

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2023 - March 31, 2024

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
Common Sources					
C1	Employee Referral				10
C2	Internal Candidate / WorkLife				20
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			24
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	16
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		92
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5
C130	Face-to-face Networking				32
C131	Agency/Search Firm				9
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	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	Womans Careers	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	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	

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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	925-786-9066	
C1059	Workforce Solutions - - 405 East Marshall (karen.burns@easttexasworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1060	Workforce Solutions - - 230 Coleman Street (dorothy.paul@hotworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1061	Workforce Solutions - - 300 Cheyenne Dr. (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	925-786-9066	
C1063	Workforce Solutions - - 720 N. Beaton Street (rgriffin@dfwjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1064	Workforce Solutions - - 2420 S 37th St. (tome@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	
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	EARN	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	

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C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
C2415	Workforce Solutions - - 2448 Becker Drive (lanthony@bvcog.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2416	Workforce Solutions - - 313 N Main St (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
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	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
C3036	Workforce Solutions - - 1001 W Buchanan Drive, Su (mike.crane@ruralcapital.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3037	Workforce Solutions - - 1305 S Key Ave. #102 (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3038	WorkForce Solutions - - 1305 S Key Ave., #102 (jerryh@workforcelink.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3039	Workforce Solutions - - 516 North Main Street Room 106 (mike.crane@ruralcapital.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C3040	WorkForce Solutions - Rural Capital Area - - 1001 West Buchanan Drive, Suite 1 (Robert.gear@ruralcapital.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3041	WorkForce Solutions - Rural Capital Area - - 516 North Main Street, Room 106 (Leilani.Wuthrich@ruralcapital.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					
L1	Texas Association of Broadcasters	Ann Arnold Center 502 E 11th Street, Ste 200 Austin, TX 78701	Ann Romero anna.romero@tab.org https://www.tab.org/job-bank/post-job	(512) 322-9944	
L2	Texas State Technical College (TSTC)	3801 Campus Drive Waco, TX 76704	kacey.darnell@tstc.edu https://www.tstc.edu/hire/employers	254-867-3009	
L3	Cen-Tex Hispanic Chamber of Commerce	915 La Salle Ave Waco, TX 76706	info@wacohispanicchamber.com https://wacohispanicchamber.com/jobs/	(254) 754-7111	
L4	Cen-Tex African American Chamber of Commerce	1020 Elm Avenue Waco, TX 76704	info@centexchamber.com https://www.centexchamber.com/		
L5	Baylor University	Career Center - Sid Richardson Bldg Room 044 Waco, TX	https://app.joinhandshake.com/schools/11		1
L6	McLennan Community College	1400 College Dr Waco, TX 76708	Student Career Services Center careers@mclennan.edu www.collegecentral.com/mclennan	254-299-8614	
L7	Greater Waco Chamber of Commerce	101 S Third Street Waco, TX	ftaylor@wacochamber.com (need new email address - 12/27/23) https://wacochamber.com/	254-757-5600	
L24	Texas A&M University - Central Texas	1001 Leadership Place Killeen, TX 76542	Handshake Job Postings https://app.joinhandshake.com/schools/796		
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		
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	
L51	Fort Hood TAP Center	Bldg 18010/B Wing 3rd Floor Fort Hood, TX 76544	Mark Phillips, DHR, Division Chief of TAP mark.e.phillips.civ@army.mil	254-288-6735 315-489-9622	
L52	Sam Houston State University	Career Success Center 1921 Avenue J Huntsville, TX 77340	Handshake Job Postings careersuccesscenter@shsu.edu https://tamuk.joinhandshake.com/emp/schools/924	936-294-1713	
L53	Texas Intercollegiate Press Association		Julie M. Reed, President / Advisor Julie_M_Reed@baylor.edu http://texasipa.org/	254-710-3683	
L54	Texas A&M University - College Station	TAMU Career Center 209 Koldus Building 1233 TAMU College Station, TX 77843-1233	Career Center cc_advisor@tamu.edu https://tamu-csm.symplicity.com/employers/app/home	(979) 845-5139	1
Total Number of Interviewees Referred:					228

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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, Local [JR030811]	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, L24, L36, L38, L48, L49, L51, L52	Code Number: C1 Start Date: 2023-05-01
Account Exec, Local [JR031864]	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, L2, L3, L4, L5, L6, L7, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C97 Start Date: 2023-10-02
Anchor [JR030774]	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, L24, L36, L38, L48, L49, L51, L52, L53	Code Number: C130 Start Date: 2023-04-17
Digital Content Producer [JR031465]	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, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C1 Start Date: 2023-06-19

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 III [JR031365]	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, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C134 Start Date: 2023-07-10
Multimedia Journalist [JR030930]	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, L24, L36, L38, L48, L49, L51, L52, L53	Code Number: C130 Start Date: 2023-06-05
Multimedia Journalist [JR031170]	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, L24, L36, L38, L48, L49, L51, L52, L53	Code Number: C3 Start Date: 2023-08-07
Multimedia Journalist [JR031192]	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, C1064, C1065, 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, C2416, C2424, C3036, C3037, C3038, C3039, C3040, C3041, L1, L3, L4, L5, L7, L24, L36, L38, L48, L49, L51, L52, L53	Code Number: C5 Start Date: 2023-08-14

