

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2019 - September 30, 2020

**Station Included in Report:** WTXL-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
<b>Common Sources</b>					
C1	Employee Referral				15
C2	Internal Candidate / WorkLife				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			50
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		45
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
C130	Face-to-face Networking				12
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		33
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	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	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	
C194	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

**EEO PUBLIC FILE REPORT**

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	2
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	
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	

**EEO PUBLIC FILE REPORT**

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	
C914	CareerSource Capital Region (Tallahassee) - Tom Cappellino (Veterans Representative) - 2525 South Monroe St., Ste. 3-A, Town South Plaza (tom.cappellino@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**EEO PUBLIC FILE REPORT**

C915	CareerSource Capital Region - Brenda Davis - 2525 South Monroe St., Ste. 3-A (brenda.dav@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C916	CareerSource Capital Region - Brenda Davis - 1140 W. Clark Street (brenda.davis@careersourcecapitalregion.c)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C917	CareerSource Capital Region - Brenda Davis - Centennial Bank Building, 2932 Crawfordville Hwy (brenda.davis@careersourcecapitalregion.c)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C918	CareerSource Capital Region (Crawfordville) - Brenda Davis (Business Representative) - 3278 Crawfordville Hwy, Unit G (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C919	CareerSource Capital Region (Crawfordville) - General Email for Workforce/Career Center (Veteran Representatives) - 3278 Crawfordville Highway, Unit G (wfp@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C920	CareerSource Capital Region (Quincy) - Brenda Davis (Business Representative) - 1140 West Clark Street (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C921	CareerSource Capital Region (Quincy) - Derrick Sykes - 1140 West Clark Street (derrick.sykes@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C922	CareerSource Capital Region (Quincy) - General Email for Workforce/Career Center (Veteran Representatives) - 1140 West Clark Street (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C923	CareerSource Capital Region (Quincy) - Tom Cappellino - 1140 W. Clark Street (tom.cappellino@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C924	CareerSource Capital Region (Tallahassee) - Brenda Davis (Business Representative) - 2525 South Monroe Street, Suite #3-A, Town South Plaza (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C925	CareerSource Capital Region (Tallahassee) - Derrick Sykes - 2525 South Monroe St, Ste 3-A, Town South Plaza (derrick.sykes@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C926	CareerSource Capital Region (Tallahassee) - General Email for Workforce/Career Center (Veteran Representatives) - 2525 South Monroe Street., Suite #3-A, Town South Plaza (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C927	CareerSource Chipola - Kenny Griffin - 16908 Northeast Pear Street, (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C928	CareerSource Chipola (Blountstown) - Kenny Griffin (Veterans Representative) - 16908 Northeast Pear Street, Suite 2 (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C929	Division of Blind Services - David Hand - 1320 Executive Center Drive, Atkins Building, Ste 201 (david.hand@dbs.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C930	Epilepsy Association of the Big Bend - - 1215 Lee Avenue Suite M-4 (eabbcem@embarqmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C931	Epilepsy Association of the Big Bend - Jacklyn Burkett - 1215 Lee Ave, Suite M4 (eabbcem@epilepsyassoc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C932	FL GOVERNOR'S COUNCIL ON INDIAN AFFAIRS, INC. - Joe A. Quetone - 1341 Cross Creek Circle (quetonej@fgcia.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C933	Goodwill Industries - Career Training Center - Dee Austin - 300 Mabry Street (daustin@goodwillbigbend.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**EEO PUBLIC FILE REPORT**

