

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2017 - September 30, 2018

Station Included in Report: WPTV-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				13
C2	Internal Candidate / WorkLife				45
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			110
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	1
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	

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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
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	
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	
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	1
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		39
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	11
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				9
C131	Agency/Search Firm				8
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			3
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		22
C162	602 Communications		www.602communications.com		
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
Local Sources					
L1	CA Chicano News Media Assoc.	CCNMA: Latino Journalist of California, ASU Walter 725 Arizona Ave, Ste 404 Santa Monica, CA 90401-1723	Sylvia Wells (424) 229-9482 www.ccnma.org	(424) 229-9482	
L2	Palm Beach County Office of Equal Opportunity*	215 N. Olive Avenue, #130 West Palm Beach, FL 33401	Stefanie C. Rodriguez scrodriguez@pbcgov.org	(561) 355-4884	
L3	Brenau University Career Services	500 Washington Street SE Gainesville, GA 30501	George Bagel, Director Career Services gbagel@brenau.edu	(770) 534-6265	
L4	Urban League of Palm Beach*	1700 N. Australian Avenue West Palm Beach, FL 33401	Rev. Henry Fuse , Lydia Callender, Kendrey Latson, Carla St. Louis lcallender@ulpbc.org	(561) 833-1461	
L5	Central Florida Assn of Black Journalists & Broadcasters*	PO Box 1745 Orlando, FL 32802-1745	Chet Glover chetglover@cfl.rr.com	(800) 804-8478	
L7	Lynn University*	Eugene M. and Christine E. Lynn College of Int'l C 3601 N. Military Trail Boca Raton, FL 33431	Sharon Robinson srobinson@lynn.edu	(561) 237-7098	
L8	National Hispanic Media Coalition	55 S. Grand Avenue Pasadena, CA 91105	Tatiana Arizaga, Communications Coordinator	(213) 746-6988	
L9	Alabama State University Department of Communications*	PO Box 271 Montgomery, AL 36101-0271	Dr. Simone Byrd lbyrd@alasu.edu www.alasu.edu	(334) 229-4493	
L10	University of South Carolina, School of Journalism and Mass Comm.*	800 Sumter Street Columbia, SC 29208	Katie Bullard kbullard@sc.edu	(803) 777-0169	
L11	University of Florida, College of Journalism and Communications	Knight Division Gainesville, FL 32611	Alexandria Wilkerson	(352) 392-3261	
L12	Florida Gulf Coast University*	10501 FGCU Blvd., South Ft. Myers, FL 33965-6565	Katie McEwan, Executive Assistant kmcewan@fgcu.edu	(239) 590-7263	
L13	Central Career Center*	3400 Belvedere Road West Palm Beach, FL 33406	Stephen Sosu ssosu@careersourcepbc.com www.careersourcepbc.com	(561) 340-1060 x2615	
L15	Howard University Career Planning & Placement Service	525 NW Bryant Street #206 Washington, D.C., 20059	Joan Browne http://howard-csm.symplicity.com/employers	(202) 806-7513	
L16	University of South Florida Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Marsha Stein adefonzo@cas.usf.edu	(813) 974-2591	
L17	Graeme Newell's Promotions Newsletter	602 Communications 1011 Lyndhurst Falls Ln Knightdale, NC 27545	Graeme Newell gnewell@602communications.com www.602communications.com	(919) 217-4438	
L18	Florida A & M University School of Journalism	510 Orr Drive Room 4003 Tallahassee, FL 32307	Dr. Ann Kimbrough sjgc@famu.edu	(850) 599-3379	

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L19	TVB	120 Wall Street 15th Floor New York, NY 10005-3908	Emma Jehle emma@tvb.org	(212) 891-2243	
L20	Broadcast Employment Service/TVJobs.com	PO Box 4116 Oceanside, CA 92052	Mark C. Holloway admin@tvjobs.com TVJobs.com	800-374-0119	
L21	JobNews USA	4801 S. University Ave. Ste. 2030 Davie, FL 33328	Tiffany Price ftlauderdale@jobnewsusa.com www.jobnewsuse.com	954-252-6640 x10700	
L22	Other-unspecified Job Fair/seminar/conference				
L23	Other-unspecified talent agent				
L25	Tampa Bay Association of Black Journalists*	PO Box 172092 Tampa, FL 33672	Rod Carter, President TampaBayABJ@gmail.com	(813) 419-2490	
L26	Handshake	660 4th street #113 San Francisco, CA 94107	handshake@mail.joinhandshake.com		
L27	Florida Gulf Coast University*	School of Journalism 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	Judd Cribbs, Internship Coordinator jcribbs@fgcu.edu		
Total Number of Interviewees Referred:				269	

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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]
Asst News Director [14512]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C2 Start Date: 2018-08-27
Chief Photographer [14225]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C39, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C2 Start Date: 2018-07-02
Content Coord III [13636]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L25	Code Number: C1 Start Date: 2017-12-18
Content Coord III [14634]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C167, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C2 Start Date: 2018-08-27
Digital Sales Support Assoc [14266]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C134 Start Date: 2018-07-02
Digital Strategist [14074]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C2 Start Date: 2018-04-23
Dir, HR Business Partner [13676]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25	Code Number: C97 Start Date: 2018-03-19
Evening Anchor, MMJ [14400]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C39, C69, C97, C130, C131, C132, C134, C165, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C2 Start Date: 2018-08-13
Exec Producer [13107]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C1 Start Date: 2018-03-12
IT Ops Tech III [14235]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C134 Start Date: 2018-06-25
Morning Anchor, MMJ [14100]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C3 Start Date: 2018-06-04
Multimedia Journalist [12919]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C1 Start Date: 2017-11-20
Multimedia Journalist [13663]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L25	Code Number: C2 Start Date: 2018-01-15

