

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)

| Code | Recruitment Source | Address | Contact Person | Phone | Number of Interviewees Referred |
|-----------------------|-------------------------------|---|---|--------------|--|
| Common Sources | | | | | |
| 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 |
| Local Sources | | | | | |
| L1 | 602 Communications/Graeme Newell | 6839 Charter Hills Road Charlotte, NC 28277 | Graeme Newell | 704-543-1426 | |

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| Code | Recruitment Source | Address | Contact Person | Phone | Number of Interviewees Referred |
|-------------|---|--|---|------------------------------------|--|
| 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) | | 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 | ASU Sun Devil Career Link | Phoenix, AZ | www.asu.edu/career | | |
| 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

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|-------------------------|--|---|
| 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 |

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 | 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

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|-----------------------------|---|--|
| 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

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|---------------------|--|---|
| 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

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|---|---|
| <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 www.abc15.com and www.scripps.com. 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**

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|--|--|
| | 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. |