C934	Miami Dade Business Leadership Network - Leslie Wilson - C/O Wilson Resources (lesliew@wilres.com; debbiec@wilres.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C935	Refuge House - Bobbi Moffet - PO BOX 20910 (info@refugehouse.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C936	Tallahassee Community College - General College/University Contact Email - 444 Appleyard Drive (careercenter@tcc.fl.edu )	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C937	Tallahassee Community College Career Center - Jamina Scipio - 444 Appleyard Dr (careercenter@tcc.fl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C938	Tallahassee Urban League - - 923 Old Bainbridge Road (ywhitehead4@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C939	The Able Trust - Guenevere Crum - 3320 Thomasville Road, Suite 200 (guenevere@abletrust.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C940	VET Service - Tallahassee, FL - ADVET Ronnie Carter - 107 E. Madison Street, Suite B30 (carter.ronnie@dol.gov)	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	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.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	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
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	
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	
Local Sources					
L1	Keiser University		<a href="http://www.collegecentral.com/keiser">http://www.collegecentral.com/keiser</a>		
L2	Philip Merrill College of Journalism - UMD*		<a href="mailto:aflynn1@umd.edu">aflynn1@umd.edu</a>		
L3	University of Florida		<a href="https://ufl-csm.symplicity.com/employers/">https://ufl-csm.symplicity.com/employers/</a>		
L4	Valdosta State University		<a href="https://app.purplebriefcase.com/pb/account/login?s=Valdosta">https://app.purplebriefcase.com/pb/account/login?s=Valdosta</a>		
L5	Media Match		<a href="https://www.media-match.com/usa/media/login.php">https://www.media-match.com/usa/media/login.php</a>		
L6	Media Recruiter		<a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>		
L7	Alabama A&M University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L8	Auburn University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L9	Barry University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L10	Bethune-Cookman University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L11	Central Michigan University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L12	Columbia University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L13	Florida Agricultural and Mechanical University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L14	Florida International University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L15	Florida State University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L16	Georgia State University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L17	Jacksonville University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L18	Morehouse College		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L19	Stanford University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		

EEO PUBLIC FILE REPORT					
L20	University of Alabama		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L21	University of Georgia		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L22	University of Miami		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L23	University of Michigan		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L24	University of South Florida		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L25	Valparaiso University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L26	CUNY		<a href="https://brooklyncollege-csm.symphlicity.com/employers">https://brooklyncollege-csm.symphlicity.com/employers</a>		
L27	Tallahassee Community College		<a href="http://tcc-csm.symphlicity.com/">http://tcc-csm.symphlicity.com/</a>		
L28	Employ Florida Marketplace		<a href="http://www.employflorida.com">www.employflorida.com</a>		
L29	Society for Broadcast Engineers				
L30	Augusta University	1120 15th Street Augusta, GA 30912	Jessica Carroll <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	706-737-1604	
L31	Flagler College		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L32	University of North Georgia		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L33	University of West Florida		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L34	Full Sail University	Winter Park, FL	Renaldo Pena <a href="http://www.fullsail.edu">www.fullsail.edu</a>		
<b>Total Number of Interviewees Referred:</b>					<b>175</b>

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Asst News Director [JR022090]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C2 Start Date: 2020-03-30
Digital Content Producer [JR022422]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C1 Start Date: 2020-02-03
Director II [JR021566]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C1 Start Date: 2019-12-09
Director II [JR023045]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2	Code Number: C3 Start Date: 2020-07-13
Director II [JR023694]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L34	Code Number: C100 Start Date: 2020-08-31



**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Director II [JR023842]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L34	Code Number: C97 Start Date: 2020-09-09
Editor II [JR023695]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L34	Code Number: C1 Start Date: 2020-09-14
Evening Anchor, MMJ [JR022207]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C1 Start Date: 2020-01-06
HR Generalist [JR021390]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C194, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C134 Start Date: 2019-11-04
Local Sales Manager [JR021851]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C97 Start Date: 2020-01-06

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Mgr, AM/PM Content [JR022091]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C97 Start Date: 2020-01-27
Multimedia Journalist [JR023050]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C2 Start Date: 2020-03-09
Multimedia Journalist [JR023502]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L9, L13, L14, L30, L31, L33, L34	Code Number: C2 Start Date: 2020-09-19
Photographer II [JR023108]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L9, L18, L20, L21, L25, L27, L30, L31, L32, L33	Code Number: C130 Start Date: 2020-06-08
Producer [JR021759]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C134 Start Date: 2019-10-07

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Producer [JR023440]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2	Code Number: C134 Start Date: 2020-06-29
Producer [JR023587]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L34	Code Number: C134 Start Date: 2020-08-17
Producer [JR023588]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L34	Code Number: C97 Start Date: 2020-09-14
Weekend Anchor, MMJ [JR023664]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2	Code Number: C2 Start Date: 2020-08-29

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Weekend Sports Anchor [JR023544]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, 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, L2, L34	Code Number: C2 Start Date: 2020-08-31

