

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2017 - May 31, 2018

Station Included in Report: KNXV-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				35
C2	Internal Candidate / WorkLife				95
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			166
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	11
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C7	TweetMyJOBS.com/CareerArc	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

EEO PUBLIC FILE REPORT

C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C25	NABEF-Broadcast Career Link	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C41	National Press Photographers Association (NPPA.org)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C45	JournalismNext.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C86	National Association of Hispanic Journalists (NAHJ)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		4
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		59
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	14

EEO PUBLIC FILE REPORT

C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				21
C131	Agency/Search Firm				12
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		36
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Local Sources

L1	602 Communications/Graeme Newell	6839 Charter Hills Road Charlotte, NC 28277	Graeme Newell	704-543-1426	
L2	ABC Affiliate Marketing on Facebook	through Facebook - private page for all ABC affili			
L3	Ad 2 Phoenix	PO Box 10471 Phoenix, AZ 85064	Chris Bohnsack www.ad2phoenix.com/job_bank/postjob.php	602-999-1147	
L4	American Sportscasters Association	225 Broadway, Ste 2030 New York, NY	Louis Schwartz lschwa8918@aol.com	212-227-8080	
L5	American Women in Radio and TV			703-506-3290 703-606-3266 (fax)	
L6	Andrew Finlayson (Smith Geiger)*		Andrew Finlayson Andrew@smithgeiger	818-430-9562	
L7	Arizona Broadcaster Association (ABA)	2302 N. 3rd Street Phoenix, AZ 85004	Art Brooks www.azbroadcasters.org	602-252-4833	
L8	Arizona DES (Central Job Service - National Job Line DES)*	438 W Adams Phoenix, AZ	Adamn Hartle, Arizona Workforce Connection PhoenixEmployerServices@azdes.gov	602-771-0869	
L9	Arizona Latino Media (ASU NAHJ Chapter)	Phoenix, AZ	Anita Luera azlatinomedia@gmail.com	602-496-5477	
L10	Arizona OIC/ROMP (Reaching Out for Minority Personnel)	39 E. Jackson Phoenix, AZ	Janet Shines janet@azoi.org	602-254-5081	
L11	Arizona Women's Education & Employment	620 N 1st Avenue Phoenix, AZ	Deb Long info@awee.org	602-371-1216	
L12	B-roll.net		www.b-roll.net/jobs		
L13	Chicanos Por La Causa*	1112 E. Buckeye Phoenix, AZ	Cynthia O'Connell Cynthia.oconnell@cplc.org	602-257-0700 ex. 2301	
L14	Cronkite School of Journalism (ASU)	Phoenix, AZ	Mike Wong mike.wong@asu.edu	602-527-0820	
L15	DeVry Technical Institute	2149 W Dunlap Phoenix, AZ 85021	Diana Navarro dnavarro@devry.edu		

