

EEO PUBLIC FILE REPORT

Reporting Period: December 1, 2020 - November 30, 2021

Station Included in Report: KOAA-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				25
C2	Internal Candidate / WorkLife				30
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			55
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	9
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		69
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
C130	Face-to-face Networking				
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		18
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	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	4
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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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	

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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	925-786-90 66	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C536	Arapahoe/Douglas Works - Castle Rock, CO 80109 - 4400 Castleton Ct., #198 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C537	Arapahoe/Douglas Works - Laura Taylor - 4400 Castleton Ct., #107 (dcire@arapahoegov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C567	Pikes Peak Workforce Center - Woodland Park, CO 80863 - 218 E. Midland Road (carrigan.j@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
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	925-786-90 66	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1971	Aspen Mine Center - - 166 E Bennent Avenue, P.O. Box 1587 (rmichael.bartol@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1972	Canon City Workforce Center - - 3224 Independence Road (canoncity@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1973	Canon City Workforce Center - Canon City, CO 81212 - 3224 Independence Road (bill.strutton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1974	Colorado School for the Deaf and the Blind, Student Employability Programme - Tera Lynn Gray - 33 N. Institute Street (tgray@csdb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1975	Colorado Springs VA Clinic - - 25 N. Spruce Street (edward.griggs@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C1976	Division of Vocational Rehabilitation - - 110 Parkside Drive (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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C1977	Division of Vocational Rehabilitation - Nate Slattengren - 720 North Main #320 (nate.slattengren@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1978	El Paso County Employment First, Goodwill Industries - Daniel Alvarez, EF Manager - 25 North Spruce St., Suite 201 (DanielAlvarez@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1979	Employment Works - Julie Taylor - 2306 E. Pikes Peak Avenue (timamthor@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1980	Fremont County DHS/Employment First - Steven Clifton, Director - 172 Justice Center Road (steven.clifton@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1983	Milestones Business Center - - 17 North Spruce (diannahunt@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1984	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (amthor.t@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1985	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (cotter.j@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1986	Pikes Peak Workforce Center (Main) - - 1675 W. Garden of the Gods Road, Citizens Service Center (spindler.w@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1987	Pikes Peak Workforce Center (Main) - Colorado Springs, CO 80909 - 2306 East Pikes Peak Ave (carrigan.j@ppwfc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1988	Pikes Peak Workforce Center- Fountain - - 350 Lyckman Drive (terencejackson@elpasoco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1989	Pueblo County DSS/Employment First - Steven Chorak - 805 N. Desert Flower (Steven.chorak@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1990	Pueblo Workforce Center - - 212 W 3rd Street (puebloworkforce@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1991	Pueblo Workforce Center - Clifton Dykes - 212 W 3rd Street (clifton.dykes@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1992	Pueblo Workforce Center - John Martinez - 212 W 3rd Street (john.martinez1@state.co.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1995	University of Colorado at Colorado Springs Colorado Springs, CO - Bev Kratzer - 1861 Austin Bluffs Pkwy. Suite 100 (bkratzer@uccs.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1996	VET Service - Colorado Springs, CO - ADVET David Palmer - 1259 Lake Plaza Drive #120 (palmer.david@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1997	VET Service - Colorado Springs, CO - IPA Jerry Shiflett - 1259 Lake Plaza Drive #120 (shiflett.jerry@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	1
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	2
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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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	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	Mt Carmel Veterans Service Center	530 Communication Circle Colorado Springs, CO 80905	Janet Farley jfarley@mtcarmelcenter.org https://veteranscenter.org/	719-309-4711	
L2	Fort Carson - Transition Assistance Program	1625 Mekong Street Building 6237, Room 102 Fort Carson, CO 80902	Sherry L. Jenkins sherry.l.jenkins8.civ@mail.mil	719-526-410	
L3	Colorado Rural Workforce Consortium	212 W. 3rd Street Pueblo, CO 81003	Mark S. Valdez mark.s.valdez@state.co.us colorado.gov	719-562-3744	
L4	Colorado Broadcasters Association	333 West Hampden Avenue Suite 400 Englewood, CO 80110	Justin Sasso and Linnea Lewis linnea@ColoradoBroadcasters.org https://www.coloradobroadcasters.org/	720-536-5427	
L5	Pueblo Community College	900 W. Orman Ave Pueblo, CO 81004	Shawna Shoaf shawna.shoaf@pueblocc.edu	179-549-3076	
L6	Peterson AFB Transition Assistance Program	1334 W. Stewart Avenue Bldg 350 Colorado Springs, CO 8016	Hugo G. Escobar hugo.escobar@us.af.mil	719-556-6141	
L7	USO Pathfinder	1638 Elwell Street, Building 6236 Fort Carson, CO 80913	Ron Kriete (USAF - Ret) rkriete@uso.org uso.org	719-338-9322	
Total Number of Interviewees Referred:					222

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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 [JR024725]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C1 Start Date: 2021-06-07
Account Exec, Integrated [JR024726]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C1 Start Date: 2021-04-19
Account Exec, Integrated [JR024918]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C1 Start Date: 2021-04-26
Account Exec, Integrated [JR026437]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C97 Start Date: 2021-10-25

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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 [JR026711]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C3 Start Date: 2021-11-01
Anchor [JR025971]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C3 Start Date: 2021-07-23
Chief Sports Anchor [JR024420]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C2 Start Date: 2021-02-01
Digital Content Producer [JR024940]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C3 Start Date: 2021-05-12

