

EEO PUBLIC FILE REPORT

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

Station Included in Report: WEWS-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				3
C2	Internal Candidate / WorkLife				17
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			6
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		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		27
C130	Face-to-face Networking				
C131	Agency/Search Firm				3
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C636	Community Campus at Goodwill - - 408 Ninth Street SW (jjordan@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C637	Community Campus at Goodwill - - 408 Ninth Street SW (ksteele@goodwillcanton.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C638	Council for Economic Opportunities in Greater Cleveland - Workforce Development - - 2220 West 95th Street (smoret2005@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C639	EHOVE Career Center Milan, OH - - 316 West Mason Road (hhorowitz@ehove.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C640	Employment and Training Connection - - 358 W. North Street, P.O. Box 76 (RABERM@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C642	Employment Connection Southgate - Anthony Fluellen - 5398 1/2 Northfield Road (anthony.fluellen@ula-ohio.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C643	Employment Connection Virgil E. Brown - - 1641 Payne Ave., Rm. 160 (cunnif@odjfs.state.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C644	Gateway to Success - - 822 30th Street NW (troy.bradfield@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C645	Greater Cleveland Urban League - - 2930 Prospect Avenue (dsantiago@ulcleveland.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C646	Hard Hatted Women - Terri Burgess - 41957 North Ridge (Info@HardHattedWomen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C647	Koinonia Enterprise, LLC - Jennifer Hudak - 6161 Oak Tree Blvd (Jennifer.hudak@koinoniahomes.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C648	Lake County Department of Job and Family Services Lake 1 Stop - - 177 Main Street (Michele.Stowe-Caya@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C649	Lakeland Community College (Career Services-Online Job Board) - - 7700 Clocktower Drive (careerservices@lakelandcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C650	Lorain County Community College (LCCC's Online Job Listing System) - General College/University Career Center Email - 1005 North Abbe Road (careers@lorainccc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C651	Lorain County Urban League - Ray Southard - 401 Broad Street Suite B (raysouthard@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C652	May Dugan Center - Rick Kemn - 4115 Bridge Ave (info@maydugancenter.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C653	Ohio Northern University (ONU CSM) - - 155 North Professor Street (career.services@oberlin.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C654	OhioMeansJobs Ashland County - - 15 West Fourth Street (TriCountyRESEA@jfs.ohio.gov) ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C655	OhioMeansJobs Ashtabula County - Hattie Grubke-Barnard (Business Representative) - 2247 Lake Avenue (hattie@ashtabulagrowth.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C656	OhioMeansJobs Ashtabula County - James Matney (Veterans Representative) - 2247 Lake Avenue (james.matney@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C657	OhioMeansJobs Cuyahoga County - Joshua Collins (Veterans Representative) - 11699 Brookpark Rd. (joshua.collins@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C658	OhioMeansJobs Geauga County - - 12480 Ravenwood Drive, PO Box 309 (workplace@geugajfs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C659	OhioMeansJobs Geauga County - James Matney (Veterans Representative) - 12480 Ravenwood Drive, PO Box 309 (james.matney@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C660	OhioMeansJobs Lorain County - - 42495 North Ridge Road (mlongo@loraincounty.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C661	OhioMeansJobs Portage County - - 253 South Chestnut St. (OhioMeansJobs_Portage_County@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C662	OhioMeansJobs Summit County - - 1040 E Tallmadge Avenue ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C663	OhioMeansJobs Trumbull County - - 280 North Park Ave (Trumbull_OMJ@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C666	Portage Workforce Connection - - 1081 W. Main Street (Tom.Dyer@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C668	The Employment netWork - - 42495 North Ridge Road (natalie.salisbury-triplett@jfs.ohio.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C669	The Job Center - - 1040 E. Tallmadge Avenue (info@thejobcenter.biz)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C670	Trumbull County One-Stop - General Workforce/Career Center Email - 280 North Park Ave., Suite 1 (ceturner@co.trumbull.oh.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C671	Urban League of Greater Cleveland - - 2930 Prospect Ave (info@ulcleveland.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C673	Vocational Guidance Services - Elyria - - 359 Lowell Street (joannel@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C674	Vocational Guidance Services - Painesville - - 1 Victoria Square #135 (debbietarr@vgsjob.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C675	WSEM/El Barrio - - 5209 Detroit Avenue (mmoreno@wsem.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-839 5	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
Local Sources					
L3	Baldwin Wallace College (updated 1/18/18)	275 Eastland Rd Berea, OH 44017	Laura Anderson www.canisius.joinhandshake.com	440-826-210 1	
L4	Bryant & Stratton College	3121 Euclid Ave. Cleveland, OH 44115	Jane Gohlson wjgohlson@bryantstratton.edu	216-771-170 0	
L6	Case Western Reserve University	10900 Euclid Ave Sears Bld. #229 Cleveland, OH 44106	Alyssa Register alyssa.register@case.edu	216-368-664 8	
L7	Central State University	PO Box 1004 Wilberforce, OH 45384	Career Services www.canisius.joinhandshake.com	937-376-601 1	
L8	Cleveland/Ohio Means Jobs	1020 Vair Cleveland, OH 44115	Nicolas Abou Rjeili nabourjeili@dwfs.us omjcc.us	216-898-836 3	
L10	Cox Ohio Publishing	1611 S. Main Street Dayton, OH 45409	Amanda Massey amanda.massey@coxinc.com	866-901-447 3	

