative Services Producer.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Scripps Journalism Career Program (JCP) recruits and hires recently graduated journalism major candidates into a two-year program to train and grow candidates in their field of choice. KXXV employed two JCP Producers during the reporting period for their first station rotation with one of them moving to a second Scripps station to continue career development as a producer. The goal of the program is to hire new graduates who will establish their journalism career with Scripps and develop them at a number of different stations throughout the Scripps network of stations. The successful applicants receive one year of employment and housing stipend in Waco, TX while working at KXXV during their first station rotation. At the conclusion of one year, the first station candidates are offered continued employment at another Scripps station to advance their career and gain experience in a similar yet different station environment.</p>



**EEO PUBLIC FILE REPORT**

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

Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

12-09-2021: KXXV participated as a media sponsor for the 2021 Waco Workforce Summit, a virtual half-day conference delivering powerful information and thought-provoking conversations to help employers throughout Central Texas understand current workforce issues, including post Covid-19 workforce realities, and how to best overcome challenges and look to the future. The event was held virtually. KXXV's two evening anchors recorded a video for the landing page to help kick off the event in addition to the KXXV Creative Services Director recording various topical discussions with leaders throughout the community which were broadcast to participants. The 2021 Workforce Resource Summit was 2021 Sessions included: UpSkill Waco, Access to State Funding to Help Your Workforce Needs, Diversity, Equity, & Inclusion, Where to Find Candidates-Tapping Into the Growing Number of Graduates that Want to Stay in Waco, Tapping into Transitioning Soldiers with TAPS, Post-secondary Connecting with Industry, Mental Health in the Workplace, Cross-Sector Industry Workforce Panel Discussion.

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

The E.W. Scripps Career Management Program: Stations management and employees alike participate in the company's Career management Program. This program fosters insights and actions of equal employment and anti-discrimination in the workplace, in addition to developing career skills, including management and leadership career skills. KXXV managers and employees enjoy the opportunity to pursue career advancement through online training in station-related subjects such as management and leadership, career growth planning, job interviewing and a variety of specific skills-sets.

The company provides an Educational Assistance Program to enable all employees the opportunity to gain knowledge and skills that could qualify them for higher level positions. During a calendar year, the program reimburses employees for tuition and books - up to \$4,000. During the reporting period, KXXV had two employee take advantage of this benefit.

**EEO PUBLIC FILE REPORT**

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

	<p>Members of KXXV/KRHD Sales staff attended Scripps Sales Process Training (SSP) over the course of the year. --5/25/2021-06/21/2021: Two newly hired account employees received web-facilitated training from internal Scripps sales training representatives to help build skills necessary to be successful with the Scripps selling procedures. This is a multi-day training program focused on prospecting/appointment setting and the client needs analysis through the entire sales cycle learning new approaches to each step and practicing with real prospects in their market. --08/23/2021-09/02/2021: Six sales employees (account executives) and two managers participated in an SSP Enhanced Follow Up training entitled- Follow up; Retain &amp; Grow; Creating Value in Campaign Reports + Octane Verify Training</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>08/24/2021: Killeen ISD Meteorology Presentation, KXXV Meteorologist joined virtually via Zoom to present on the field of Meteorology, the career of meteorologists, and weather interest topics.</p>
	<p>10/24/2021: Central Texas College, Meteorology Presentation, KXXV Meteorologist joined virtually via Zoom to discuss the field of Meteorology, their meteorology career path, and why weather is so crazy in Texas.</p>
	<p>01/13/2022: University of Denver/ Media Ethics Speaker Series, KXXV Anchor participated as a media panel member to discuss media careers and ethics with graduating journalism and communications majors.</p>
	<p>03/25/2022: Waco ISD / Kendrick Elementary Career Day, both KXXV Multimedia Journalist and KXXV MMJ/Weather Forecaster participated in presentations to multiple groups of students and discussed their jobs, the equipment used, and the excitement of telling a good story to help members in the community.</p>

**EEO PUBLIC FILE REPORT**

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

<p>Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</p>	<p>03/2022: Posted Sr. News Director position (requisition #JR027709) with the Texas Association of Broadcasters (TAB strives to promote and protect a favorable economic and regulatory climate for broadcasting and educate members and the public at large about the opportunities available and advances possible through the efforts of free, over-the-air broadcast operations).</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>04/14/2021-06/09/2021: Sessions of Manager and the Law Training were held during this timeframe. Facilitators from Scripps legal department and five managers of KXXV attended (all other managers attended session in 2019). The three and a half hour training session was led by in-house counsel. The session included a framework for all employment decisions by managers and included discussion on protected classes, interview guidelines and employment documentation.</p> <p>02/28/2022-03/30/2022: All KXXV / KRHD Managers participated in Code of Conduct and Employee Handbook training via online training module. Material covers responsibilities and expectations of all Scripps employees and reviews the company's code of conduct policy, including anti-harassment and anti-retaliation policies.</p> <p>02/28/2022-03/30/2022: All KXXV / KRHD Managers participated in Harassment Prevention of US Employees training via online training module. Material covered overview of types of behaviors causing such issues, and strategies and benefits of promoting a respectful work environment free of all forms of harassment, intimidation and discrimination; focus on the managers role of modeling behavior, responding to inappropriate conduct and handling complaints also covered.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>Public Service Announcement: The station has created a public service announcement which is broadcast on a rotating schedule. The announcement advises the viewing community of the station's commitment to equal employment opportunity and that interested parties are encouraged to contact the station if they wish their organization receive notices of job opportunities as they become available.</p>

**EEO PUBLIC FILE REPORT**

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

	<p>Local Chamber of Commerce Job Postings: The station has reached out to various nearby Chambers in an attempt to further our goal of disseminating information about employment opportunities in broadcasting throughout the communities we serve. Chambers include Bryan/College Station, Greater Waco, Cen-Tex Hispanic, Cen-Tex African American, Harker Heights, Greater Killeen, and Belton.</p>
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