

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2017 - January 31, 2018

Stations Included in Report: KEZO-FM, KKCD-FM, KMTV-TV, KQCH-FM, KSRZ-FM, KXSP-AM

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				17
C2	Internal Candidate / WorkLife				35
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			56
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	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	
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	

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C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		29
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
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				24
C131	Agency/Search Firm				6
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		20
C160	Society of Broadcast Engineers				

Local Sources

L1	American Broadcasting School*	712 N. Watson Road Suite 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College*	2320 South 19th St. Tacoma, WA 98405	Fred Monroe skmiller@bates.ctc.edu	253-680-7752	
L3	Central Michigan University *	340 Moore Hall Mt. Pleasant, MI 44859	Michelle Kalisek kalis1m@cmich.edu	989-774-3851	
L4	Creighton University	2500 California Plaza Omaha, NE 68131	Cheri Jackson careercenter@creighton.edu	402-280-2723	
L5	Emerson College *	113 Gray St. Arlington, MA 65802	Blaine Butler Blaine.Butler@emerson.edu www.handshake.com/jobs	781-647-1077	
L6	Iowa Workforce Development	300 W. Broadway Suite 13 Council Bluffs, IA 51503	Carol Morgan Carol.Harberts-Morgan@iwd.iowa.gov	712-242-2131	
L7	Nebraska College Recruiting Consortium	5000 St Paul Ave Lincoln, NE 68504	Heather Hoop ncrc@nebrwesleyan.edu	402-465-2224	
L8	Nebraska Workforce Development of Omaha	5717 F Street Omaha, NE 68117	Phillip Marple Phillip.Marple@nebraska.gov	402-595-3035	1

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L9	Ohio and Illinois Center for Broadcasting*	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	216-503-5900 X1104	
L10	University of Nebraska at Lincoln	230 Nebraska Union Lincoln, NE 68588	Shannon Seehase careerservices@unl.edu -	402-472-7211	
L11	University of Nebraska at Omaha	6001 Dodge Street Omaha, NE 68182	Chris Allen, Ph.D., Dr. Sherry Wilson and Jodeane B callen@unomaha.edu, swilson@unomaha.edu and jbrownlee@unomaha.edu	402-554-2601	
L12	University of North Texas*	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L13	University of Wisconsin School of Radio, TV & Film *	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	(920)424-3133	
L14	Nebraska Broadcasters Association	11414 W. Center Rd Suite 342 Omaha, NE 68144	Jim Timm jim@ne-ba.org	402-933-0059	
L15	OmahaHelpWanted.com	RegionalHelpWanted.com 11 Abrams Road Central Valley, NY 10917	Kris Schneider http://regionalthelpwanted.com	800 365-8630	1
L16	Allaccess.com	28955 Pacific Coast Hwy 210 Malibu, CA 90265	http://www.allaccess.com/	310-457-6616	1
L17	Collective Talent (TV Jobs Only)*	1721 Richardson Place Tampa, FL 33606	Michael Bille bille@michaelsmedia.com	813-254-9695	
L18	Omaha Radio Stations (KQCH, KEZO, KSRZ, KKCD, KXSP)	10714 Mockingbird Drive Omaha, NE 68127	Sales Manager www.scripps.com	402-592-3333	
Total Number of Interviewees Referred:					202

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [12638]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C130 Start Date: 2017-06-12
Account Exec, Integrated [13347]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C1 Start Date: 2017-11-01
Account Exec, Radio [12688]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C97 Start Date: 2017-07-17
Account Exec, Radio [13249]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13	Code Number: C130 Start Date: 2017-09-18
Account Exec, Radio [13608]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C97 Start Date: 2017-12-01
Admin Assistant II [12757]	C1, C2, C3, C5, C69, C95, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C3 Start Date: 2017-07-12
Assignment Editor [13571]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2017-12-04
Assoc Account Exec, TV [12384]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2017-02-13
Chief Photographer [13083]	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C134 Start Date: 2017-09-13
Dir, Engineering [13106]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, C160, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2017-09-25
Director II [13618]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2017-11-20
Director II [13618]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2017-11-20
Exec Admin Assistant II [13271]	C1, C2, C3, C5, C69, C91, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C134 Start Date: 2017-08-21

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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]
General Manager, TV - Sales [13155]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2017-11-06
Meteorologist, Weekend [13146]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C131 Start Date: 2017-12-04
Mgr, Assignment [13007]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C134 Start Date: 2017-06-05
Morning News Anchor [12931]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C1 Start Date: 2017-08-14
Multimedia Journalist [12910]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C97 Start Date: 2017-06-26
Non-News Talent [12879]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C3 Start Date: 2017-05-22
Photographer II [12567]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C130 Start Date: 2017-03-13
Photographer II [13574]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2017-11-20
Producer, Digital Marketing [12916]	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C130 Start Date: 2017-05-15
Production Specialist - Radio [13080]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16	Code Number: C130 Start Date: 2017-07-10
Radio Engineer [12618]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C130, C131, C132, C134, C160, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C5 Start Date: 2017-06-05
Radio On-Air Talent [12534]	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C2 Start Date: 2017-02-13
Radio On-Air Talent [12803]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16	Code Number: C1 Start Date: 2017-04-10

