

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2024 - September 30, 2025

Station Included in Report: WFTX-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				7
C2	Internal Candidate / WorkLife				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			17
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		37
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				7
C131	Agency/Search Firm				
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		4
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C894	Career and Service Center of Southwest FL - - 215 Airport/Pulling Rd N, Suite #1 (bbarger@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C895	Career and Service Center of Southwest FL - - 750 South 5th Street (rlansberry@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C896	CareerSource Central Florida - - Sumter Career and Adult Education (ygreen@careersourcecf.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C897	CareerSource Heartland - - 2160 Northeast Roan Avenue (bstayer@careersourceheartland.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C898	CareerSource Heartland (Arcadia) (Heartland Workforce, DeSoto One-Step Career Center) - Kenneth Willis (Business Representative) - 2160 Northeast Roan Avenue (kwillis@hwib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C900	CareerSource Southwest Florida - - 921 Anvil Way (scunningham@careersourcesouthwestflorida)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C901	CareerSource Southwest Florida - - 921 Anvil Way (scunningham@careersourcesouthwestflorida)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C903	CareerSource Southwest Florida - Jeremy Birchfield (Veterans Representative) - 921 Anvil Way (scunningham@careersourcesouthwestflorida)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C904	CareerSource Suncoast - James Disbro - 3660 N. Washington Blvd. (agagliano@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C905	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (dwarrington@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C906	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C907	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C908	Goodwill Industries of Southwest Florida, Inc. - - 2325 Tamiami Trail (maryjanenickerson@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C909	Goodwill Industries of Southwest Florida, Inc. - - 4940 Bayline Drive (sherybader@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C910	Goodwill Industries of Southwest Florida, Inc. - Tandy Collins - 1443 Del Prado Blvd. Suite B Unit 2 (tandycollins@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C911	Goodwill Joblink Family Resource Center - - 4162 Palm Beach Blvd. Unit 2 (nilsaamaya@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C913	Southwest Florida Works - - 921 Anvil Way (rpuente@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3140	HireEZ				1
Local Sources					
L1	American Broadcasting School	712 N. Watson Road, STE 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L3	Career and Service Centers of Southwest Florida	4150 Ford St. Extension Ft Myers, FL 33916	Beth Barger bbarger@sfwdb.org	239-931-8200 ext 11170	
L4	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L5	Emerson College	113 Gray St. Arlington, MA 02476	Mary Sullivan https://app.joinhandshake.com/	781-646-1077	
L6	National Hispanic Media Coalition	55 S Grand Avenue Pasadena, CA 91105	Brenda Rivas brivas@nhmc.org	(626) 792-6462	
L7	Ohio & Illinois Centers for Broadcasting	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	216-503-5900X110 4	
L8	University of North Texas	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L9	University of South Florida-Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Dr. Jay Friedlander, Kristin Arnold Ruyle efriedla@usf.edu, karnold@usf.edu	813-974-2591	
L10	University of Wisconsin-Oshkosh Radio, TV & Film	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	(920) 424-3133	
L11	Florida Gulf Coast University		https://fgcu-csm.symplicity.com/employers/		
L12	Florida International College -Hodges University		http://www.collegecentral.com/CCNEngi ne/SELogin.CFM?UnivCode=INT		
L13	University of Florida Gator Career Link		https://ufl-csm.symplicity.com/employers/index.php?s=home		
L15	University of Central FL		https://app.joinhandshake.com/		
L16	University of South Florida - St Petersburg		https://app.joinhandshake.com/		
L17	National Association of Black Journalists	1100 Knight Hall, Suite 3100 College Park, MD 20742	Heidi Stevens hstevens@nabj.org www.nabj.org	717-574-0694	
L19	Florida Association of Broadcasters		intern@fab.org		
L20	Spelman College		https://app.joinhandshake.com		
L21	Florida International University		https://app.joinhandshake.com		
L22	University of North FL		https://app.joinhandshake.com		

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L23	Charlotte Technical College	18150 Murdock Circle Port Charlotte, FL 33948	Stephanie Rusch stephanie.rusch@yourcharlotteschools.net https://www.yourcharlotteschools.net/ctc [yourcharlotteschools.net]	(941) 255-7500	
L24	Spots N Dots		http://www.spotsndots.com/		
Total Number of Interviewees Referred:					89

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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, Local [JR033961]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3	Code Number: C97 Start Date: 2025-06-09
Account Exec, Local [JR034240]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L3	Code Number: C3 Start Date: 2025-02-06
Account Exec, Local [JR034684]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L3	Code Number: C1 Start Date: 2025-03-11
Account Exec, Local [JR035113]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L3	Code Number: C1 Start Date: 2025-06-09
Account Exec, Local [JR035165]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, C3140, L3	Code Number: C97 Start Date: 2025-09-16

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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]
Director III [JR034622]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L3	Code Number: C3 Start Date: 2025-04-21
Exec Producer [JR034036]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3	Code Number: C130 Start Date: 2025-01-13
Multimedia Journalist [JR034396]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C172, C173, C174, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3	Code Number: C3 Start Date: 2025-03-03
Multimedia Journalist [JR034443]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L3	Code Number: C3 Start Date: 2025-02-03
Multimedia Journalist [JR034623]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L3	Code Number: C130 Start Date: 2025-06-02

