

EEO PUBLIC FILE REPORT

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

Stations Included in Report: WGNT-TV, WTKR-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 | | | | 16 |
| C2 | Internal Candidate / WorkLife | | | | 16 |
| C3 | Scripps.com | 312 Walnut St Ste 2800 Cincinnati, OH 45202 | | | 25 |
| 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 | | |
| C95 | Facebook | 1 Hacker Way Menlo Park, CA 94025 | www.facebook.com | | |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 35 |
| C130 | Face-to-face Networking | | | | |
| C131 | Agency/Search Firm | | | | 2 |
| C134 | Indeed | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | www.indeed.com | | 6 |
| C181 | TVJobs | 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 | |
| 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 | |

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|------|--------------------------|-----------------------------|--|--------------|--|
| 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 | |
| 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 | |

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| 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 | 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 | |
| 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 | |
| C2097 | Christopher Newport University (Christopher Newport CSM) Newport News, VA - Libby Westley - 1 University Place (libby.westley@cnu.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2098 | Christopher Newport University Center for Career and Academic Planning - - 1 University Place DSU - Suite 3125 (ccap@cnu.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2099 | College of William and Mary Williamsburg, VA - - P.O. Box 8795 (career@wm.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2100 | Family Systems II & New Life Programs - - 850 Tidewater Drive (A.Cleaves@familysystems-nlp.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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|-------|--|-----------------------------|--|--------------|--|
| C2101 | Hampton Roads Maritime Training - - 300 Granby Street (tcmeltg@tcc.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2102 | Hampton VA Medical Center - - 100 Emancipation Drive (kevin.costa@va.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2103 | Job Assistance Center - - 1399 Centerville Road, P.O. Box 327 (spearson@jacinc.net) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2104 | Job Assistance Center - Shacklefords, VA 23156 - 1399 Centerville Rd (spearsons@jacinc.net) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2106 | Norfolk State University - Career Services - Melody Iannone - 700 Park Avenue (ndmontgomery@nsu.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2107 | Old Dominion University - September Sanderlin - 1510 W. 48th Street (ssanderl@odu.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2108 | Old Dominion University Norfolk, VA - Randy Shabro - Old Dominion University, (rshabro@odu.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2109 | Opportunity, Inc One Stop Workforce Center - Norfolk, VA 23502 - 861 Glenrock Rd, Ste 223 Circle East Bldg (nstephens@hamptonroadsworks.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2110 | Opportunity, Inc. One Stop Workforce Center - Jacqueline Rondeau - 861 Glenrock Road (rsharak@oihr.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2112 | Peninsula Worklink - - 600 Butler Farm Road, Suite C (jesse.williamson@vec.virginia.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2113 | Peninsula Worklink - - 600 Butler Farm Road, Suite C (ojt@pwlink.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2114 | Peninsula Worklink - Lisa Taylor - 600 Butler Farm Road, Suite C (ltaylor@pwlink.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2115 | Tidewater Community College - Workforce Development - Betty Frost - 300 Granby Street (workforce@tcc.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2117 | Urban League of Hampton Roads - - 3225 High Street (vyyoung@ulhr.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2118 | VEC - Norfolk - - 5145 East Virginia Beach Boulevard (mhunter@hamptonroadsworks.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2119 | VEC - Norfolk - - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2120 | VEC - Norfolk-Virginia Beach Area Office - Sharon Jones/Teri Stankey/Hosey Burgess (Manager) - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2121 | VEC - Portsmouth - - 4824 George Washington Highway (Portsmouth@vec.virginia.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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| C2122 | VEC- Norfolk - Norfolk, VA 23502 - 5145 E Virginia Beach Blvd (norfolk@vec.virginia.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2123 | Virginia Workforce Center - Williamsburg - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2124 | Virginia Workforce Center - Williamsburg - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2125 | Workforce Development Center - Paul D. Camp Community College - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2126 | Workforce Development Center - Paul D. Camp Community College - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C2127 | YWCA of South Hampton Roads - Regina Malveaux - 5215 Colley Ave (regina.malveaux@ywca-shr.org) | 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 | |
| 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 | |

