

**EEO PUBLIC FILE REPORT**

**Reporting Period: June 1, 2015 - May 31, 2016**

**I. List of Recruitment Sources**

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

<b>Code</b>	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone</b>	<b>Number of Interviewees Referred</b>
<b>Common Sources</b>					
C1	Employee Referral				62
C2	Internal Candidate / WorkLife				90
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			97
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
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	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	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	1
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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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	
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	
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	2
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C29	VetJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C37	Monster.com (14 days) US Locations	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	
C40	National Association of Black Journalists	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	
C43	Rensselaer Polytechnic Institute Career Development Center	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	2
C45	JournalismNext.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	12
C68	Media Job Market	Nielsen 85 Broad Street New York, NY 10004	www.mediajobvine.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		3
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		18
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	5
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				2
C131	Agency/Search Firm				13
<b>Local Sources</b>					
L1	602 Communications/Graeme Newell	6839 Charter Hills Road Charlotte, NC 28277	Graeme Newell	704-543-1426	

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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	

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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		
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	111 W 57th Street, Ste. 600 New York, NY 10019	Robert Lazo (Bob) rlazo@ammeyonline.tv www.emmyonline.org		

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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	
L35	Project Hired - Hearing Impaired	1270 Franklin Mall Santa Clara, CA 95050	Jaelyn 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		

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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)		<a href="http://tdga.cox.net">http://tdga.cox.net</a>	949-429-7063	
L44	TV and Radio Jobs		<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>		
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	ASU Sun Devil Career Link	Phoenix, AZ	<a href="http://www.asu.edu/career">www.asu.edu/career</a>		
L48	Medialine		Paul Brewer medialine@medialine.com		
L49	Talent Dynamics		hedding@talentdynamics.com		



**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Assoc Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15	C1
Assoc Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15	C1
Assoc Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L17, L19, L23, L24, L25, L27, L29, L32, L42, L47	C1
Content Coord III	C1, C2, C3, C97, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L24, L25, L27, L28, L29, L32, L35, L37, L38, L42, L47	C2
Content Coord III	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C97, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L17, L19, L24, L32, L35, L37, L42, L47	C2
Director II	C1, C2, C3, C97, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L17, L19, L23, L24, L25, L27, L28, L29, L32, L38, L42, L47	C2
Director II	C1, C2, C3, C97, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L17, L19, L23, L24, L25, L27, L28, L29, L32, L38, L42, L47	C1
Director II	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L24, L25, L27, L28, L29, L32, L42, L47	C1
Director II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C25, C26, C38, C39, C40, C41, C49, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C1
Director III	C1, C2, C3, C5, C68, C91, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L19, L20, L23, L24, L25, L27, L29, L32, L35, L37, L38, L42, L47, L48	C2
Director III	C1, C2, C3, C5, C68, C91, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L19, L20, L23, L24, L25, L27, L29, L32, L35, L37, L38, L42, L47, L48	C3
Exec Producer	C1, C2, C3, L4, L5, L6, L8, L10, L13, L14, L15, L16, L19, L23, L24, L25, L27, L32, L37, L38, L42, L47, L49	C2
Exec Producer	C1, C2, C3, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L27, L28, L32, L35, L37, L38, L42, L47	C131

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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]
Multimedia Journalist	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C19, C25, C29, C44, C49, C97, C100, C130, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C1
Multimedia Journalist	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C19, C26, C45, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L35, L37, L38, L42, L47, L49	C26
Multimedia Journalist	C1, C2, C3, C49, C97, C98, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L16, L17, L19, L23, L25, L27, L29, L35, L38, L42, L47	C131
Multimedia Journalist	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C44, C45, C49, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L17, L19, L23, L24, L25, L27, L29, L32, L47	C1
Multimedia Journalist	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C27, C38, C39, C40, C41, C43, C45, C49, C97, C100, C130, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C1
Multimedia Journalist	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C27, C38, C39, C40, C41, C43, C45, C49, C97, C100, C130, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C100
Multimedia Journalist	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C27, C38, C39, C40, C41, C43, C45, C49, C97, C100, C130, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C131
Multimedia Journalist	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C27, C38, C39, C40, C41, C43, C45, C49, C97, C100, C130, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C2
National Sales Manager	C1, C2, C3, C6, C10, C11	C1
News Producer	C1, C2, C3, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L24, L25, L27, L28, L29, L32, L35, L37, L38, L42, L47, L49	C2
News Producer	C1, C2, C3, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L24, L25, L27, L28, L29, L32, L35, L37, L38, L42, L47, L49	C3

