

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2018 - September 30, 2019

Station Included in Report: WFTX-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				11
C2	Internal Candidate / WorkLife				26
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			29
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		17

EEO PUBLIC FILE REPORT

C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				5
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		19
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	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	

EEO PUBLIC FILE REPORT

C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	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	
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	
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	

EEO PUBLIC FILE REPORT

C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

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	3
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C894	Career and Service Center of Southwest FL - - 215 Airport/Pulling Rd N, Suite #1 (bbarger@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C895	Career and Service Center of Southwest FL - - 750 South 5th Street (rlansberry@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C896	CareerSource Central Florida - - 1392 East Vine St (mtravieso@careersourcecf.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C897	CareerSource Heartland - - 2160 Northeast Roan Avenue (bstayer@careersourceheartland.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C898	CareerSource Heartland (Arcadia) (Heartland Workforce, DeSoto One-Step Career Center) - Kenneth Willis (Business Representative) - 2160 Northeast Roan Avenue (kwillis@hwib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C899	CareerSource Southwest Florida - - 3353 Radio Road (ghill@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C900	CareerSource Southwest Florida - - 921 Anvil Way (rpunte@careersourcesouthwestflorida.co)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C901	CareerSource Southwest Florida - - 4150 Ford Street Extension (smcmanu@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C902	CareerSource Southwest Florida - Deborah Guilbault (Business Representative) - 1032 Tamiami Trail, Unit 9 (dGuilba@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C903	CareerSource Southwest Florida - Jeremy Birchfield (Veterans Representative) - 1032 Tamiami Trail, Unit 9 (jbirchfield@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C904	CareerSource Suncoast - James Disbro - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C905	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (dwarrington@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C906	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C907	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C908	Goodwill Industries of Southwest Florida, Inc. - - 2325 Tamiami Trail (maryjanenickerson@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT

C909	Goodwill Industries of Southwest Florida, Inc. - - 4940 Bayline Drive (sherybader@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C910	Goodwill Industries of Southwest Florida, Inc. - Tandy Collins - 1443 Del Prado Blvd. Suite B Unit 2 (tandycollins@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C911	Goodwill Joblink Family Resource Center - - 4162 Palm Beach Blvd. Unit 2 (nilsaamaya@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C912	South Florida Workforce Naples One-Stop - Gary Hill - 3353 Radio Road (Ghills.awi@sfwdb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C913	Southwest Florida Works - - 921 Anvil Way (rpuente@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	American Broadcasting School *	712 N. Watson Road, STE 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College *	2320 South 19th St. Tacoma, WA 98405	Ken Witkoe, Broadcast Instructor kwitkoe@bates.ctc.edu	253-680-7761	
L3	Career and Service Centers of Southwest Florida	4150 Ford St. Extension Ft Myers, FL 33916	Beth Barger bbarger@sfwdb.org	239-931-8200 ext 11170	
L4	Central Michigan University *	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L5	Emerson College *	113 Gray St. Arlington, MA 02476	Mary Sullivan https://app.joinhandshake.com/	781-646-1077	
L6	National Hispanic Media Coalition	55 S Grand Avenue Pasadena, CA 91105	Brenda Rivas brivas@nhmc.org	(626) 792-6462	
L7	Ohio & Illinois Centers for Broadcasting *	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	216-503-5900 X1104	
L8	University of North Texas *	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L9	University of South Florida-Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Dr. Jay Friedlander, Kristin Arnold Ruyle efriedla@usf.edu, karnold@usf.edu	813-974-2591	
L10	University of Wisconsin-Oshkosh Radio, TV & Film *	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	(920) 424-3133	
L11	Florida Gulf Coast University		https://fgcu-csm.symplicity.com/employers/		
L12	Florida International College -Hodges University*		http://www.collegecentral.com/CCNEngine/SELogin.CFM?UnivCode=INT		
L13	University of Florida Gator Career Link		https://ufl-csm.symplicity.com/employers/index.php?s=home		
L14	Collective Talent*	1721 Richardson Place Tampa, FL 33606	Michael Bill bille@michaelsmedia.com	813-254-9695	
L15	University of Central FL		https://app.joinhandshake.com/		
L16	University of South Florida - St Petersburg		https://app.joinhandshake.com/		
L17	National Association of Black Journalists	1100 Knight Hall, Suite 3100 College Park, MD 20742	Heidi Stevens hstevens@nabj.org www.nabj.org	717-574-0694	

Total Number of Interviewees Referred: 122

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, Integrated [14680]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C3 Start Date: 2018-10-08
Assignment Editor [14640]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C2 Start Date: 2018-12-19
Assoc Account Exec, TV [JR020374]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C182, C183, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C130 Start Date: 2019-04-01
Assoc Account Exec, TV [JR021144]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913	Code Number: C97 Start Date: 2019-07-01
Director II [JR020589]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C2 Start Date: 2019-08-05
Editor II [JR020424]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C3 Start Date: 2019-04-29