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L12	Hampton University	2 Frissell Ave. Hampton, VA 23668	Vivian David vivian.david@hampton.edu	757-727-5000	
L13	John Carroll University (updated 5/15/18)	1 John Carroll Blvd University Heights, OH 44118	Barb Koeth bkoeth@jcu.edu www.canisius.joinhandshake.com	216-397-4237	
L14	Lorain County Urban League	1530 West Rive Rd #300 Elyria, OH 44035	Brisco Odem bodem@lcul.org	440-323-3364 x33	
L15	Lorain County Community College	1005 Abbe Rd. N Elyria, OH 44035	Career Services Center careers@lorainccc.edu www.collegecentral.com/lorainccc/	440-366-4076	
L19	National Academy of Television Arts & Sciences - Lower Great Lakes Chapter	1440 Rockside Road #221 Cleveland, OH 44134	Gary Manke administrator@nataslgl.org	440-526-3669	
L21	Notre Dame College	4545 College Rd S Euclid, OH 44121	April Kennedy akennedy@ndc.edu	216-373-5216	
L23	Office of Equal Opportunity	601 Lakeside Avenue #121 Cleveland, OH 44114	Kimberly Harden kharden@city.cleveland.oh.us	216-664-6296	
L24	Ohio Assn of Broadcasting	17 South High Columbus, OH 43215	Chris Merrit, Carrie Newton oab@oab.org, cnewton@oab.org	614-228-4052	
L25	Ohio Center for Broadcasting	9885 Rockside Rd. Valley View, OH 44125	Janiece Hardy jhardy@beonair.com	216-447-9117	
L26	Ohio State School of Journalism	100 Denney Hall 164 W. 17th Ave Columbus, OH 43210	Randy Dineen asccareer@osu.edu / dineen.2@osu.edu https://canisius.joinhandshake.com/ (updated 6/20/18)	614-688-4522	
L29	Society of Broadcast Engineers	9102 North Meridian St. #150 Indianapolis, IN 46260	Scott Jones kjones@sbe.org	317-846-9000	
L30	Spanish American Committee	4407 Lorain Ave Cleveland, OH 44113	Juan Carlross Madina juanm@spanishamerican.org	216-961-2100	
L34	TV Technology/IMAS Publishing		Bob Kovacs bkovacs@nbmedia.com	703-852-4640	
L36	Ursuline College	2550 Lander Road Pepper Pike, OH 44124	Gerri Jenkins gjenkins@ursuline.edu	440-646-8329	
L38	Wooster College	1140 Beall Ave Wooster, OH 44691	Lucinda Sigrist career@wooster.edu	330-263-2496	
L40	University of Akron	Student Union 211 Akron, OH 44325	Chris Margala; Kim Ede margala@Uakron.edu https://canisius.joinhandshake.com/	330-972-7747	
L42	Greater Cleveland Association of Black Journalists		gcleabj@gmail.com		
L43	Kent State	318 University Library 1125 Risman Dr Kent, OH 44242	Caitlin Guenther, M.B.A. cguenth2@kent.edu	330-672-2950	
L44	Cleveland State University	School of Communication Levin College of Public Affairs and Education Cleveland, OH 44115	Elizabeth Pask e.pask@csuohio.edu	216-687-6921	
L45	Ashland University	401 College Ave Ashland, OH 44805			
Total Number of Interviewees Referred:					59