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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]
Multimedia Journalist [JR034846]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L3	Code Number: C130 Start Date: 2025-06-23
Photographer II [JR034054]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3	Code Number: C97 Start Date: 2024-10-16
Photographer II [JR034574]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L3	Code Number: C1 Start Date: 2025-03-10
Photographer II [JR035224]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L3	Code Number: C97 Start Date: 2025-08-18

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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]
Sr Reporter [JR033683]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, C913, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L3	Code Number: C97 Start Date: 2024-12-02

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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.	2025-08-05 - 2025-08-07 WFTX's MMJ attended and participated in the National Association of Black Journalists Career Fair in Cleveland, Ohio. They took part in panel discussions on the broadcast industry and, over the course of three days, met with potential candidates to discuss job opportunities in the field as well as sharing their personal experiences.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WFTX employees are eligible to participate in the E.W. Scripps Educational Assistance Program, which provides all company employees with the opportunity to pursue higher education. The program reimburses the cost of tuition and books up to \$5,250 per calendar year.
	WFTX employees have access to pursue career advancement through free Linked In learning courses, Google Career Certificates in the fields of digital marketing and e-commerce, IT support, data analytics, project management and UX design.
	All Scripps employees have access to an online tool, Career Compass which helps employees chart a course for their own professional development by providing information and links to career resources in a consolidated self-service format.
	Reporter/Multimedia journalist upskilling coursework is available to news gathers employed with E.W. Scripps in developing their skills in three unique and varied ways: virtual trainings, email tips and on-demand resources. Topics include: Conversational Writing, Time Management, Tips & Tricks of Basic Shot Compositions, Nat Sounds & Active Interviews and Building Relationships and Cultivating Sources.
	Scripps Sales Process (SSP) Training. We enroll all new Account Executives and Sales leadership into this training. New Sales staff attended this web-facilitated training by internal Scripps sales training representatives to help build skills necessary to be successful with the Scripps selling procedures. This is a multi-day training program focused on prospecting/ appointment setting and the client needs analysis through the entire sales cycle learning new approaches to each step and practicing with real prospects in their market.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Level Up is a manager-focused development series to strengthen connections and a high-performing culture at Scripps. It offers three flexible, nine-week learning opportunities (about 45 minutes/week) combining articles, podcasts and leader- or peer-led online discussions, with a dedicated Teams channel for collaboration. The training modules are on role clarity, goals and expectations, and feedback.
	WFTX' Executive Reporter completed Scripps' Executive Reporter Training Program, a 12-week course for first-time managers based on Franklin Covey's "6 Critical Practices for Leading a Team." The program pairs 30-minute weekly asynchronous modules with biweekly one-hour group sessions led by experienced News Directors and ends with a 360-degree learning diagnostic to shape personalized development plans. This initiative furthers Scripps' three-year leadership strategy to embed values, foster continuous learning, and build high-performing teams.
Establishment of a mentoring program for station personnel.	All WFTX employees have access to the Scripps Career Hub, a resource designed to support career growth and development. Through the Career Hub, employees can expand their professional network by finding or serving as a mentor, receive career coaching, explore potential career paths within Scripps, and access tools to build personalized career development plans.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	2024-12-03 WFTX's Sr. Reporter, MMJ, and Digital Content Producer attended the Ida Baker School-Day Career Fair, where they spoke with students about their careers, digital content, day-to-day responsibilities, different roles within news, pathways into the industry, as well as the best and most challenging aspects of the field and the wide range of stories covered.
	2025-02-25 - 2025-02-26 The WFTX Station Manager/Senior News Director and an Executive Reporter visited the University of Missouri, where they met with students and conducted pre-interviews. They reviewed reels, provided feedback, shared information about the industry and different roles, and spoke about their personal career experiences.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	2025-06-12 The station hosted high school students from the Cape Coral Junior Leadership Program through the Chamber of Commerce, providing them with an inside look at news broadcasting. During the visit, students learned about various aspects of broadcast journalism and toured the station's facilities.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	In March of 2025 station's HR team conducted Leading Effectively Through Accountability and Development (LEAD) Training for all managers. The purpose of this training is for developing and holding employees accountable for conduct and performance expectations while ensuring there is no discrimination. This 60-minute presentation features interactive discussions on various topics, including setting performance expectations, accountability, employee recognition, distinguishing policy from performance issues, corrective actions, and documentation. There is a strong emphasis on ensuring consistent communication from the outset of the employee lifecycle, starting with the interview process. Additionally, the training highlights the importance of managers documenting issues and involving HR for guidance on compliance, accountability, and consistency.
	Scripps implemented a new decision-making model to provide greater role clarity and streamline the decision-making process for all employees. This DARE model will help employees and leaders better understand their responsibilities and contribution to various decisions, leading to increased productivity and efficiency.
	2025-07 - 2025-08: The HRBP led management training sessions that provided an overview of policies, procedures, compliance, performance management, and other key functional areas.
	New managers are assigned a Skillsoft: EEO and Lawful Hiring Course as part of their onboarding. This is a 30-minute, self-directed, digital course that teaches about the Equal Employment Opportunity laws that guide our company's recruitment efforts and aid in carrying out hiring practices that are fair and lawful.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	New managers are assigned an FLSA Manager e-learning training video. This video explains how non-exempt employees must accurately document their work hours in compliance with the Fair Labor Standards Act.
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.	WFTX periodically airs announcements informing viewers that organizations interested in receiving notifications of job opportunities are encouraged to contact the station.