EEO PUBLIC FILE REPORT

L16	Family Service Agency (Displaced Homemakers)	1530 E. Flower Phoenix, AZ	Kim Guerrero kim.guerrero@fsaphoenix.org	602-252-0918	
L17	Governor's Office of Equal Opportunity	1700 W. Washington, Ste 156 Phoenix, AZ	Wendy Greyeyes	602-542-3711	
L18	Ken Lindner & Associates	2049 Centruy Park East, Ste 3050 Los Angeles, CA 90067	Karen LaVelle	310-277-9223 ex 226	
L19	LDSjobs.org*	LDS Job Placement 4333 N. Central Phoenix, AZ 85012	Elder Brodt/LDS Employment Resource Services www.LDSjobs.org	602-241-9444	
L20	Life Development Institute		Chester Hamore Chaymore@discoverldi.com		
L21	Mediabizjobs.com		www.medabizjobs.com		
L22	MediaRecruiter.com		Art Scott art.scott@mediarecruiter.com www.MediaRecruiter.com		
L23	NAACP of Phoenix	1818 S. 16th Street Phoenix, AZ 85034-0530	Carol Black carole56@yahoo.com	602-252-4064	
L24	NASBA (National Alliance State Broadcaster Association)	2333 Wisconsin St, NE Albuquerque, NM 87110	careerpage.org	505-881-4444	
L25	National Academy of Television Arts & Science - Emmy Online (NATAS)	111 W 57th Street, Ste. 600 New York, NY 10019	Robert Lazo (Bob) rlazo@emmyonline.tv www.emmyonline.org		
L26	newscheckmedia.com		Phil Kirk classifieds@newscheckmedia.com	516-674-4914	
L27	NLGJA (National Gay Lesbian Journalist Association)	1420 K Street, NW Suite 910 Washington, DC 20005	Matthew Rose, Membership Coordinator mrose@nlgja.org	202-588-9888	
L28	NPPA (National Professional Photojournalists)	3200 Croasdale Dr. Ste 306 Durham, NC 27705	Sandy Huffaker sandy@sandyhuffakerir.com		
L29	Organization of Chinese Americans	1001 Connecticut Ave, NW #601 New York, NY	Dorothy Wong oca@ocanatl.org	202-223-5500	
L30	Paradise Valley Community College		www.pvc.maricopa.edu/careerservices		
L31	Phoenix Ad Club		president@aafmetrophenix.com www.aafmetrophenix.com		
L32	Phoenix Urban League	1402 S. 7th Avenue Phoenix, AZ 85007	Kathy Johnson kjohnson@gphxul.org		
L33	Pollyspipeline.com		www.pollyspipeline.com		
L34	ProductionHub, Inc.	801 Fairbanks Ave Winter Park, FL 92789	Tara Withrow classifieds@productionhub.com	877-629-4122	1
L35	Project Hired - Hearing Impaired	1270 Franklin Mall Santa Clara, CA 95050	Jaclyn Shinn www.projecthired.org		
L36	Promax - BDA PROMOTION	2029 Century Park East, Ste 555 Los Angeles, CA 90067	Raven Murphy	310-788-7600	
L37	Radio Television Digital News Association (RTDNA)		http://email.production.membersuite.com		

EEO PUBLIC FILE REPORT

L38	RBR & TVBR (TVBR.com)	P.O. Box 6633 Woodbridge, VA 22195	April McLynn amclynn@rbr.com www.rbr.com	703-490-3099/ mediaepaper1@tvbrepaper.com	
L39	Rick Gevers & Associates	PO Box 577 Zionsville, IN 46077	Rick Gevers	317-769-7900	
L40	Society of Broadcasters Engineers	8445 Keystone Crossing, Ste. 140 Indianapolis, IN 46240	Scott Jones kjones@sbe.org	317-846-9000	
L41	South Mountain User Association List Service (SUMA)		Ryan Steward	602-685-3045	
L42	Sun Devil Career Link (Arizona State University)	Tempe, AZ	Elaine Stover Elaine.stover@asu.edu www.asu.edu/career	480-965-9011 (or 480-965-5125 for Tempe campus)	
L43	TDGA.org (Traffic Directors Guild of America)		http://tdga.cox.net	949-429-7063	
L44	TV and Radio Jobs		www.tvandradiojobs.com		
L45	TV Spy/Shoptalk	150 W. 22nd Street, 5th floor New York, NY 10011	jobs@tvspy.com		
L46	University of Arizona	University of Arizona Career Services	jobline@email.arizona.edu www.career.arizona.edu/?post		
L47	Arizona State University/Handshake	Phoenix, AZ	https://app.joinhandshake.com/		
L48	Medialine		Paul Brewer medialine@medialine.com		
L50	Talent Dynamics	600 Las Colinas Blvd, Ste. 100 Irving, TX 75039	Sandra Connell connell@talentdynamics.com talentdynamics.com	214-640-3139	
L51	Well Dunne! Talent	blog.welldunnetalent.com AZ	Kate Bacon Dunne kate@welldunnetalent.com welldunnetalent.com	602-288-9043	
L52	University of Arizona/Handshake	Tucson, AZ	https://app.joinhandshake.com/		

