

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2025 - May 31, 2026

Station Included in Report: WCPO-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				19
C2	Internal Candidate / WorkLife				39
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			39
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
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		68
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C130	Face-to-face Networking				7
C131	Agency/Search Firm				4
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
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	
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	

EEO PUBLIC FILE REPORT

C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

EEO PUBLIC FILE REPORT

C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	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	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	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	
C239	Airport Employment One Stop of Northern Kentucky - Cincinnati Northern Kentucky International Airport - Cincinnati, OH 45275 - Terminal 1 (marie.mahan@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C240	Cedarville University Cedarville, OH - - 251 N. Main St. (career@cedarville.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C241	Cincinnati Job Corps Center - Noelle Stroempl - 1409 Western Avenue (stroempl.noelle@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C242	Cincinnati VA Medical Center - - 3200 Vine Street (patricia.henson@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C243	Dayton Job Corps Center - Eddie Doster - 3849 Germantown Pike (doster.eddie@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C244	Easter Seals TriState - Timothy Duening - 447 Morgan Street (tduening@eastersealstristate.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C245	IKRON - Randy Strunk - 2347 Vine Street (rstrunk@ikron.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C246	Mount St. Joseph University - - 5701 Delhi Road (career_center@mail.msje.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C247	OhioMeansJobs - Highland County - Tara Campbell - 1575 North High Street (Jeffery.Hapner@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C248	OhioMeansJobs Adams County - - 19221 State Route 136 (jerry.angel@jff.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C249	OhioMeansJobs Adams County - Jill Layne (Business Representative) - 19221 State Route 136, P.O. Box 188 (jlayne@workforceconnections.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C250	OhioMeansJobs Brown County - - 406 West Plum Street (dfite@workforceconnections.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C251	OhioMeansJobs Brown County - Melissa Danner (Business Representative) - 406 West Plum Street (mdanner@omjadamsbrown.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C252	OhioMeansJobs Butler County - - 4631 Dixie Highway (ohiomeansjobs@butlercountyohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C253	OhioMeansJobs Butler County - - 4631 Dixie Highway (ohiomeansjobs@butlercountyohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C254	OhioMeansJobs Butler County - James Crull (Veterans Representative) - 4631 Dixie Highway (ohiomeansjobs@butlercountyohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C255	OhioMeansJobs Butler County - - 4631 Dixie Highway (omjcenters@bcworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C256	OhioMeansJobs Cincinnati-Hamilton County - - 1916 Central Parkway (info@superjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C257	OhioMeansJobs Cincinnati-Hamilton County - - 1916 Central Parkway (info@superjobs.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C258	OhioMeansJobs Clermont County - - 2400 Clermont Center Drive (Clermont_OMJ@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C259	OhioMeansJobs Clinton County - Maria Goeser (Business Representative) - 1025 S South Street, Suite 500 (maria.goeser@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C260	OhioMeansJobs Clinton County - Michael Grome (Business Representative) - 1025 S. South Street, Suite 500 (michael.grome@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C262	OhioMeansJobs Greene County - Angel Gooden (Business Representative) - 581 Ledbetter Road (angel.gooden@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C263	OhioMeansJobs Greene County - James Saunders (Veterans Representative) - 581 Ledbetter Road (james.saunders@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C264	OhioMeansJobs Montgomery County - Marie Davis/Linda White - 1111 S Edwin C Moses Boulevard (thejobbank@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C265	OhioMeansJobs Warren County - Matthew Fetty - 300 East Silver Street ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C266	Southern State Community College (Patriot Online) - Tom Payton - 100 Hobart Drive (tpayton@sscc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C267	The Employment Center - - 1575 North High Street, Suite 100 (onestop@sscc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C268	The Employment Center - Michael Grome (Veterans Representative) - 1575 North High Street, Suite 100 (michael.grome@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C269	The Job Center Montgomery County - Marie Davis - 1111 S. Edwin C. Moses Boulevard, P.O. Box 972 (Marie.Davis@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C270	Work Initiative Network (W.I.N) - Shanna Sutherland - 43 East Main Street (ssutherland@lifepointsolutions.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	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	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