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|-------|----------------------------|--|---|--------------|--|
| 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 | |
| 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 | 602 Communications | 4349 E. Colter Street Phoenix, AZ 85018 | Sandy Lizik | 6029548373 | |
| L2 | Diversity Solutions | P.O. Box 740948 San Diego, CA 92174 | Oran Brown oran@diversitysolutions.us | 619-277-9099 | |
| L3 | Bell Talent | 81-112 Avenida Castelar Indio, CA 92203 | Roger Bell belltalent@aol.com | 7603470500 | |
| L4 | Medialine | PO Box 51909 Pacific Grove, CA 93950 | Career Services | 1-800-237-8073 | |
| L6 | journalismjobs.com | | Dan Rohn dan@journalismjobs.com | 510-524-2007 | |
| L13 | Daily Press/Career Builder | 435 N Michigan Ave Chicago, IL 60611 | Cara Glauser | 757-528-4071 | |
| L15 | Broadcasting Institute of MD | 7200 Harford Road Baltimore, MD 21234 | Norman Brooks nb@bim.org | 410-254-2770 | |
| L16 | National Association of Black Journalists | 1100 Knight Hall Suite 3100 College Park, MD 20742 | Stephanie McGee nabjonline.org | 8669642765 ext 2718 | |

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|---|---|---|---|-------------------------|------------|
| L17 | Mediabistro | 475 Park Avenue South, 4th Floor New York, NY 10016 | Carrie Rons | | |
| L19 | Native American Journalists Association | 395 W Lindsey Norman, OK 73019 | Jeffery Harjo | 4053251649 | |
| L21 | Fleet & Family Support Center (Yorktown Naval Weapon Station | PO Drawer 160 Yorktown, VA 23691 | Lynn Fogarty lynn.fogarty@gmail.com | 7578763881 | |
| L22 | Hampton University | 114 Wigwam Building Hampton, VA 23668 | Courtney Walker courtney.walker@hampton u.edu | 7577275331 | |
| L23 | ITT Technical Institute | 863 Glenrock Road Suite 100 Norfolk, VA 23502 | Miya Miles mmiles@itt-tech.edu | 7572279230 | |
| L24 | NAACP/Chesapeake Branch | PO Box 1531 Chesapeake, VA 23327 | Helena Dodson unit7049@gmail.com | 757-549-363 6 | |
| L25 | Newport News Public Schools TV | 4 Minton Drive Newport News, VA 23606 | Beth Scott programming@nnpstv.com | 7575914687 | |
| L26 | Regent University | 1000 Regent University Drive Virginia Beach, VA 23464 | Heather Duncan jobpost@regent.edu | 757-352-410 3 | |
| L27 | Thomas Nelson Comm College | PO Box 9407 Hampton, VA 23670 | Franz Albertini albertinif@tncc.edu | 757-865-587 8 | |
| L30 | Virginia Employment Commission/Hampton | 600 Butler Farm Road - Suite B Hampton, VA 23666 | Stephen LaRosee stephen.larosee@vec.virgin ia.gov | 757-886-285 5 | |
| L31 | Virginia Wesleyan | Suite 220 Batten Center Norfolk, VA 23502 | Lisa Fentress career_services@vwc.edu | 7572338713 | |
| L33 | Virginia Association of Broadcasters | 600 Peter Jefferson Parkway Suite 300 Charlottesville, VA 22911 | Amanda Snyder Amanda.Snyder@easterass ociates.com | 434.977.371 6 | |
| L34 | National Religious Broadcasters Website | 9510 Technology Drive Manassas, VA 20110 | Judy Stephens jstephens@nrb.org | 703-330-700 0 x 510 | |
| L35 | Tidewater Technical | 2697 Dean Drive Suite 100 Virginia Beach, VA | Crystal Coombs careercvab@centura.edu | 757-490-315 1 Ext255 | |
| L36 | Virginia Employment Commission/Williamsburg | 5235 John Tyler Highway Williamsburg, VA 23185 | Christine Young | 7572534738 | |
| L38 | Virginia Employment Commission-Suffolk | 157 North Main Street Suffolk, VA 23434 | Aleshya Poon | 757-514-774 3 | |
| L39 | A.W.R.T. | Old Meadow Road Suite 500 McLean, VA 22102 | National Headquarters | 703-506-329 0 | |
| L40 | CareerBoard | Local Jobs Hampton Roads, VA 23510 | Tobby Rice | 2165951632 | |
| L42 | New Journal & Guide | 974 Norfolk Square Norfolk, VA 23502 | Brenda Andrews | 757-543-653 1 | |
| L47 | CBJ Media Management | | CJ Kane info@cbkmedia.net | (412) 770-6749 | |
| Total Number of Interviewees Referred: | | | | | 103 |

