

EEO PUBLIC FILE REPORT

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

Stations Included in Report: KAJA-TV, KRIS-TV, KZTV-TV

I. List of Recruitment Sources

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				15
C2	Internal Candidate / WorkLife				11
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			21
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		55
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				9
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		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	1
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	

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C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	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	
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	
C2009	Beeville Workforce Center - Heather Orta (Business Representative) - 3800 Charco Road (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2010	Beeville Workforce Center - Karen Martin - 202 North Saint Mary's Street (karen.martin@coastalworksource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2011	Beeville Workforce Center - Lenny Anzaldua (Business Representative) - 3800 Charco Road (lenny.anzaldua@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2012	Goodwill of South Texas - - 2961 S. Port Avenue (rnash@goodwillsouthtexas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2013	Workforce Solutions - - 1113 E Sinton St., Suite D (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2014	Workforce Solutions - - 5858 S Padre Island Dr., Suite 1 (Karen.fox@tvc.state.tx.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2015	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2016	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2017	WorkForce Solutions - Coastal Bend - - 520 North Staples (info@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2018	WorkForce Solutions - Coastal Bend - - 5858 South Padre Island Drive, Suite 1 (asilvas@sercohq.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2019	WorkForce Solutions - Coastal Bend - - 5858 South Padre Island Drive, Suite 1 (durishia.fizzell@tvc.texas.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2020	WorkForce Solutions - Coastal Bend - Nancy Ewing - 601 East Main Street, Floor 3 (nancy.ewing@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2021	Workforce Solutions - Sinton - Lenny Anzaldua - 1113 East Sinton Street (heather.orta@workforcesolutionscb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2022	WorkForce Solutions George West - - 300 Bowie Street (karen.martin@coastalworksource.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2023	WorkForce Solutions of the Coastal Bend - - 520 North Staples, P.O. Box 2568 (78403) (info@workforcesolutionscb.org)	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	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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					
L2	Hispanic Chamber of Commerce	615 Upper N. Broadway, Suite 410 Corpus Christi, TX 78477	Human Resources	361-887-7408	
L3	Texas Association of Broadcasters	502 E. 11th Street, Suite 200 Austin, TX 78701	Michael Schneider jobs@tab.org	5122179948	
L4	Coastal Bend Workforce/Texas Workforce Solutions	5858 SPID Corpus Christi, TX 78412	Mary Castanon, Business Manager Mary.castanon@workforcesolutionscb.org http://www.workforcesolutionscb.org	361-882-7491	

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L5	Texas A&M Kingsville	Kingsville, TX 78363	Yvonne Vela, Assistant Director Yvonne.Vela@tamuk.edu www.tamuk.edu	361.593.4208	
L6	Workforce Solutions - Coastal Bend	520 N Staples St Corpus Christi, TX 78401	Elizabeth Martinez elizabeth.martinez@workforcesolutionscb.org http://www.workforcesolutionscb.org	361.8827491	
L7	Workforce Solutions - Alice	704 Coyote Trail Alice, TX 78332	Susan LaForge susan.laforge@workforcesolutioncb.org http://www.workforcesolutionscb.org	361.668.0167	
L8	Workforce Solutions - George West	300 Bowie St TX	Susan LaForge - Formerly Lenny Anzaldua susan.laforge@workforcesolutioncb.org http://www.workforcesolutionscb.org		
L9	Workforce Network - Sinton	1113 East Sinton Street Unit D Sinton, TX 78387	Susan LaForge susan.laforge@workforcesolutioncb.org http://www.workforcesolutionscb.org	361.364.3284	
L10	Goodwill Industries of South Texas, Inc Corporate Offices	2961 S. Port Avenue Corpus Christi, TX 78405	Rose Mireles, Director of Staffing Services rmireles@goodwillsouthtexas.com www.goodwillsouthtexas.com	361.884.4068 ext. 20350	
L11	Texas Workforce Center - Beeville	3800 Charco Rd Beeville, TX 78102	Sandra Perez sandra.perez@workforcesolutioncb.org https://www.twc.texas.gov/	361.358.6826	
L12					
L13					
L14					
L15		77901			
L16					
L17	Corpus Christi Chamber of Commerce	921 N. Chaparral Ste. Ste 210 Corpus Christi, TX 78401	Gloria Fuentes, Executive Assist to President & CEO gloria@unitedccchamber.com http://www.unitedccchamber.com	361.881.1800	
L18					
L19	Black Chamber of Commerce	3209 South Staples St. Ste 165 Corpus Christi, TX 78404	cctxblackchamberoc@gmail.com www.blackchambercc.org/	361.698.2116	
L20		78382			
L21		78401			
L22		78374			
Total Number of Interviewees Referred:				135	