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
News Producer	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C19, C25, C26, C38, C39, C40, C41, C45, L4, L5, L7, L8, L9, L10, L11, L13, L14, L15, L19, L23, L24, L27, L29, L32, L42, L47	C1
News Producer	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C19, C25, C26, C38, C39, C40, C41, C45, L4, L5, L7, L8, L9, L10, L11, L13, L14, L15, L19, L23, L24, L27, L29, L32, L42, L47	C3
Photographer II	C1, C2, C3, C5, C49, C95, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C95
Photographer II	C1, C2, C3, C5, C49, C95, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Photographer II	C1, C2, C3, C5, C49, C95, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C1
Photographer II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L17, L19, L23, L24, L25, L27, L29, L42, L47	C3
Photographer II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C43, C44, C45, C49, C95, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C97
Photographer II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C43, C44, C45, C49, C95, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Photographer II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C43, C44, C45, C49, C95, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C2
Photographer II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C43, C44, C45, C49, C95, C97, C100, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Political Fact-Checker	C1, C2, C3, C5, C49, C97	C97
Producer, Creative Services	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C19, C25, C26, C38, C49, C97, L1, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L24, L25, L27, L32, L38, L47	C97

**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, Creative Services	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C37, C38, C39, C40, C41, C44, C45, C49, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C131
Producer, Creative Services	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C37, C38, C39, C40, C41, C44, C45, C49, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Producer, Creative Services	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C37, C38, C39, C40, C41, C44, C45, C49, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C1
Programming Photographer III	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C26, C39, C40, C41, C45, C49, C91, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C1
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C1
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C97, L14, L19, L23, L24, L25, L27, L29, L35, L42, L47	C2
Real-Time Editor	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C37, C38, C39, C40, C41, C49, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L24, L25, L27, L32, L35, L42, L47	C1

**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	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C43, C44, C45, C49, C97, C98, C130, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Real-Time Editor	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C43, C44, C45, C49, C97, C98, C130, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Reporter/Multimedia Journalist	C1, C2, C3, C5, C26, C49, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L24, L27, L29, L32, L37, L38, L42, L44, L47, L49	C131
Sales Support Assoc II - TV	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L17, L19, L23, L24, L25, L27, L29, L32, L42, L47	C2
Sales Support Assoc II - TV	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L17, L19, L23, L24, L25, L27, L29, L32, L42, L47	C1
Sales Support Assoc II - TV	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C116	C3
Show Host	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C19, C25, C26, C38, C49, C91, C96, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L19, L23, L24, L27, L32, L42, L47	C1
Specialty MMJ	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C19, C25, C27, C29, C40, C44, C49, C95, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L24, L27, L29, L37, L38, L42, L44, L47, L48	C2
Specialty MMJ	C1, C2, C3, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L28, L29, L32, L35, L37, L38, L42, L47, L49	C2
Specialty MMJ	C1, C2, C3, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L17, L19, L23, L24, L25, L27, L29, L32, L37, L38, L42, L47, L49	C2
Specialty MMJ	C1, C2, C3, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L28, L29, L32, L35, L37, L38, L42, L47, L49	C1
Specialty MMJ	C1, C2, C3, C97, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L28, L29, L32, L35, L37, L42, L47, L49	C2
Specialty MMJ	C1, C2, C3, C5, C19, C27, C37, C44, C49, C91, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L35, L37, L42, L47	C97

**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]
Specialty MMJ	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C37, C38, C39, C40, C41, C44, C45, C49, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L17, L19, L23, L24, L25, L27, L29, L32, L42, L47	C2
Specialty MMJ	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C16, C25, C26, C38, C39, C40, C41, C45, C49, C95, C96, C97, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C2
Sr Account Executive	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C116	C1
Studio Tech II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C97, L2, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L17, L19, L23, L24, L25, L27, L28, L32, L35, L47	C2
Studio Tech II	C1, C2, C3, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, L19	C2
Studio Tech II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C39, C49, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Studio Tech II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C39, C49, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Studio Tech II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C39, C49, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Studio Tech II	C1, C2, C3, C5, C6, C7, C8, C9, C10, C11, C12, C13, C14, C15, C39, C49, C97, C100, C131, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C2
Studio Tech III	C1, C2, C3, C97, C100, L5, L6, L7, L8, L9, L10, L11, L13, L14, L16, L19, L23, L25, L27, L28, L29, L32, L37, L38, L42, L44, L47, L49	C2
Studio Tech III	C1, C2, C3, C97, L4, L5, L6, L7, L8, L9, L10, L11, L13, L14, L15, L16, L19, L23, L24, L25, L27, L29, L32, L34, L35, L38, L40, L42, L44, L47, L48, L49	C3
Studio Tech III	C2	C2