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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] |
|--|---|---|
| Digital Content Producer [JR035836] | C1, C2, C3, C5, C69, C95, 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L35, L36 | Code Number: C97 Start Date: 2026-02-02 |
| Editor II [JR035887] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, 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: C1 Start Date: 2026-02-23 |
| Local Sales Manager [JR035629] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L33, L35, L36 | Code Number: C1 Start Date: 2026-03-16 |
| Meteorologist [JR034679] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, 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, L35, L36 | Code Number: C97 Start Date: 2025-07-28 |
| Multimedia Journalist [JR035122] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L35, L36 | Code Number: C3 Start Date: 2025-06-23 |

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 [JR035286] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, 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, L35, L36 | Code Number: C3 Start Date: 2025-09-29 |
| Multimedia Journalist [JR035678] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L35, L36 | Code Number: C3 Start Date: 2025-12-01 |
| Photographer II [JR035376] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, 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: 2025-09-15 |
| Photographer II [JR035853] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L35, L36 | Code Number: C1 Start Date: 2026-01-05 |

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] |
|-------------------------------|---|---|
| Photographer II [JR036031] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L35, L36 | Code Number: C97 Start Date: 2026-02-09 |
| Producer [JR034892] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, 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, L35, L36 | Code Number: C1 Start Date: 2025-06-30 |
| Producer [JR035342] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L33, L35, L36 | Code Number: C1 Start Date: 2025-10-27 |
| Producer [JR035478] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L33, L35, L36 | Code Number: C97 Start Date: 2026-02-23 |

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|--------------------------------|---|---|
| Real-Time Editor [JR035033] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, 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, L35, L36 | Code Number: C3 Start Date: 2025-06-16 |
| Real-Time Editor [JR035610] | 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L35, L36 | Code Number: C1 Start Date: 2026-01-05 |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| <p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p> | <p>Hampton University Career Fair: February 6th: TA Partner Stephanie Gorin joined WTKR GM Ed Reams, Jessica Larche, and others for the Scripps School of Journalism Career Fair. The event took place from 10 AM to 2 PM, followed by 1:1 interviews from 2-4 PM.</p> |
| <p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> | <p>WTKR 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.</p> |
| | <p>WTKR employees can participate in E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WTKR 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> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| <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>April 2nd, 2026 - Digital Director, Jon Sham, participated in the Media Career Day event at Norfolk State University introducing broadcast journalism students to careers in broadcasting and digital news gathering.</p> <p>February 12th, 2026 - Anchor, Kurt Williams, participated in the Ocean Lakes High School Career Fair speaking about careers in broadcasting</p> <p>February 24th, 2026 - Several hiring managers and other staff members attended the Virginia Beach School District Career Immersion Expo to speak about careers in Broadcasting.</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>Station Tour, March 18th, 2026: The station hosted 25 participants of high school students and teachers for a station tour. They were from the Mathews High School's journalism class. Attendees toured the studios, newsroom, and control rooms. As well they had an opportunity to meet and engage with producers and reporters who shared information such as their job duties, background, academic careers, and the paths they took to establish their careers in broadcasting</p> <p>Station Tour, May 12th, 2026: The station hosted 10 participants of high school students and teachers for a station tour. They were from the Deep Creek High Schools of Science and Medicine. Attendees toured the studios, newsroom, and control rooms. As well they had an opportunity to meet and engage with producers and reporters who shared information such as their job duties, background, academic careers, and the paths they took to establish their careers in broadcasting</p> |