

EEO PUBLIC FILE REPORT

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

Station Included in Report: WTVR-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				2
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			10
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		20
C130	Face-to-face Networking				
C131	Agency/Search Firm				
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		1
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	

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C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2099	College of William and Mary Williamsburg, VA - - P.O. Box 8795 (career@wm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2103	Job Assistance Center - - 1399 Centerville Road, P.O. Box 327 (spearsen@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2104	Job Assistance Center - Shacklefords, VA 23156 - 1399 Centerville Rd (spearsens@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2123	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2124	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2128	Army Career and Alumni Program - - 500 Lee Ave (acap.lee@serco-na.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2129	Bay Consortium Workforce Investment Board - Bonnie Newcomb - 10304 Spotsylvania Ave (bonnie.newcomb@fredgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2130	Capital Area Workforce Center - Chesterfield, VA 23237 - 7333 Whitepine Rd (STO04@co.henrico.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2131	Capital Area Workforce Center - Sandstron, VA 23150 - 5410 Williamsburg Rd (STO04@co.henrico.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2132	Chesterfield County Employment - Scott Zaremba - 9901 Lori Rd (GardM@chesterfield.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2133	Employment Resources Inc - Joan P - PO Box 801 (jmclaughlin48@eri-va.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2135	Hanover DSS - Sheila Crossen-Powell - 12304 Washington Hwy (Monica.Chenault@dss.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2136	Inroads Of Richmond - Javona Braxton - PO Box 74416 (Jbraxton@inroads.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2137	Longwood University - - 201 High St (atkinsbl@longwood.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2138	Longwood University (Longwood Jobs & Internships) Farmville, VA - - 201 High Street (career@longwood.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2139	Northern Neck One-Stop Center - - 14243 Historyland Highway, P.O. Box 67 (warsaw@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2140	Rappahannock Goodwill Industries - Cosner Corner - - 10070 Jefferson Davis Highway (laura.smith@fredgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2141	Resource Workforce Center - Chesterfield - John Korusek - 7333 Whitepine Road ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2143	Richmond City Schools - Trade & Industry - Vance Horne, Sr - 2020 Westwood Avenue (wbauls@richmond.k12.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2144	Richmond Technical Center - Kelly Desclos - 2020 Technical Center (kestes@richmond.k12.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2145	The Daily Planet - Esi Yarney - 517 W Grace Street (Eyarney@dailyplanetva.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2146	University of Richmond - Career Development Center - Joslyn Bedell - 28 Westhampton Way (jbedell@richmond.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2147	Urban League of Greater Richmond - Thomas Victory - 1420 Hull Street (tvictory@urbanleaguerichmond.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2148	VCU Office of Disability Support Services - Martha Harris - 907 Floyd Avenue (mharris33@vcu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2149	VCU Rehabilitation Research and Training Center - Valerie Brooke - 1314 West Main Street (vrooke@vcu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2151	VEC Northern Neck One-Stop Center - David Mann - 14243 Historyland Highway (warsaw@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2152	VIRGINIA COUNCIL ON INDIANS - Deanna Beacham - PO Box 1475 (angela.toombs@rescare.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2154	Virginia State University Career Service - Lewis Newbill - 1 Hayden Dr (Lnewbill@vsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2155	Virginia State University Office of Human Resources - Gayle O'Neal - PO Box 9412 (Goneal@vsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2156	Virginia Union University/ Career Services - Penni Sweetenburg-lee - 1500 North Lombardy St (pbsweetenburg@vuu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2157	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (james.downey@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2158	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (robert.singer@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2159	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (rwareham@baywib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2161	Virginia Workforce Center- VEC - Hopewell, VA 23860 - 5240 Oak Lawn Blvd (robert.fitzgerald@vec.virginia.gov)	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	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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

L3	B-Roll.net	1623 D Street, NE Washington, DC 20002	Kevin Johnson		
L6	RTNDA	529 14th Street NW Suite 425 Washington, DC 20045	Career Services	202-659-6510	
L7	National Press Photographers Association	120 Hooper Street Athens, GA 30602	Thomas Kenniff		
L8	Daily Press/Career Builder	435 N. Michigan Avenue Chicago, IL 60611	Cara HGlauser	757-528-4071	
L9	Dolan Media Management	3 North Court Street Frederick, MD 21701	Tom Dolan Dolan@smartrecruit.com	301-668-1511	
L13	Native American Journalists Association	395 W. Lindsey Norman, OK 73019	Jeffery Harjo	405-325-1649	
L15	Tidewater Community College	1700 College Crescent Princess Anne Bldg Room A-105 Virginia Beach, VA 23453	Babi Brock bbrock@tcc.edu	757-822-7228	