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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]
Account Exec, Local [JR035771]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135	Code Number: C97 Start Date: 2026-02-16
Editor II [JR035130]	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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135	Code Number: C97 Start Date: 2025-08-11
Editor II [JR036114]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135	Code Number: C3 Start Date: 2026-04-20
IT Ops Tech III [JR035955]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135	Code Number: C97 Start Date: 2026-04-06

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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]
Local Sales Manager [JR035492]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135	Code Number: C3 Start Date: 2025-10-06
Meteorologist, Weekend [JR035223]	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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135	Code Number: C97 Start Date: 2025-07-28
Photographer II [JR035153]	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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135	Code Number: C97 Start Date: 2025-07-21
Sports Anchor [JR035182]	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, C636, C637, C638, C639, C640, C642, C643, C644, C645, C646, C647, C648, C649, C650, C651, C652, C653, C654, C655, C656, C657, C658, C659, C660, C661, C662, C663, C666, C668, C669, C670, C671, C673, C674, C675, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135	Code Number: C3 Start Date: 2025-08-18

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On February 25, 2026 Scripps Recruiters and Station's Assistant News Director attended a career fair at Ohio University where they met with students to discuss career opportunities at WEWS and Scripps.
	August 6, 2025 - August 8, 2025 Station's VP/GM, News Director and other Scripps Representatives attended (NABJ) National Association of Black Journalist. The team spoke to the attendees about Scripps' rich history in journalism, career opportunities at all Scripps stations, including positions available at WEWS.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WEWS employees can participate in E.W. Scripps Educational Assistance Program to enable all company employees the opportunity to pursue higher education in a degree program. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$5,250 per year.
	WEWS employees participate in E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WEWS employees enjoy the opportunity to pursue career advancement through online training in stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning system is also used for EEO training and other mandatory compliance trainings.
	Google certifications in data analytics, digital marketing and ecommerce, IT support, project management and UX design are available to all employees of E.W. Scripps to pursue with interest. Opportunity is based on licenses available licenses during the course of the year.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Reporter/Multimedia journalist upskilling coursework is available to news gathers employed with E.W. Scripps in developing their skills in 3 unique ways: virtual trainings, email tips and on-demand resources. Topics include: Conversational Writing, Time Management, Tips & Tricks of Basic Shot Compositions, Nat Sounds & Active Interviews and Building Relationships and Cultivating Sources. This program is designed to strengthen day-to-day reporting and storytelling abilities while also helping participants expand their professional toolkit, positioning them for greater responsibility, leadership opportunities, and long-term career advancement.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>The company provides a Career Hub resource available to E.W. Scripps employees to empower exploration for professional growth and development. Career Hub is a tool housed within the company's HRIS systems that provides a way to explore possible careers within Scripps, as well as expand networks by finding or serving as a mentor.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>September 9, 2025 - Station's Community Affairs Director, in partnership with University School, hosted students for a tour of the news station and to discuss careers in broadcasting.</p> <p>May 13, 2026 - Student from Revere High School shadowed one of our Meteorologist for the day where they learned different aspects of the newsroom.</p> <p>February 26, 2025 - Student from Geauga County School District shadowed one of our Anchors for the day where they learned different aspects of the newsroom.</p> <p>February 21, 2026 - Station's Community Affairs Director, in partnership with Cleveland Media Academy, hosted students for a tour of the news station and to discuss careers in broadcasting.</p> <p>January 28, 2026 - Anchor spoke with students at Laurel High School on careers in broadcasting and journalism.</p> <p>November 6, 2025 - Assistant Chief Photographer spoke with students at Kent State University about his career journey.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>October 10, 2025 - Station's Community Affairs Director, in partnership with Albert Einstein Academy, hosted students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>September 15, 2025 - Student from Lakewood High School shadowed one of our Anchors for the day where they learned different aspects of the newsroom.</p>
	<p>August 18, 2025 - Student from Miami University, Miami OH, shadowed one of our Anchors for the day where they learned different aspects of the newsroom.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>On October 29, 2025 both the HR Director, Katherine Rawe, and HR Generalist, Luke Hart, attended the Ohio Association of Broadcasters (OAB) employment law webinar. Among the issues presented in the webinar were: reviewing employee handbooks and updating language to comply with recent legal changes, affirmative action and reverse discrimination claims and best practices, and accommodations in the workplace with religious accommodations and the Pregnant Workers Fairness Act.</p>