**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Weekend Anchor, MMJ	C1, C2, C3, C5, C49, C100, C131, L5, L6, L7, L8, L9, L10, L11, L13, L14, L19, L22, L23, L24, L25, L26, L27, L28, L29, L32, L35, L37, L38, L42, L44, L46, L47, L48, L49	C3

**EEO PUBLIC FILE REPORT**

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

<p>Hosting at least one job fair.</p>	<p>May 12, 2016 - KNXV co-hosted and promoted a Broadcast Career Fair at East Valley Institute of Technology to recruit for open positions. Our Human Resources Business Partner represented ABC15. There were 194 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. 17 tours were given between June 1, 2015 and May 10, 2016. Some of the tours were various boys and girl scout troops and students from the Valley and outside the Valley interested in the television industry.</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 to college juniors, seniors and graduate students interested in broadcast careers. Internships are offered in new media. 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 <a href="http://www.abc15.com">www.abc15.com</a> and <a href="http://www.scripps.com">www.scripps.com</a>. From June 1, 2015 to May 31, 2016 four (4) interns worked closely with a mentor to obtain specific training in new media.</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 their career skills. An eLearning 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.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>NABEF Media Sales Institute at the Cronkite School: KNXV participated in the Media Sales Institute at Cronkite School including Recruitment Day on June 16, 2015. Our local sales manager and Director of Sales attended the students'client presentation on June 15, 2015.</p>
	<p>August 31, 2015 - An Anchor sat on a panel of Arizona female anchors at the first "Must See Mondays" forum at Arizona State University. Discussed careers in broadcasting.</p>
	<p>September 24, 2015 - A Specialty MMJ was interviewed by an Arizona State University Sophomore about journalism careers.</p>



**EEO PUBLIC FILE REPORT****III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	October 1, 2015 - A weather reporter spoke about careers in journalism during the Freshman and Junior English classes at La Joya Community High School.
	October 27, 2015 - A weather reporter spoke about weather and careers in broadcasting to 2nd graders at West Point Elementary in Surprise.
	October 21, 2015 - An anchor gave a tour to broadcast students from Scottsdale Community College and talked about careers in journalism.
	October 27, 2015 - An anchor gave the keynote address at the AIPA - Arizona Interscholastic Press Associations Fall Convention at Arizona State University's Memorial Union.
	October 28, 2015 - A specialty MMJ was interviewed by students from the University of Texas on fact checking and careers in broadcasting.
	November 9, 2015 - An anchor talked to a reporting class at Arizona State University about careers in journalism.
	November 13, 2015 - A specialty MMJ moderated a Cronkite alumni and student panel on Cronkite's Professional program at Cronkite day 2015.
	November 13, 2015 - A specialty MMJ was a panelist on how Cronkite school of Journalism helped his career at Cronkite day 2015.
	November 16, 2015 - a weather reporter talked about weather and careers in broadcasting to the 5th grade class at Cherokee Elementary.
	November 18, 2015 - A specialty MMJ spoke at the Cronkite Journalism School on how a working journalist uses excel in the course of her work and careers in journalism.
	December 10, 2015 - A sports anchor talked about sports journalism to 60 high school athletes at Arizona College Preparatory.
	February 5, 2016 - A photographer participated in a career fair at Ellsworth Elementary in Queen Creek where he talked about careers in broadcasting.
	February 8, 2016 - A photographer gave a tour to his students from Scottsdale Community College and talked about careers in journalism.

**EEO PUBLIC FILE REPORT**

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

	February 17, 2016 - A MMJ spoke to several classes at Quentin Elementary in Avondale about the importance of going to college and pursuing a career. He talked about a career in journalism.
	March 3, 2016 - A Real Time Editor took his ASU class on a tour of the ABC15 studio and discussed careers in broadcasting.
	March 4, 2016 - An anchor and a real time editor participated in a panel with Arizona Latino Media Annual High School Workshop at ASU/Walter Cronkite School of Journalism. The workshop encourages Latino students towards journalism careers. This included on-line and broadcast journalism workshops for the ALMA students at ASU's annual event.
	Two anchors, four MMJs, two executive producers, two producers, two anchor reporters and two real time desk editors participated in the mentoring program at ASUs Cronkite School for 2015/16. A professional is matched with a freshman in order to give the student insight into the broadcasting industry, give career advice, introduce them to others in the field and to encourage them. Mentors contact the student at least twice per month in person, by mail, phone, text, etc. to see how they are doing and answer questions. First meeting is in person.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	General Manager/VP, Director of Sales, Creative Services Director, Assistant News Director, News Director, Director of Engineering and Production Manager were assigned the online training EEO and Lawful Hiring to be taken in May 2016.
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.	KNXV participates in job banks and Internet programs designed to outreach.
	KNXV airs a :30 spot that encourages viewers to check its website or call the station for further employment opportunities.