

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2025 - March 31, 2026

Station Included in Report: WTVF-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				4
C2	Internal Candidate / WorkLife				18
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			3
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		22
C130	Face-to-face Networking				3
C131	Agency/Search Firm				6
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		
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	

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C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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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	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	

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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	
C575	Columbia Career Center - - 119 Nashville Highway, Suite 106 (elaine.newcomb@sctworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C576	Cumberland University Lebanon, TN - - Labry Hall, Office 131 One Cumberland Square (rmcpeak@cumberland.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C577	Dickson County Career Center - Dickson, TN 37055 - 446 Highway 46 South, Suite D & E (pstinson@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C578	Goodwill Industries of Middle Tennessee - Matt Gloster - 919 Eighth Avenue South (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C579	Goodwill Industries of Middle Tennessee - Matt Gloster - 1592 Fort Campbell Blvd. (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C580	Goodwill Industries of Middle Tennessee - Matt Gloster - 543 Highway 46 South (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C581	Goodwill Industries of Middle Tennessee - Matt Gloster - 595 Hillsboro Road, Suite #301 (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C582	Goodwill Industries of Middle Tennessee - Matt Gloster - 670B Nashville Pike (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C583	Goodwill Industries of Middle Tennessee - Matt Gloster - 130 The Acres (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C584	Goodwill Industries of Middle Tennessee - Matt Gloster - 2101 Gallatin Pike North (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C585	Goodwill Industries of Middle Tennessee - Matt Gloster - 710 Memorial Blvd., Suite 180 (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C586	Goodwill Industries of Middle Tennessee - Matt Gloster - 780 Berry Road (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C587	Goodwill Industries of Middle Tennessee - Matt Gloster - 108 Lane Parkway (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C588	Goodwill Industries of Middle Tennessee - Matt Gloster - 1008 NASDAQ Street (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C589	Goodwill Industries of Middle Tennessee - Matt Gloster - 3556 Tom Austin Highway , Suite 1 (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C590	Goodwill Industries of Middle Tennessee - Matt Gloster - 937 Herman St. (matt.gloster@givegw.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C591	Lipscomb University Nashville, TN - - One University Park Drive (careerdevelopment@lipscomb.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C592	Macon County Career Center - Lafayette, TN 37083 - 607 Highway 52 Bypass E. (diana.hernandez@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C593	Marshall County Career Center - Stephen Webb - 980 South Ellington Parkway (Stephen.webb@sctworkforce.or)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C594	Murfreesboro VA Medical Center - - 3400 Lebanon Road (jessie.purdom@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C595	Nashville Career Advancement Center - Trousdale County - - 716 McMurray Blvd. (kathy.parker@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C596	Nashville Career Advancement Center - Trousdale County - Hartsville, TN 37074 - 716 McMurray Blvd. (connie.humphreys@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C598	Robertson County Career Center - Springfield, TN 37172 - 299 10th Ave East (rareed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C600	Tennessee Career Center - Carthage - - 120 Paulene Gore Way, Suite A (gary.hanna@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C602	Tennessee Career Center - Murfreesboro - - 1313 Old Fort Parkway (Howard.Kelley@TN.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C603	Tennessee Career Center at Ashland City - - 202 North Main Street (mrosson@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C604	Tennessee Career Center at Clarksville-Montgomery County - Davina Seaborn (Veterans Outreach Specialist) - 523 Madison Street, Suite B (Davina.seaborn@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C605	Tennessee Career Center at Clarksville-Montgomery County - Karla Jean Fuss (Veterans Representative) - 523 Madison Street Suite B (Karla.fuss@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C606	Tennessee Career Center at Clarksville-Montgomery County - Michael Elliott (Veterans Representative) - 350 Pageant Lane, Suite 406 (michael.elliott@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C607	Tennessee Career Center at Clarksville-Montgomery County - Trista Pepper (Veterans Representative) - 523 Madison Street Suite B (Trista.pepper@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C608	Tennessee Career Center at Dickson - - 250 Beasley Drive (peter.toth@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C609	Tennessee Career Center at Gallatin - - 175 College Street (michael.Needel@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C610	Tennessee Career Center at Gallatin - Gallatin, TN 37066 - 175 College Street (Teresa.Malone@state.tn.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C611	Tennessee Career Center at Robertson County - - 299 10th Ave East (rareed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C612	Tennessee Career Center at Robertson County - - 299 10th Ave East (rreed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C613	Tennessee Career Center at Springfield - Robert Reed - 299 10th Ave East (rareed@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C614	Tennessee Career Center at Wilson County in Lebanon - - 155 Legends Drive, Suite M (peter.pritchard@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C615	Tennessee Career Center at Wilson County in Lebanon - - 155 Legends Drive, Suite M (Ron.Kirby@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C616	Tennessee Career Center of Maury County - - 119 Nashville Highway, Suite 106 (joyce.dove@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C617	Tennessee Career Center of Maury County - - 119 Nashville Highway, Suite 106 (elaine.newcomb@sctworkforce.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C618	Tennessee Career Center of Wilson County in Lebanon - Lebanon, TN 37087 - 813 North Cumberland Street (connie.humphreys@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C619	Tennessee Career Center of Wilson County in Lebanon - Lebanon, TN 37087 - 155 Legend Drive, Suite M (heather.gleaves@nashville.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C620	Tennessee Career Center Shelbyville - - 301 Colloredo Boulevard (lynda.h.reed@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C621	Tennessee Career Center Shelbyville - Bedford County - - 301 North Main Street (james.cupp@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C622	Tennessee Career Center Shelbyville - Bedford County - - 301 North Main Street (lynda.h.reed@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C623	Tennessee Career Center Shelbyville - Bedford County - Shelbyville, TN - 301 N. Main St. (linda.h.reed@state.tn.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C624	Tennessee Career Center/Nashville South Office - - 3763 Nolensville Road (David.Rigney@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C625	Tennessee Career Center/Nashville South Office - - 3763 Nolensville Road (james.taylor@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C626	Tennessee Career Center/Nashville South Office - - 3763 Nolensville Road (larry.franco@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C627	Tennessee Career Center/Nashville South Office - Nashville, TN 37211 - 3763 Nolensville Rd. (ron.kirby@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C629	Tennessee Career Center- Murfreesboro - Murfreesboro, TN 37129 - 1313 Old Fort Parkway (James.Cupp@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C630	TENNESSEE COMMISSION OF INDIAN AFFAIRS - Mark James - 401 Church Street (Mark.James@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C631	Tennessee State University (TigerTRACK) Nashville, TN - Lakecia Hudson - 3500 John A Merritt Blvd, (ltrotter01@tnstate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C632	Williamson County Career Center - Franklin, TN 37064 - 225 Noah Drive, Suite 360 (pat.kuhlman@tn.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C633	WorkForce Essentials - Cheatham County - - 202 North Main Street, Unit 4 (mrosson@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C634	Workforce Essentials, Inc. - Sharyn Hancock - 350 Pageant Ln #406 (Shancock@workforceessentials.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	