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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 [13855]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C95, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C2 Start Date: 2018-04-23
Multimedia Journalist [14401]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C39, C69, C97, C130, C131, C132, C134, C165, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C3 Start Date: 2018-08-13
Multimedia Journalist [14656]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, C165, C167, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C131 Start Date: 2018-08-27
Photographer II [13542]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C3 Start Date: 2017-12-18
Photographer II [13773]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C2 Start Date: 2018-03-12
Photographer II [13773]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C3 Start Date: 2018-03-12
Photographer II [14502]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C39, C69, C97, C130, C131, C132, C134, C165, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C3 Start Date: 2018-09-10
Producer [13407]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C26, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C2 Start Date: 2018-01-01
Producer [14312]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C10 Start Date: 2018-08-27
Producer [14666]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L25, L27	Code Number: C3 Start Date: 2018-09-24
Producer [14819]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C2 Start Date: 2018-08-27
Producer, Creative Services [13985]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C1 Start Date: 2018-05-29
Producer, Creative Services [13985]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C3 Start Date: 2018-07-02

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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]
Producer, Creative Services [14236]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, C162, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C3 Start Date: 2018-06-12
Sales Support Asst II [14060]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C116, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-03-30
Sales Support Asst II [14426]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C3 Start Date: 2018-06-18
Specialty MMJ [12526]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C163, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C2 Start Date: 2017-12-18
Specialty Producer [13816]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C2 Start Date: 2018-03-12
Specialty Producer [13867]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25, L26	Code Number: C130 Start Date: 2018-08-13
Studio Tech II [13635]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L25	Code Number: C2 Start Date: 2017-11-20
Traffic Copy Editor, Local [13879]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L16, L18, L25	Code Number: C2 Start Date: 2018-02-26

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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>Anne O'Mara, HR Director, attended the Job News Job Fair in West Palm Beach, FL on December 7, 2017. Erin Sadler, HR Director, attended two Job News Job Fairs in West Palm Beach, FL - one on May 23, 2018, and one on August 8, 2018.</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>On May 30, 2018, several employees from WPTV attended the Urban League of Palm Beach County's Equal Opportunity Day Luncheon at the Kravis Center in West Palm Beach. Attendees included General Manager Lloyd Bucher, Programming Director Bernadette O'Grady, HR Director Erin Sadler, and several employees from the news and sales departments. WPTV also sponsored an ad in the event brochure.</p> <p>On July 26, 2018, WPTV hosted a "Business, Educational & Social Networking" event for the Puerto Rican Hispanic Chamber of Commerce for Palm Beach County and the Florida Hispanic American Chamber of Commerce.</p> <p>On September 20, 2018, WPTV hosted the 2018 Hispanic Heritage Awards Celebration for the Puerto Rican Hispanic Chamber of Commerce for Palm Beach County and the Florida Hispanic American Chamber of Commerce. The event celebrated Hispanic Community Achievements and recognized a group of honorees in business, teaching, sports and academy performance. A WPTV anchor was one of the speakers at the event.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WPTV gives employees the opportunity to begin training in other positions to advance and grow their careers (cross training) while in their current positions. In this reporting period, WPTV has trained and promoted employees into higher level full-time positions such as Assistant News Director, Chief Photographer, Digital Strategist, Photographer III, and Content Coordinator.</p>
<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.</p>	<p>On January 17, 2018, WPTV hosted the Youth Leadership Academy for their annual investigative journalism forum. A WPTV Anchor, Investigative Producer, and two Investigative Reporters spoke to the group.</p> <p>On May 9, 2018, WPTV hosted "Media Day" for Leadership Boca. Leadership Boca is a group of business leaders organized through the Boca Raton Chamber of Commerce. Programming Director Bernadette O'Grady conducted the event, which included a station tour and discussions around the business of television and job opportunities that exist within the industry.</p> <p>On May 23, 2018, WPTV hosted a "Best and Brightest" station tour and mixer for graduating valedictorians of all area high schools.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>On June 15, 2018, WPTV hosted "Media Day" for Leadership Central Palm Beach. Leadership Central Palm Beach is a group of business leaders organized through the Central Palm Beach County Chamber of Commerce. Programming Director Bernadette O'Grady conducted the event, which included a station tour and discussions around the business of television and job opportunities that exist within the industry.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>On August 6, 2018, HR Director Erin Sadler conducted a refresher on "Manager and the Law" training for all people managers. The purpose of the training was to reinforce the company's EEO obligations and help leaders prevent discrimination.</p>
	<p>All management level employees are required to complete training courses which are aimed at ensuring equal opportunity and preventing discrimination: 1) Scripps Equal Opportunity Policy, and 2) A Managers Guide to Diversity, Inclusion & Accommodation</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>WPTV wrote and produced a twenty second (:20) Public Service Announcement which encourages viewers seeking employment and agencies who want to receive our job vacancies to contact Human Resources. The spot specifically details the station's commitment to equal opportunity employment as well as demonstrating WPTV's commitment to hiring local talent through local organizations. The spot is running currently and at varied times throughout the month. As of the end of August, the PSA has run 301 times during this reporting period.</p>