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L16	American Women in Radio & Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	n/a n/a	1-703-506-3266	
L17	ECPI	555 Greenwich Road Virginia Beach, VA 23462	Karen Robinson	757-671-7171	
L18	George Mason	4400 University Drive Fairfax, VA 22030	Linda Harber	703-993-2600	
L19	James Madison University	800 S. Main Street Harrisonburg, VA 22807	Yohna Chambers	540-568-6211	
L20	University of Virginia	914 Emmet Street Charlottesville, VA 22904	Marion Hollow	434-982-0123	
L21	Va Tech	Southgate Center 1st Floor (0318) Blacksburg, VA 24601	Christie Lowe	540-231-6241	
L22	VAB	630 Country Green Lane Charlottesville, VA 22920	Christina Sandridge christina.sandridge@easterasociates.com www.vab.org	434-977-3716	
L23	TV StoryTellers	Storytellers LLC Seattle, WA 98109	Matt Mrozinski tvstorytellers@gmail.com		
L24	Christopher Newport University	Center for Career Planning 1 Avenue of the Arts Newport News, VA 23606	addinccap@cnu.edu	757-594-7000	
L25	College of William and Mary	180 Stadium Drive Williamsburg, VA 23185	Christen McQuillan career@um.edu	757-221-4000	
L26	Longwood University	201 High Street, Lancaster Hall G08A Farmville, VA 23909	atkinsbl@longwood.edu	434-395-2063	
L27	Old Dominion University		rshabro@odu.edu	757-598-0000	
L28	Norfolk State University	700 Park Avenue Norfolk, VA 23504	ndmontgomery@nsu.edu	757-823-8462	
L29	Peninsula Worklink	6000 Butlter Farm Road Hampton, VA	david.heffrom@vec.virginia.gov	757-236-5000	
L30	Virginia State University	PO Box 9410 Petersburg, VA 23086	Lewis Newbill	804-524-5211	
L31	Virginia Union University	1500 N Lombardy Richmond, VA 23220	Penny Sweetenburg 804-257-5600	pbsweetenburg@vu.edu	
Total Number of Interviewees Referred:				40	

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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 [JR036343]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L25, L26, L30, L31	Code Number: C1 Start Date: 2026-05-18
Director II [JR036100]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L25, L26, L30, L31	Code Number: C3 Start Date: 2026-03-09
Editor II [JR035595]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L25, L26, L30, L31	Code Number: C3 Start Date: 2025-12-01
Multimedia Journalist [JR035791]	C1, C2, C3, C5, C69, C95, C97, C134	Code Number: C95 Start Date: 2026-01-26

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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]
Photographer II [JR034961]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, 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, L25, L26, L30, L31	Code Number: C3 Start Date: 2025-06-16
Photographer II [JR035362]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L25, L26, L30, L31	Code Number: C3 Start Date: 2025-09-29
Photographer II [JR035899]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L25, L26, L30, L31	Code Number: C1 Start Date: 2026-02-16
Sales Support Asst III [JR036072]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L25, L26, L30, L31	Code Number: C3 Start Date: 2026-05-11

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WTVR offers internships in various areas of the station to students enrolled at an accredited university and in good academic standing. Interested students apply through an online posting and go through the application process. Internships are available in summer for approximately 10 weeks. The station had eleven (11) interns during this reporting period.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WTVR employees can participate in E.W. Scripps Educational Assistance Program to enable all company employees the opportunity to pursue higher education in a degree program. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$5,250 per year.</p>
	<p>WTVR employees can participate in E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WTVR employees enjoy the opportunity to pursue career advancement through online training in stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning system is also used for EEO training and other mandatory compliance trainings.</p>
	<p>Google certifications in data analytics, digital marketing and ecommerce, IT support, project management and UX design are available to all employees of E.W. Scripps to pursue with interest. Opportunity is based on licenses available licenses during the course of the year.</p>
	<p>Reporter/Multimedia journalist upskilling coursework is available to news gathers employed with E.W. Scripps in developing their skills in 3 unique ways: virtual trainings, email tips and on-demand resources. Topics include: Conversational Writing, Time Management, Tips & Tricks of Basic Shot Compositions, Nat Sounds & Active Interviews and Building Relationships and Cultivating Sources. This program is designed to strengthen day-to-day reporting and storytelling abilities while also helping participants expand their professional toolkit, positioning them for greater responsibility, leadership opportunities, and long-term career advancement.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of a mentoring program for station personnel.

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.