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 [JR031272]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C2424, L1, L5, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C5 Start Date: 2023-06-19
Multimedia Journalist [JR031508]	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, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C97 Start Date: 2024-01-02
Multimedia Journalist [JR031832]	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, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C130 Start Date: 2024-01-02
Multimedia Journalist [JR031833]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L4, L5, L7, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C97 Start Date: 2023-11-27
Multimedia Journalist [JR032566]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L7	Code Number: C131 Start Date: 2024-01-29
Producer [JR030942]	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, L24, L36, L38, L48, L49, L51, L52, L53	Code Number: C97 Start Date: 2023-04-10

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 [JR032217]	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, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C97 Start Date: 2024-01-02
Producer [JR032788]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C181, C2424, L7	Code Number: C134 Start Date: 2024-01-08
Sports Anchor [JR030635]	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, L24, L36, L38, L48, L49, L51, L52, L53	Code Number: C97 Start Date: 2023-05-01
Sr Reporter [JR032076]	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, L24, L36, L38, L48, L49, L51, L52, L53, L54	Code Number: C130 Start Date: 2023-10-30

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>05-04-2023: Bryan/College Station Chamber of Commerce Job Fair held at the Brazos Center in College Station, TX. In addition to sponsoring the event, KRHD had a booth at the career fair staffed by our local sales manager, along with our creative services producers. The event was attended by job seekers from the Bryan/College Station and surrounding communities.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Scripps Sales Process (SSP) Training and Scripps Strategic Marketing (SSM) Program Training. We enroll all new Account Executives and Sales leadership into this training. KXXV/KRHD Sales staff attended this web-facilitated training by 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 increasing product knowledge and building strategic selling concepts and enhancing the Scripps Selling Process as well as 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.</p> <p>Camp Joy - Sr Leadership Development Program: The station's Sr. Director of Sales, Asst News Director, and General Manager attended the company's in-depth senior leadership development program, namely Camp Joy, in June and September respectively. Participation in this program includes gathering and receiving 360 feedback from subordinates, peers, business partners and leaders regarding the participant's leadership to date, analyzing the results, refreshing skillsets and learning new ways of building relationships and leading teams, and then building a go-forward plan to enhance and best lead and manage within their Scripps roles.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Manager Essentials Training: Station managers attended this 5-month training program offered through multiple sessions over the course of study to focus on building essential management and leaderships sills. Coursework participation occurred between March-December 2023. Education includes topics such as team performance and development, communications skills, conflict management, performance management, delegation, and self-awareness.</p>
	<p>KXXV/KRHD employees have access to pursue career advancement through online training with Local On-line Open Knowledge (LOOK) leadership, all things management, leading a team, operations, marketing, ad operations and sales. Another online learning tool for managers is Accel5 which offers business essentials, managing others and managing self. The company has also introduced the learning platform for all employees Leading at any Distance: Resources for Managing Employees. In this program employees can select learning courses from psychological safety, empathy, team culture and trust. Employees can also access our LinkedIn learning library and can search topics that are relevant to their career and interests in developing certain skills to advance their careers.</p>
	<p>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, KRHD had one employee take advantage of this benefit.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>05-04-2023: Killeen ISD Career Presentation. KXXV's Evening Anchor/MMJ presented an overview of broadcast media jobs, including work performed as a reporter. The event was held for students to learn more about a variety of careers available to them in the future.</p> <p>09-21-2023: Station Tour for Midway ISD Journalism Student / Yearbook Staff. Students visited the KXXV facility and talked with staff and managers from various departments about local journalism and their roles at the station.</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>Texas Association of Broadcasters - in addition to posting all available jobs, the following upper-level positions were also posted: Executive Reporter (June 2023)</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Scripps provides four different virtual classroom training opportunities for all managers on equity, diversity and inclusion. Training is facilitated by Scripps employees and members of SEEK research, BRBS World and Kneeland Institute for training on Inclusive Journalism. 1) Sessions on Unconscious bias and microaggressions included facilitated conversation aimed at developing a common language to describe equity, diversity and inclusion as well as Implicit bias or the different experiences and points of view we all come to work with are defined and the discussion provides ways to recognize and mitigate it. 2) All news and creative services employees participate in a facilitated training aimed at developing a respectful, culturally competent business and newsroom culture that recognizes bias, celebrates diversity and welcomes the perspectives it brings. 3) A viewing and discussion of SEEK research on Experiences the news as an African American/Black person summarized the finding from the people of color research. 4) A viewing and discussion of SEEK research experiencing the news as a Hispanic American.</p>
	<p>Scripps offers a Manager Essentials training program to build essential managerial skills in people managers. During this multi-month program, participants learn from Scripps leaders and subject matter experts on numerous managerial topics including fostering a diverse, inclusive and respectful workplace. New KXXV managers attended these sessions in 2023.</p>
	<p>Managers attended Harassment Prevention training in order to provide guidance on preventing and responding to all forms of workplace harassment and discrimination that may impact employment decisions. This courses intent is to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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.

Public Service Announcement: The station has created a public service announcement which is broadcast twice a week on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization to receive notices of job opportunities as they become available.