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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]
Radio On-Air Talent [13353]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L16	Code Number: C2 Start Date: 2017-09-25
Radio Producer/Board Operator [12447]	C1, C2, C3, C5, C69, C95, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C3 Start Date: 2017-05-08
Radio Producer/Board Operator [13241]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C3 Start Date: 2017-08-07
Radio Traffic Asst I [13324]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C2 Start Date: 2017-09-25
Sales Support Asst II [13367]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C130 Start Date: 2017-09-18
Sales Support Asst II [13367]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C3 Start Date: 2017-09-21
Sales Support Asst III [13841]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C2 Start Date: 2018-01-29
Studio Tech I [13294]	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: C3 Start Date: 2017-08-28
Traffic Assistant I [12816]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15	Code Number: C130 Start Date: 2017-04-12
Traffic Copy Editor, Local [12608]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L15, L17	Code Number: L15 Start Date: 2017-03-01

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Our Radio VP/GM, news director, and television director of sales participated in the University of Nebraska-Lincoln Journalism and Mass Communications Career Fair March 2, 2017 at the Nebraska Union on the UNL campus.
	Our radio operations manager, program director and general sales manager and television local sales manager participated in the Omaha Area Broadcasters Career Fair on Tuesday, August 15, 2017 at the Embassy Suites in LaVista. The career fair was held in conjunction with the Nebraska Broadcasters Association annual convention.
	Our TV VP/GM, production supervisor, program director and radio general sales manager participated in the Jobs Guide of Nebraska job fair December 6, 2017, from 1-5pm in Omaha.
Hosting at least one job fair.	Scripps Omaha hosted a job fair March 7, 2017 at the Ralston Arena. The station encouraged clients to participate in the job fair. In exchange for purchasing a booth, the station promoted the event over their airwaves, websites, listener emails and Facebook starting 10 days before the job fair. Twenty-one clients participated in the job fair.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Our multimedia marketing specialist spoke to students in the Creative Capstone class at the University of Nebraska-Omaha on February 28, 2017 about what his job entails on a daily basis and the skillset needed to fulfill the various projects. He also discussed online trends, how the business is shifting into a digital world more and more, portfolio building and video techniques.
	A reporter and a photographer participated in Millard South High School's Annual Career Fair March 2, 2017. They set up a Scripps Omaha booth, spoke about their jobs in media and added an interactive twist - - asking the high school students to take on the role of reporter and interview each other.
	A multi-media journalist spoke to a Creighton University Business and Spanish Class February 15, 2017 about her job duties and the benefits of being bilingual. One of the students actually reversed roles and interviewed our MMJ.
	Our Radio VP/GM spoke to the University of Nebraska at Omaha "Radio 1 Class" November 20, 2017 about radio careers, how to get into radio, how to interview for a job in radio, careers available in the business and at Scripps Omaha and recent FCC changes relating to ownership. There was also a Q&A session.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Omaha television and radio managers completed an eLearning course titled "Scripps EEO and Lawful Hiring eLearning Course for Managers". The course reviewed with managers the equal employment opportunity laws that guide our recruiting efforts and to help ensure our hiring practices are fair and lawful. The course was developed by the law firm of Sheehan Phinney Bass + Green PA.</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>High school students from Thomas Jefferson and Abraham Lincoln high schools received a tour of Scripps Omaha Radio/TV on Thursday, March 30, 2017. The tour was part of a program hosted by Iowa Western Community College to expose high school students to classes/education that will prepare them for a career in media, and also get a glimpse of what employment looks like.</p> <p>A Ralston High School student job shadowed a newscast director April 19, 2017. The student observed the 4:00 pm and 5:00 pm newscasts and received a tour of the building.</p> <p>A Shenandoah High School student job shadowed our radio sports broadcasters April 6, 2017. Our sports broadcasters talked to the student about his interest in broadcasting and discussed topics they were working on for the afternoon show. The student attended our weekly Omaha Sports Insider meeting where we discussed content, best practices etc. The student then observed our afternoon sports show in its entirety from 2-6pm.</p> <p>One of our MMJs was a panelist at the 2017 Hispanic Leadership Latino Summit in Kearney, Nebraska October 16, 2017. During her session, titled "Careers in the Media", she spoke about her personal story, passion for journalism, the importance of college and internships and what it's like to be the only Latino broadcast reporter in Omaha, as well as how Latinos influence media.</p> <p>Eight high school students, participating in the Iowa Western Community College Media Studies Summer Career Camp, toured our facility July 19, 2017. The students were able to tie what they were learning in the classroom to the workplace and real-world applications.</p>