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>08/07/2020 WTXL News Director, Vicki Bradley attended NABJ Virtual job fair. Vicki Bradley spoke with interested applicants about careers in broadcast, as well as critiqued applicant reels.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Internship for college students: WTXL's Internship Program is offered to college juniors, seniors and graduate students interested in a career in broadcasting. Students receive credit for their participation in the program and are evaluated by the assigned department manager upon completion. Internships are available during the summer and include aspects of news production, promotions, newsroom operations, sports, community affairs, website/digital, sales and research. One student from FAMU, participated in the program during the summer 2020. The program provides interns with real world experience and a unique insight to newsroom operations. All WTXL interns receive compensation.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WTXL employees have access to pursue career advancement through online training with Local On-line Open Knowledge (LOOK) leadership, all things management, leading a team, operations, marketing, ad operations, and sales. Another on-line learning tool for managers is Axcel5 which offers business essentials, managing others and managing self.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>WTXL has an on-boarding program (Scripps One) where each new hire is partnered with an on-boarding buddy. Follow up check-ins at 1-3 week and 4-6-week intervals into their employment. In addition, WTXL has a committee dedicated to serving as a resource and support for all new hires and sharing Scripps values and culture. They also serve as a resource to assist in building the employee's network of colleagues.</p>

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

2/17/20 WTXL's General Manager, Matt Brown and News Director Vicki Bradley attended an event at FAMU. Chip Mahaney and Karen Hite from our Scripps Talent Acquisition team helped arrange the event. The four met with administrators for an hour and then met with approx. 20 students in their journalism program. We discussed job opportunities at the station and within Scripps and how to prepare for a career within the industry. We held a Q&A session with the student as well.

02/01/2020 Vicki Bradley spoke to a journalism class via Zoom at the University of Florida. The talk was part of the university's job prep workshop. Vicki shared her background and information about our station and Scripps discussed what students need to know to stand out to hiring managers. Students were able to ask her questions about finding jobs.

02/2020 -Michael German, Director of Sales began mentoring a Senior in Broadcast Journalism at Florida A&M University through the NAB Leadership Foundation Mentor Program. The program exposes students to all types of jobs in broadcasting. Michael has been working with him as he prepares his mock client needs analysis and prepares for a closing sales pitch competition scheduled for October.

01/17/2020 - A Florida State University student participate as a shadow/observer of Meteorologist Reid Lybarger and learned various aspects his responsibilities and of our station 's operations.

10/14/19 & 10/16/19 GM Matt Brown gave a virtual presentation to the students in the Media Style and Structure class at Oklahoma State University.

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>01/30/2020 WTXL Chief Meteorologist Casanova Nurse traveled to Bond Elementary School in Tallahassee for a discussion about meteorology with 75 of the school's fifth graders. Casanova explained the processes involved in weather creation and day-to-day changes, including the water cycle, the four seasons, cloud varieties, and weather observation and forecast methods. He also mentioned the use of computer equipment in weather forecast segments used in news programming. Common kinds of observation equipment, like thermometers, were displayed for the groups, while more technological types like radar and radiosondes were discussed in the digital presentation.</p>
	<p>01/27/2020-02/02/2020 National News Literacy Week, The E. W. Scripps Company partnered with the News Literacy Project, a nonpartisan national education non-profit to help the next generation of news consumers discern credible information from misinformation in today's media. In that effort, WTXL partnered with the journalism class of Leon High School. The news director and reporter/anchor Abbey Maurer worked with students and produced stories they chose that were important to their community. The stories aired on WTXL broadcast and social media platforms.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>03/02/2020 WTXL's leadership participated in a virtual session on equity, diversity and inclusion called The Welcome Table. Gild Collective presented the material which empowers women through inclusion and leadership, to speak to employees about gender equity.</p> <p>All managers who are hired or promoted into a management position at WTXL must participate in equal employment opportunity training provided by Scripps to prevent discrimination and provide information. The E. W. Scripps Company regularly schedules required learning modules for hiring managers such as "EEO &amp; Lawful Hiring" and "A Manager's Guide to Diversity, Inclusion and Accommodation". There are several other self-paced courses available to managers through Scripps Learning and Development module.</p>

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	08/26/2020- 09/15/2020 Scripps provided virtual training for all station employees for unconscious bias, equity and inclusion training. Training was facilitated by Janet Reid and Kevin Benz from Kneeland Institute.
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.	Public Service Announcement: The station has created a public service announcement which is broadcast twice a week on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact Human Resources at Scripps if they wish their organization receive notices of job opportunities as they become available.