Total Number of Interviewees Referred: 457

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]
Account Exec, Integrated [13067]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6	Code Number: C130 Start Date: 2017-08-28
Account Exec, Integrated [13298]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L5, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L25, L29, L34, L40, L46, L47, L48, L50	Code Number: C3 Start Date: 2017-11-13
Account Exec, Integrated [13648]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L29, L34, L47	Code Number: C130 Start Date: 2017-12-28
Account Exec, Integrated [13798]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L25, L29, L34, L47, L48, L50	Code Number: C3 Start Date: 2018-01-29
Analyst, IT Ops [13581]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L25, L29, L34, L47, L48, L50	Code Number: C2 Start Date: 2017-11-06
Assoc Account Exec, TV [12937]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L42, L47, L48, L50, L52	Code Number: C130 Start Date: 2017-07-17
Assoc Account Exec, TV [12937]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L42, L47, L48, L50, L52	Code Number: C130 Start Date: 2017-07-31
Assoc Digital Content Producer [13761]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-03-12
Assoc Digital Content Producer [14286]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Assoc Producer [13956]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-04-09
Commercial Photographer III [12784]	C1, C2, C3, C5, C6, C7, C9, C10, C11, C12, C13, C14, C15, C39, C45, C69, C86, C97, C130, C131, C132, C134, L1, L3, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L31, L34, L38, L42, L47, L48, L50, L51	Code Number: C97 Start Date: 2017-07-05
Content Planner [12912]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L38, L42, L47, L48, L50	Code Number: C130 Start Date: 2017-06-07
Digital Content Strategist [13629]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2018-02-12

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]
Director II [13171]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C39, C69, C91, C97, C100, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L42, L47, L48, L50	Code Number: C2 Start Date: 2017-12-04
Director III [13062]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L15, L19, L23, L24, L25, L29, L34, L38, L42, L48	Code Number: C2 Start Date: 2017-06-19
Inventory Control Specialist [13702]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L10, L14, L15, L19, L43	Code Number: C2 Start Date: 2018-02-12
Inventory Control Specialist [13702]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L10, L14, L15, L19, L43	Code Number: C2 Start Date: 2018-02-26
Inventory Control Specialist [13702]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L10, L14, L15, L19, L43	Code Number: C2 Start Date: 2018-01-29
Inventory Control Specialist [13702]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L10, L14, L15, L19, L43	Code Number: C1 Start Date: 2018-02-19
Inventory Control Specialist [13702]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L10, L14, L15, L19, L43	Code Number: C134 Start Date: 2018-02-12
Inventory Control Specialist [13702]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L10, L14, L15, L19, L43	Code Number: C1 Start Date: 2018-03-19
Inventory Control Specialist [13702]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L7, L8, L10, L14, L15, L19, L43	Code Number: C134 Start Date: 2018-04-23
IT Ops Tech II [13295]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, C163	Code Number: C1 Start Date: 2017-10-30
Media Prep Technician [14194]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-21
Media Prep Technician [14194]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-21
Meteorologist, Weekend [13253]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C44, C69, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L47, L48, L50	Code Number: C130 Start Date: 2017-11-06