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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 [JR030972]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6	Code Number: C1 Start Date: 2023-04-10
Account Exec, Local [JR031338]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L5, L6, L9, L10, L11, L17, L19	Code Number: C97 Start Date: 2023-08-14
Account Exec, Local [JR031819]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L6	Code Number: C1 Start Date: 2023-08-21
Account Manager [JR031230]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3, L4, L5, L6, L9, L10, L11, L17, L19	Code Number: C97 Start Date: 2023-05-30
Anchor [JR030486]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L7, L10, L16, L19	Code Number: C130 Start Date: 2023-04-17

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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]
Dir, Creative Services [JR030850]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L6	Code Number: C97 Start Date: 2023-05-08
Maintenance Engineer II [JR031584]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L6	Code Number: C3 Start Date: 2023-06-26
Meteorologist [JR031257]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C2424, L3, L4, L5, L6, L9, L10, L11, L17, L19	Code Number: C97 Start Date: 2023-06-26
Meteorologist [JR031258]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L6	Code Number: C3 Start Date: 2023-07-31
Multimedia Journalist [JR031568]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6	Code Number: C97 Start Date: 2023-07-31
Multimedia Journalist [JR031843]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L6	Code Number: C130 Start Date: 2023-08-21

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]
Multimedia Journalist [JR031845]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L10, L11, L17, L19	Code Number: C97 Start Date: 2023-09-25
Multimedia Journalist [JR032060]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L10, L11, L17, L19	Code Number: C134 Start Date: 2023-12-11
Photographer II [JR031658]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6	Code Number: C3 Start Date: 2023-08-14
Photographer II [JR032740]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L10, L11, L17, L19	Code Number: C1 Start Date: 2024-02-26

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 [JR032024]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L10, L11, L17, L19	Code Number: C134 Start Date: 2023-12-04
Sales Support Asst II [JR032035]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L4, L5, L6, L10, L11, L17, L19	Code Number: C97 Start Date: 2023-11-13
Traffic Copy Editor, Local [JR031602]	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, C1906, C1912, C2009, C2010, C2011, C2012, C2013, C2014, C2015, C2016, C2017, C2018, C2019, C2020, C2021, C2022, C2023, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L6	Code Number: C134 Start Date: 2023-07-17

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>On Wednesday, July 19, 2023, a job fair was held from 10am until 1pm at the American Bank Center in Corpus Christi, Texas. KRIS was invited to participate in the event. We manned a table during the entire time, talking with potential candidates, answering questions, and handing out station merchandise. The Programming Manager was there the entire time, while Jim Bob Breazeale, the News Director, was there for the first 45 minutes. There were a few hundred persons in attendance during that time, with about 40 of them stopping by to talk with us.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>2/15/2024: West Oso High School job fair Career Day: Real-Time Desk Manager and Meteorologist Stefanie Lauber presented on journalism careers and the media industry.</p> <p>Scripps has an education reimbursement program designed to reimburse employees who are going to school and pursuing a degree within their field or would allow them to advance their careers with the company.</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 Program (SSP) 3/4/2024. 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>Scripps has an education reimbursement program designed to reimburse employees who are going to school and pursuing a degree within their field or would allow them to advance their careers with the company.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Director of Sales (DOS) enrolled in the Manager Essentials Training in 2023: The DOS 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>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>The Director of Sales is a part of Leadership Corpus Christi class 52. Dates are Aug 2023-May 2024. This program is designed to participate in the community to help educate people on career opportunities in the broadcast industry and other areas of interest.</p> <p>8/28/23 KRIS 6 News reporter, Davon Taylor, visited the School of Science and Technology College Prep High School and Ms. Murray Bergman's 9th Grade English class. The students are learning about textual evidence and proper citation. Davon talked to them about strategies he uses to find evidence for his interviews and elaborated on how his college education led to the career he has today.</p> <p>2/9/23 Meteorologist Sharon Ray visited Flour Bluff Elementary School and was a presenter for Flour Bluff Elementary's XSTREAM Science Night. She engaged with students using weather-related science experiments.</p>
<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.</p>	<p>TAMU-CC STATION TOUR. 4/21/23, students from Texas A&M-Corpus Christian Broadcast Meteorology class visited the station and observed the 5 p.m. newscast. Students got to see the behind the scenes of a newscast, including the Chief meterologist and other meteorologist's forecasts. This is the first time this course has been offered in person.</p> <p>4/18/23 Sinton ISD brought a group of GT students to tour the station and talk to our meteorologists. The students were completing a section on atmospheric science and saw how our meteorologist put that knowledge into creating a forecast.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>2/15/2024 HRBP attended "The Fastest-Growing Job Skills of 2024: a Discussion with Learning Leaders" webinar by Coursera.</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>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 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.</p>