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]
Digital Content Producer [JR026240]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C97 Start Date: 2021-10-04
Digital Strategist [JR024510]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C2 Start Date: 2021-01-25
Exec Producer [JR026999]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C2 Start Date: 2021-11-15
General Manager, TV [JR025066]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C2 Start Date: 2021-05-25

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]
IT Ops Tech II [JR024755]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C97 Start Date: 2021-06-14
Local Sales Manager [JR024509]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C2 Start Date: 2021-02-08
Master Control Tech II [JR024779]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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	Code Number: C1 Start Date: 2021-05-17
Multimedia Journalist [JR024562]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C1 Start Date: 2021-04-05

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 [JR024751]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C2 Start Date: 2021-04-12
Photographer II [JR024425]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C2 Start Date: 2021-02-19
Producer [JR024424]	C1, C2, C3, C5, C69, C97, C100, 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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C2 Start Date: 2021-01-21
Producer [JR025193]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C1 Start Date: 2021-06-21

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]
Reporter [JR026114]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C5 Start Date: 2021-10-25
Sales Support Asst III [JR024238]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4	Code Number: C1 Start Date: 2020-12-17
Sales Support Asst III [JR024514]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3	Code Number: C97 Start Date: 2021-01-25
Sales Support Asst III [JR024528]	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, C536, C537, C567, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1978, C1979, C1980, C1983, C1984, C1985, C1986, C1987, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L7	Code Number: C134 Start Date: 2021-03-15

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]
Sales Support Asst III [JR026006]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L6	Code Number: C1 Start Date: 2021-08-16
Sr Dir, Sales [JR025748]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C2 Start Date: 2021-08-09
Studio Tech III [JR026535]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C3 Start Date: 2021-09-20
Studio Tech III [JR026679]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C181, C2424, L1, L2, L3, L7	Code Number: C97 Start Date: 2021-09-27
Technical Director II [JR026024]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C2 Start Date: 2021-08-04

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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]
Technical Director II [JR026696]	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, C536, C537, C1906, C1912, C1971, C1972, C1973, C1974, C1975, C1976, C1977, C1979, C1980, C1983, C1986, C1988, C1989, C1990, C1991, C1992, C1995, C1996, C1997, 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, L7	Code Number: C97 Start Date: 2021-11-01

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	HRBP participated in Colorado Workforce Statewide Virtual Job Fair. February 24, 2021 9am-4pm.
	HRPB Participated in the Colorado Broadcaster Association's virtual job fair. February 8-13, 2021.
	HRPB participated in the Pueblo Citywide Virtual Job Fair. April 1-2, 10am Thurs to 4pm Fri.
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.	Alasyn Zimmerman, KOAA Political Reporter represented KOAA at the following event: On Thursday, February 25th, 2021 at 6:00 p.m. the Colorado Broadcasters Association (CBA) hosted a virtual Broadcast Journalists & Legislators Mixer. Legislators and their staff are invited to a panel discussion featuring: - Bente Birkeland - Public Affairs Reporter, Colorado Public Radio - Jeremy Jojola - Investigative Reporter, 9News (NBC), Denver - Andrew Kenney - Public Affairs Reporter, Colorado Public Radio - Meghan Lopez - Capitol Reporter for Denver7 (ABC), Denver - Nicole Vap - Investigative Producer, 9News (NBC), Denver - Alasyn Zimmerman - Political Reporter for KOAA-TV (NBC), Colorado Springs Discussion topics included: - How to utilize broadcast news to promote an important public policy, - When off the record is really off the record, - Ethics and responsibilities between broadcast journalists and elected officials, - Best practices, as an elected official, to get your story on radio and television.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	May 13, 2021 - July 8, 2021 (every other week) Leadership Training Series 2021. An HRBP led 5-part series to build on the the 2020 leadership training for all Department Heads of the station. The station GM also participated and Led course material for employee development. Sessions included: Hybrid Model Leadership, and Boundary-spanning Leadership - Direction, Alignment, and Commitment.
	Developed Series II Training program for all people managers in the station to expand on the 5-part series from 2020.
	Ross White, General Manager, continued training in the Scripps' Excelerate Program. Programs aimed at producing and developing General Managers in the company.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	News Director, Ryan Hazelwood, attended the Broadcasting & Electronic Media Advisory meeting sponsored by Pikes Peak Community College. The goal was to provide the broadcasting community with a program aimed at career opportunities for senior students at the college and recent graduates. Event was held November 5, 2021, at 10am the the Pikes Peak Centennial Campus.
	The Creative Services/Marketing Director, David Reeve participated in the Pueblo Community College Communication Advisory Board. The Zoom call took place on 11/12/21 with Shawna Shoaf, Faculty Department Chair, and multiple community members representing media companies. As a participant, he reviewed the department curriculum and made suggestions about topics that would better prepare students for the jobs in local media.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	1/27/2021 HRBP participated in HR & Employment Law: The Post-Pandemic Workplace. This Webinar was hosted by Albany Law School.
	2/16 2021 FMLA/ADA Employment Law Training for Human Resources. This was hosted by Scripps Labor attorneys to all HRBPs in Local Media.
	Manager and the Law training for all people managers. This training was delivered by Scripps Legal team and the managers had his/her choice of 5 sessions starting April 14, 2021 through June 9, 2021.