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 [12703]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L38, L42, L47, L48, L50	Code Number: C2 Start Date: 2017-06-05
Multimedia Journalist [13090]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L38, L48, L50	Code Number: C2 Start Date: 2017-06-19
Multimedia Journalist [13223]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L38, L47, L48, L50, L52	Code Number: C3 Start Date: 2017-07-24
Multimedia Journalist [13434]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L25, L34, L47, L48, L50	Code Number: C2 Start Date: 2017-12-04
Multimedia Journalist [13434]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L25, L34, L47, L48, L50	Code Number: C130 Start Date: 2017-12-18
Photographer II [13059]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C100, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L42, L47, L48, L50	Code Number: C95 Start Date: 2017-08-07
Producer [12707]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L38, L42, L48, L50	Code Number: C1 Start Date: 2017-06-12
Producer [13260]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-09-25
Producer [13272]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L11, L14, L15, L23, L25, L29, L34, L46, L47, L48, L50	Code Number: C3 Start Date: 2017-12-11
Producer [13272]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L11, L14, L15, L23, L25, L29, L34, L46, L47, L48, L50	Code Number: C1 Start Date: 2018-01-17
Producer [13829]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-02-12
Producer [13950]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-07
Producer, Creative Services [12761]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L24, L25, L26, L27, L29, L32, L35, L38, L39, L47, L51	Code Number: C97 Start Date: 2017-07-31

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Real-Time Editor [13380]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C25, C38, C39, C41, C69, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L25, L29, L34, L47, L48, L50	Code Number: C3 Start Date: 2017-10-09
Real-Time Editor [13537]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C19, C25, C26, C38, C39, C41, C69, C91, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L24, L25, L29, L34, L47, L48, L50	Code Number: C2 Start Date: 2017-12-04
Sales Support Asst I [13981]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L23, L24, L29, L34, L47, L48, L50	Code Number: C134 Start Date: 2018-04-02
Sales Support Asst II [13942]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L7, L8, L9, L10, L14, L15, L19, L23, L25, L29, L34, L47, L48, L50	Code Number: C2 Start Date: 2018-03-26
Show Editor [13729]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-01-15
Show Host [14001]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C131 Start Date: 2018-04-23
Studio Tech I [13183]	C1, C2, C3, C5, C6, C7, C9, C10, C11, C12, C13, C14, C15, C69, C97, C98, C100, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L38, L47, L48, L50, L52	Code Number: C3 Start Date: 2017-07-24
Studio Tech II [13073]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C100, C130, C131, C132, C134, L6, L7, L8, L9, L10, L13, L14, L15, L19, L23, L24, L25, L29, L34, L38, L48, L50	Code Number: C2 Start Date: 2017-06-19

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>September 7 - 8, 2017 - Our news director recruited journalists at the NAHJ/NAB conference in Anaheim, California.</p>
<p>Hosting at least one job fair.</p>	<p>September 7, 2017 - ABC15 co-hosted and promoted a broadcast career fair at Pima Community College to recruit for open positions. Our Human Resources Business Partner represented ABC15. There were 123 attendees.</p> <p>May 10, 2018 - ABC15 co-hosted and promoted a broadcast career fair at East Valley Institute of Technology (EVIT) to recruit for open positions. Our Human Resources Business Partner represented ABC15. There were 104 attendees.</p>
<p>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.</p>	<p>The station offers tours of the station to schools, youth groups, community groups and other venues to provide a better understanding of the broadcasting industry to the public and to students. Seven tours were given between June 1, 2017 and April 23, 2018. Some of the tours were for students from local schools.</p> <p>April 10, 2018 - Our News Director and Director of Digital sat on a panel at the NAB/BEA conference about digital journalism innovation and how to use new tools to expand TV station brands to ensure we represent our communities in emerging digital platforms.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Internship Program for College Students: KNXV's internship program is offered for college juniors, seniors and graduate students interested in broadcast careers. Internships are offered in news/weather. The program is designed to introduce students to broadcasting careers and assist them with acquiring the basic skills needed to obtain broadcast employment. Students receive college credit for their participation in the program. Internship opportunities are posted with Arizona State universities. In addition, information regarding ABC15's program may be found on ABC15's website www.abc15.com and www.scripps.com. From June 1, 2017 to May 31, 2018, one (1) intern worked closely with a mentor to obtain specific training in news/meteorology.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Career Management Program: The station and its employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop career skills. A learning catalog offers all employees the opportunity to pursue career advancement. through online training in station-related skills such as computer operation and television editing. The eLearning system is also used for EEO and other mandatory compliance training. Management skills for Managers training is also available through this system. The company also offers a key talent program as well as a Scripps Growth Plan.</p>

EEO PUBLIC FILE REPORT

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.