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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

L2	Austin Peay University Career Services	PO Box 4637 Clarksville, TN 37044	Eric Morgan morgane@apsu.edu www.apsu.edu/careers	931-221-6163	
L3	Belmont University Career Placement	1900 Belmont Blvd Nashville, TN 37212	Nina Woodard nina.woodard@belmont.edu handshake	615-460-5988	
L4	DeVry University*	3343 Perimeter Hill Drive, Ste 200 Nashville, TN 37211	Kathaleen Emery kemery@devry.edu	407-226-6491	
L6	Lipscomb University Career Placement Center *	2901 Granny White Pike Nashville, TN 37204	Monica Wentworth careerdevelopment@lipscomb.edu handshake	615-966-1792	
L8	Middle TN State University Career Services*	PO Box 2 Murfreesboro, TN 37132	Amy Medland - Handshake http://www.mtsu.edu/career/LCL.php	615-898-2500	
L9	Nashville State Community College	120 White Bridge Rd. Nashville, TN 37209	Lisa Fletcher cec@nsc.edu	615-353-3248	
L12	Tennessee Association of Broadcasters	Two International Plaza Dr #507 Nashville, TN 37217	www.tabtn.org	615-365-1840	
L13	TN State University Career Center	3500 John Merritt Blvd Nashville, TN 37209	Antionette Duke handshake	615-963-5981	
L14	Tennessee Technology University	PO Box 5021 Cookeville, TN 38505	Russ Coughenour handshake	931-372-3163	
L16	University of Tennessee-Martin Dept of Communication	305 Gooch Hall Martin, TN 38238	Rodney Freed rfreed@utm.edu	731-881-7532	
L17	Western Kentucky University Career Services Cntr	#1 Big Red Way Bowling Green, KY 42101	www.handshake.com	270-745-3095	
L20	Vanderbilt University Career Center	310 25th Ave S, Ste 220 Nashville, TN 37240-7780	Penny Baga penny.baga@vanderbilt.edu www.vanderbilt.edu/career	(615) 322-2750	
L22	Trevecca Nazarene University	333 Murfreesboro Pike Nashville, TN 37210	www.handshake.com	615-248-1200	
L23	Eastern Kentucky University	521 Lancaster Ave Richmond, KY 40475	www.handshake.com	859-622-1000	
L24	The University of Tennessee at Chattanooga	615 McCallie Ave Chattanooga, TN 37403	www.handshake.com	423-425-4111	
L25	University of Kentucky	800 Rose St Lexington, KY 40508	www.handshake.com	859-257-9000	
L28	Murray State University	200 Sparks Hall Murray, KY 42071	www.handshake.com	270-809-3011	