EEO PUBLIC FILE REPORT					
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
Local Sources					
L1	Advertising Club of Cincinnati/Job Bank	602 Main Street Suite 806 Cincinnati, OH 45202	Judy Thompson http://aafcincinnati.org	513-984-9990	
L2	Cincinnati Business and Professional Women	PO Box 6488 Cincinnati, OH 45206	Joann R. Marksberry cintibpw@yahoo.com www.cincinnatiibpw.org	513-241-9025	
L3	Cincinnati State Technical and Community College	3520 Central Parkway Cincinnati, OH 45223	Mary Beth Barnes marybeth.barnes@cincinnati.state.edu www.cincinnati.state.edu	513-569-1565	
L4	Cincinnati Works	708 Walnut St. Floor 2 Cincinnati, OH 45202	Everly Rose info@cincinnatiworks.org www.cincinnatiworks.org	513-744-5604	
L5	College of Mt. St. Joseph	5701 Delhi Road Cincinnati, OH 45233	Maggie Davis career_center@mail.msje.edu www.msje.edu	513-244-4721	
L6	Hyde Park Job Search Focus Group	1345 Grace Ave Cincinnati, OH 45208	Robert Pautke info@jobsearchfocusgroup.com www.jobsearchfocusgroup.com	513-871-0320	
L7	NAACP	4439 Reading Road Suite 202 Cincinnati, OH 45229	Robert Richardson info@cincinnati.naACP.com www.cincinnati.naACP.com	513-281-1900	
L8	US Department of Veteran Affairs	36 E. Seventh Street 210A Cincinnati, OH 45202	Thomas Jones thomas.jones@va.org	513-684-6901	
L9	Dress for Success	205 W. 4th St. #900 Cincinnati, OH 45202	Lisa Nolan lnolan@dfscincy.org www.dfscincy.org		
L10	African American Cultural/Resource Center	60 W. Charlton St. Cincinnati, OH 45221	Ms. Moore mooreek@ucmail.uc.edu		
L11	University of Cincinnati/Ethnic Programs	University of Cincinnati	brandi.elliott@uc.edu		

EEO PUBLIC FILE REPORT

L12	Hispanic Chamber of Commerce	2637 Erie Ave Cincinnati, OH 45208	office@hispanicchambercincinnati.com www.hispanicchambercincinnati.com		
L13	African American Chamber of Commerce	2945 Gilbert Ave Cincinnati, OH 45206	Eric Kearney kearney@african-americanchamber.com www.african-americanchamber.com		
L14	Northern Kentucky University	Nunn Drive Highland Heights, KY 41009	http://careerservices.nku.edu/employers/postposition.html		
L15	Miami University Career Services	200 Hoyt Hall 521 S. Patterson Ave Oxford, OH 45056	careercenter@miamioh.edu www.miamioh.edu		
L16	Jobs Plus, City Gospel Mission	1805 Dalton Ave Cincinnati, OH 45214	M. Hill mhill@citygospelmission.org www.citygospelmission.org		
L17	Central State University	1400 Brush Row Rd. Wilberforce, OH 45384	csucareerservices@gmail.com www.centralstate.edu		
L18	University of Cincinnati	140 University Pavillion PO Box 210104 Cincinnati, OH 45221	Patti Carroll	513-556-3471	
L19	University of Cincinnati Clermont College	4200 Clermont College Drive Batavia, OH 45102	Mary Beth Bamber clermontcareerservices@uc.edu		
L20	Ohio Media School	6703 Madison Rd. Cincinnati, OH 45227	TC Sommers tc@beonair.com www.beonair.com		
Total Number of Interviewees Referred:					191

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]
Account Exec, Local [JR034495]	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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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	Code Number: C97 Start Date: 2025-06-02
Client Content Producer/Host [JR035874]	C1, C2, C3, C5, C69, C97, C100, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C3 Start Date: 2026-04-27
Content Coord III [JR035592]	C1, C2, C3, C5, C69, C97, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C3 Start Date: 2025-12-15
Digital Content Producer [JR035215]	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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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	Code Number: C3 Start Date: 2025-09-08
Local Sales Manager [JR035529]	C1, C2, C3, C5, C69, C97, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C97 Start Date: 2026-02-16

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 [JR035793]	C1, C2, C3, C5, C69, C97, C134	Code Number: C97 Start Date: 2026-04-13
Producer [JR035141]	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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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	Code Number: C97 Start Date: 2025-06-30
Producer [JR035349]	C1, C2, C3, C5, C69, C97, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C97 Start Date: 2026-01-12
Producer [JR035479]	C1, C2, C3, C5, C69, C97, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C3 Start Date: 2026-01-05
Sales Support Asst III [JR035777]	C1, C2, C3, C5, C69, C97, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C97 Start Date: 2026-03-16