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]
Editor II [JR020698]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C1 Start Date: 2019-05-06
Managing Editor [14931]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C2 Start Date: 2018-12-31
Media Prep Technician [JR020057]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C130 Start Date: 2019-01-08
Meteorologist [15042]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C1 Start Date: 2019-01-07
Meteorologist [JR020593]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C1 Start Date: 2019-07-22

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]
Meteorologist, Weekend [14877]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C2 Start Date: 2019-03-10
Mgr, AM/PM Content [JR020945]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C187, C188, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C97 Start Date: 2019-07-25
Multimedia Journalist [13791]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C2 Start Date: 2018-12-21
Multimedia Journalist [JR020699]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C3 Start Date: 2019-08-12
Multimedia Journalist [JR021772]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C1 Start Date: 2019-09-23

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 [JR021787]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C1 Start Date: 2019-09-16
Photographer II [JR020863]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C2 Start Date: 2019-07-15
Photographer II [JR021047]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C134 Start Date: 2019-07-15
Process Engineer [15019]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C97 Start Date: 2018-11-28
Producer [JR020314]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C134 Start Date: 2019-05-01
Supv, Production [14976]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C134 Start Date: 2019-03-04

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>2/20/19 Creative Services Director, HRBP and General Manager attended the JobNewsUSA - Career Fair in Fort Myers FL. Attendees were given an opportunity to learn about a career with WFTX and current job openings.</p> <p>8/7/19 - 8/11/19 News Director, Managing Editor, and General Manager attended the National Association of Black Journalists in Miami. 4 hires were made into our Journalism Career Program (JCP). Candidates were interviewed for the JCP roles as well as other station openings.</p> <p>3/20/19 HRBP and Managing Editor attended the University of Florida Spring 2019 College of Journalism and Communications Career Day in Gainesville, FL. Students and alumni were given an opportunity to learn about a career with WFTX and current job openings.</p> <p>9/10/19 General Manager, News Director, Creative Services Director and HRBP attended the JobNewsUSA - Career Fair in Fort Myers FL. Attendees were given an opportunity to learn about a career with WFTX and current job openings.</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>2/26/19 Members of Junior Leadership Cape Coral, toured the station during a live newscast and met with members of our team who shared information about their careers, education and opportunities in the industry. Junior Leadership Cape Coral aims to provide supplemental learning possibilities to students interested in developing leadership skills before leaving their high school years. Another goal is to share with the students the many career possibilities in the local area. Focus is on preparation for their future by learning about their local community. This is done in a nine session program filled with forums, specialized tours, and education by local business and community leaders. Students will examine local and relevant community issues at a mock City Council meeting. They will learn about the unique history of Cape Coral and meet local government officials. They will tour local television stations, radio stations and a local newspaper where they have an opportunity to learn about careers in media.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WFTX employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WFTX employees enjoy the opportunity to pursue career advancement through online training in station-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 training.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>WFTX participates in the Scripps Journalism Career Program (JCP) where 4 individuals are hired as Producers and MMJs to spend one year of intensive on the job training before transitioning to a second Scripps station. These hires are brand new college graduates just starting out their careers. 4 employees worked at WFTX from 9/18 - 9/19.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>3/22/19 Local Sales Manager and General Manager attended The Collier County Public Schools Office of Career and Technical Education in coordination with Gulf Coast High School. The purpose of the career fair was to allow students time to interact with employers, post-secondary educational institutions, business organizations, Military branches, news media and community support organizations regarding potential career opportunities and post-secondary technical training opportunities in Southwest Florida. Students had the opportunity to explore our display table and communicate directly with hiring managers about opportunities in the Broadcast Industry.</p> <p>5/14/19 Students from the TV Production class at Pine Island Elementary School toured the station during a live newscast and met with members of our team who shared information about their careers, education and opportunities in the industry.</p> <p>2/5/19 - Murdock Middle School students came to tour Fox 4. They observed our live newscast from both the control room and the studio. After the show, they were able to talk to on our air talent about the broadcast industry, the education path they took and opportunities that exist for career opportunities. 20 students were in attendance.</p> <p>7/25/19 - Students from the Quality Life Center in Ft Myers toured the station during a live newscast and met with members of our team who shared information about their careers, education and opportunities in the industry.</p>
<p>Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</p>	<p>Job openings are communicated to National Hispanic Media Coalition for posting.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All management level employees are required to complete training courses which are aimed at ensuring equal opportunity and preventing discrimination. This course launches at the time of hire or promotion into a management level role and refresh courses are assigned periodically.</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>1/23/19 - Fox 4 donated a reading nook to Littleton Elementary School and distributed thousands of books to elementary schools and other social service agencies in our viewing area. Anchor, Lisa Greenberg and Meteorologist, Dani Beckstrom, spoke to students about the type of education needed for opportunities within the Broadcast industry before reading to them.</p>