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Total Number of Interviewees Referred: 58

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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 [JR035093]	C1, C2, C3, C5, C69, C95, 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, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L2, L3, L4, L6, L8, L9, L13, L14, L16, L17, L20, L22, L23, L24, L25, L28	Code Number: C95 Start Date: 2025-07-14
Meteorologist [JR035244]	C1, C2, C3, C5, C69, C95, 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, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L2, L3, L4, L6, L8, L9, L13, L14, L16, L17, L20, L22, L23, L24, L25, L28	Code Number: C131 Start Date: 2025-12-16
Sr Dir, Sales [JR035211]	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, C575, C576, C577, C578, C579, C580, C581, C582, C583, C584, C585, C586, C587, C588, C589, C590, C591, C592, C593, C594, C595, C596, C598, C600, C602, C603, C604, C605, C606, C607, C608, C609, C610, C611, C612, C613, C614, C615, C616, C617, C618, C619, C620, C621, C622, C623, C624, C625, C626, C627, C629, C630, C631, C632, C633, C634, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L2, L3, L4, L6, L8, L9, L13, L14, L16, L17, L20, L22, L23, L24, L25, L28	Code Number: C1 Start Date: 2026-01-23

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

WTVF Specialty MMJ Levi Ismail attended the annual Investigative Reporters and Editors (IRE) Conference in New Orleans, LA from June 19 - 25, 2025. During the conference, Levi participated as a panel member for a discussion on the importance of carrying investigative reporting into multiple platforms. He also was a presenter at the conference on content creation sharing tools and resources he utilizes. The IRE conference provided panels, workshops and roundtables covering the latest developments in investigative and data journalism.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

The E.W. Scripps Company offers an Educational Assistance Program through tuition reimbursement to full time and part time (20 hours or more a week) company employees who are interested in pursuing a degree program related to broadcasting. This program will reimburse 100 percent of books and tuition, up to \$5,250 per calendar year, exclusive of the cost of any fees for pre-approved courses, provided that the required paperwork has been submitted and a grade of C or better has been earned.

The E.W.Scripps Company's Career Compass for Employees Program offers a variety of resources for career development for employees to select as interested. This resource outlines internal and external resources 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. The Company also utilizes an eLearning system for other mandatory compliance trainings.

Reporter/Multimedia journalist upskilling coursework is available to employees in news gathering roles with The E.W. Scripps Company. The focus is on developing skills in 3 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.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>The E W Scripps Company offers Google People Management Essentials; a certification program specifically designed for employees who aspire to become people managers. This self-paced program covers essential leadership foundations including goal setting, feedback, coaching, building team culture and AI for managers, culminating in a certificate.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>The company provides a Career Hub resource available to E.W.Scripps employees to empower exploration for professional growth and development. Career Hub is a tool housed within Workday 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>On August 28, 2025, WTVF Creative Services Producer Alan Adkins was the guest speaker at the Nashville School of the Arts Career Q&A. Alan spoke about his career in broadcasting, showed examples of his work and took questions from students and faculty.</p>
	<p>On November 19, 2025, WTVF Investigative Reporter, Ben Hall was interviewed by Professor Amy Mohan for a Belmont University class for working graduate students. The conversation focused on legal issues in investigative reporting.</p>
	<p>On January 14, 2026, WTVF Reporter Amanda Roberts spoke at Brentwood High School to their Broadcast/Media/Film class about her career and work in broadcasting. She shared some news clips explaining the process to determine considerations for creating news content as well as the business of news. She also invited questions during the visit.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>On January 15, 2026, WTVF Assistant News Director, Michelle Bonnett, hosted the Media class from Independence High School for a station tour. Media teacher, Matt Balzer arranged the time with Michelle, which offered stops at different areas of the station like the newsroom, news studio, and production studio to help students gain an understanding of different areas involved in producing a newscast. Along the tour, students were introduced to other WTVF employees as they were working to watch and ask questions as they learned more about career opportunities in broadcasting.</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>WTVF Senior Director of Sales vacancy was posted on job boards Senior Jobs, US Diversity, USD Working Women, Veteran Careers</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>On April 22, 2025, WTVF Station Manager/Creative Services Director and Scripps HRBP Dev Montgomery co-facilitated training on Leading Effectively through Accountability and Development (LEAD) to people managers at WTVF. The training included topics on goal setting for employee development and promotion opportunities, performance expectations, employee recognition and policy vs performance.</p>