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]
Sports Anchor [JR036048]	C1, C2, C3, C5, C69, C97, C100, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C97 Start Date: 2026-05-04
Sr Dir, Local Media Content [JR034676]	C1, C2, C3, C5, C69, C97, C100, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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	Code Number: C97 Start Date: 2025-09-29
Sr Dir, Sales [JR035186]	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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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	Code Number: C3 Start Date: 2025-10-20
Sr Mgr, Digital Content [JR035604]	C1, C2, C3, C5, C69, C97, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C3 Start Date: 2026-03-09
Weekend Anchor, MMJ [JR035769]	C1, C2, C3, C5, C69, C97, 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, C239, C240, C241, C242, C243, C244, C245, C246, C247, C248, C249, C250, C251, C252, C253, C254, C255, C256, C257, C258, C259, C260, C262, C263, C264, C265, C266, C267, C268, C269, C270, 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, C3135	Code Number: C3 Start Date: 2026-04-27

EEO PUBLIC FILE REPORT

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.	On February 25, 2026 Scripps Recruiters and Station's Sr. Director of Local Media Content attended a career fair at Ohio University where they met with students to discuss career opportunities at WCPO and Scripps.
	On November 5, 2025 the Station's VP/GM and Scripps Recruiter attended a career fair at the University of Dayton where he met with student to discuss career opportunities at WCPO.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WCPO offers internships in various areas of the station to students enrolled at an accredited university and in good academic standing. Interested students apply through an online posting and go through the application process. Internships are available in summer for approximately 10 weeks. two students (one in news and one in sales) participated in an internship at WCPO during this reporting period.
	During the reporting period, WCPO continued its involvement in the DePaul Cristo Rey Corporate Work Study Program by providing on-the-job training to a student at the DePaul Cristo Rey High School. The student worked with the Station's Sr. Community Relationships Manager learning project management responsibilities. The student worked at the station weekly between September 2025 - May 2026.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	May 1, 2026 - Station's VP/GM participated in the selection committee for the Ohio Broadcasters Foundation's 2026 Ohio Association of Broadcasters (OAB) Kids Scholarship.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WCPO employees can participate in E.W. Scripps Educational Assistance Program to enable all company employees the opportunity to pursue higher education in a degree program. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$5,250 per year.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>WCPO employees participate in E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WCPO employees enjoy the opportunity to pursue career advancement through online training in stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning system is also used for EEO training and other mandatory compliance trainings.</p>
	<p>Google certifications in data analytics, digital marketing and ecommerce, IT support, project management and UX design are available to all employees of E.W. Scripps to pursue with interest. Opportunity is based on licenses available licenses during the course of the year.</p>
	<p>Reporter/Multimedia journalist upskilling coursework is available to news gathers employed with E.W. Scripps in developing their skills in 3 unique 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. This program is designed to strengthen day-to-day reporting and storytelling abilities while also helping participants expand their professional toolkit, positioning them for greater responsibility, leadership opportunities, and long-term career advancement.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>The company provides a Career Hub resource available to E.W. Scripps employees to empower exploration for professional growth and development. Career Hub is a tool housed within the company's HRIS systems that provides a way to explore possible careers within Scripps, as well as expand networks by finding or serving as a mentor.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>July 22, 2025 - Station's Sr. Community Relationships Manager and Sr. Manager of Digital Content hosted Students from the University of Missouri for a tour of the news station and to discuss careers in broadcasting.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>September 19, 2025 - Station's VP/GM and the University of Cincinnati hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>October 17, 2025 - Station's Sr. Community Relationships Manager, an MMJ and Miami University, Miami OH, hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>October 24, 2025 - Station's VP/GM and the University of Cincinnati hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>November 21, 2025 - Station's VP/GM and the University of Cincinnati hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>February 13, 2026 - Station's VP/GM and the University of Cincinnati hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>March 6, 2026 - Station's VP/GM and the University of Cincinnati hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>April 17, 2026 - Station's VP/GM and the University of Cincinnati hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>On October 29, 2025 both the HR Director, Katherine Rawe, and HR Generalist, Luke Hart, attended the Ohio Association of Broadcasters (OAB) employment law webinar. Among the issues presented in the webinar were: reviewing employee handbooks and updating language to comply with recent legal changes, affirmative action and reverse discrimination claims and best practices, and accommodations in the workplace with religious accommodations and the Pregnant Workers Fairness Act.</p>