June 12 - 13, 2017 - The NABEF Media Sales Institute returned to the ASU Cronkite School in June 2017. ABC15 actively supported the program speaking on panels and coaching the students. Sales management attending a presentation day and reception and then a recruitment day. It has proven to be a great investment to identify sales talent and then grow them into account executives. We hired two new sales associates.

August 1, 2017 - Our Smart Shopper talked about her career and career opportunities in broadcasting to students at Student Choice High School (alternative education environment).

September 5, 2017 - A morning anchor talked to student in the tv/film classes at Desert Edge High School in Goodyear about careers in broadcasting.

September 12, 2017 - A weather anchor was part of the Arizona Diamondbacks Career day for 4th - 8th graders at Chase Field. She talked about her career, careers in broadcasting and how it relates to STEM.

November 6, 2017 - A weather anchor talked to the 6th grade class at Bellair Elementary in Phoenix about weather and career opportunities in broadcasting.

November 14, 2017 - An executive producer gave a tour to the TAIS Broadcasting class from Tempe Academy of International Studies. He talked about broadcast career opportunities.

November 16, 2017 - A MMJ gave a tour to the broadcast class she has been teaching at ASU and talked to them about broadcast career opportunities.

December 7, 2017 An anchor gave a tour to a television class from Combs High School and talked about broadcast career opportunities.

December 7, 2017 - Two weather anchors talked to 2nd graders from Kyrene del Milenio about weather and career opportunities in broadcasting.

December 13, 2017 - Two weather anchors visited the 6th grade science classes at Western Valley Middle School in Phoenix. They talked about meteorology, how weather affects everyone and broadcast career opportunities.

December 14, 2017 - A MMJ moderated a Valley Leadership Institute discussion with two Valley school officials on preparing students for college.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>January 25, 2018 - A weather reporter talked about weather and broadcasting careers to the 2nd graders at Bridges Elementary.</p>
	<p>February 6, 2018 - An anchor participated in Career Day at Queen Creek High School.</p>
	<p>February 8, 2018 - An anchor gave a tour to students interested in broadcasting careers from Combs High School in the San Tan Valley.</p>
	<p>February 27, 2018 - An anchor gave a station tour and talked about broadcast career opportunities to Alhambra High School Media students.</p>
	<p>March 2, 2018 - A weekend anchor spoke at ALMA (Arizona chapter of NAHJ) workshop for students at ASU's Cronkite School about careers in broadcasting.</p>
	<p>March 20, 2018 - Our Vice President/General Manager participated in a panel discussion on "Women, The Media and the Workplace" focused on sexual harassment in newsrooms. Event took place at the Cronkite School of Journalism.</p>
	<p>April 23, 2018 - A MMJ gave a station tour to video production students from Wilson Elementary School. He talked about careers in broadcasting.</p>
	<p>April 17, 2018 - NABEF Media Sales Education Campaign was created to find ways to engage college students in the business of media. KNXV-TV participated in the pilot for the campaign through the foundation arm of NAB to get college students interested in medial sales. Many schools, including ASU's Barratt Honors College, have programs directed at Sales. Members of the school's Entertainment Business Association participated at an ASU Student Day at ABC15. It included a Sales 101 presentation and discussion on our Associate Account Executive program.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All managers are assigned compliance training which include whistleblowing, EEO and preventing discrimination through the company's online training portal.</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>KNXV airs a :30 second spot that encourages viewers to check its website or call the station for further employment opportunities.</p>