

**EEO PUBLIC FILE REPORT**

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

**Station Included in Report:** WRTV-TV

**I. List of Recruitment Sources**

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				6
C2	Internal Candidate / WorkLife				11
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			16
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		33
C130	Face-to-face Networking				1
C131	Agency/Search Firm				4
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		7
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	

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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	
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	
C420	Adult and Child Mental Health Center, INC - Carla Orr - 222 East Ohio St Ste 600 (corr@adultandchild.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C421	American Indian Center of Indiana (AICI) - Linda Madagame - 2236 E 10Th Street (lmadagame@americanindiancenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C422	Ball State University (Cardinal Career Link) - General Email for University/College Career Center - Lucina Hall, Room 220 (careercenter@bsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C425	Community Alliance of the Far Eastside (CAFÉ) - - 8902 East 38th Street (jtownsend@cafeindy.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C427	Crawfordsville WorkOne Express - - 201 E Jefferson St, Ste 200 (msloan@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C428	Crawfordsville WorkOne Express/Community Action Program, Inc. of Western Indiana - - 201 East Jefferson Street, Suite 200 (msloan@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C430	Easter Seals Crossroads Rehabilitation Center - Marjorie Mansfield - 4740 Kingsway Drive (mmansfield@eastersealscrossroads.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C431	Employabilities, a Divison of Wabash Center - Sheryl Harmon - 2000 Greenbush St (lvannice@employabilities.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C432	ESGR - Employer Support of Guard and Reserves - Deanna Pugh - 711 N. Pennsylvania Street (deanna.k.pughctr@mail.mil)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C433	Frankfort Express - - 1111 S Jackson St (ksilva@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C435	Franklin WorkOne - Jan Reese (Business Representative) - 97 Umbarger Lane (mroberts@workonecentral.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C436	Franklin WorkOne - - 97 Umbarger Lane (mroberts@workonecentral.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C437	Franklin WorkOne - Ramona Grim (Veterans Representative) - 97 Umbarger Lane (mroberts@workonecentral.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C438	Goodwill Industries of Central Indiana - Roxane Piepenbrok - 1635 W Michigan St (rfischer@goodwillindy.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C439	Greencastle WorkOne Express - - 1007 Mill Pond Lane (nray@vinu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C440	WorkOne Greencastle - - 1007 Mill Pond Road (nray@vinu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C441	Greenfield WorkOne Express - Ramona Grim (Veterans Representative) - 836 South State Street (rgrim@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C442	Hartford City WorkOne Express - - 1301 N High St, Ste B (charris@work-one.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C443	Henry County WorkOne - - 376 South 15th Street (henry@work-one.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C444	Hillcroft Services, Inc. - Sheriene Knox - 114 E. Streeter (sknox@hillcroft.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C445	Indiana Plan - Dax Ramsey - 863 Massachussets Ave (dramsey@indianaplan.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C446	Indiana University - School of Health, Physical Education and Recreation - Susan Simmons (Director of Career Services) - 1025 E. 7th Street, HPER 115, Room C001 (suscrowe@indiana.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C447	Indiana University Bloomington - College of Arts & Sciences - General Email for University/College Career Center - 625 North Jordan Avenue (iucareer@indiana.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C448	Indiana University Bloomington - Kelley School of Business - General Email for University/College Career Center - 1309 East Tenth Street, P101 (ucso@indiana.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C449	Indiana University Bloomington - School of Informatics - Kerri Campbell - 919 E. 10th Street, Informatics East, Room 110 (kc26@indiana.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C450	Indiana University IUPUI - Kelley School of Business - General Email for University/College Career Center - 801 West Michigan Street (ksbcpo@iupui.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C451	IndyPendence Job Corps - Reginald Porter - 222 East Ohio Street Suite 300 (porter.reginald@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C452	Ivy Tech State College - Career and Employment Services - Kathie Anderson - 200 Daniels Way (kanderso@ivy.tec.in.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C453	Lafayette Adult Resource Academy - - 1100 Elizabeth St, Ste 3 (ccole@lara.lafayette.in.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C454	Noble of Indiana - Bill Stetzel - 7701 E 21st St (bill.stetzel@nobleofindiana.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C455	Palk Enterprises Supported Employment - Bama Hager (Ph.D., Policy, Advocacy, and Community Advisor) - 711 Black Bears Way (bamah@autism-alabama.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C456	Rush County WorkOne Center - - 103 N Morgan St (lshaul@work-one.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C457	Rush County WorkOne Center - Leslie Shaul - 103 North Morgan Street (lshaul@work-one.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C458	Rush County WorkOne Center - Leslie Shaul - 103 North Morgan Street (lshaul@work-one.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C459	Sycamore Services - Deborah Mitchell - 1001 Sycamore Lane P.O. Box 369 (damitchell@sycamoreservices.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C460	The American Indian Center of Indiana - - 2236 E. 10th Street (mbush@americanindiancenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C461	University of Indianapolis - Career Services - Paul Gabonary - 1400 E Hanna Ave (ocs@uindy.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C462	Urban League of Madison County - - 1210 West 10th Street (sescott1012@sbcglobal.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C463	Vocational Rehabilitation - Shirley Olwine - 4720 Kingsway Drive, Suite 125 (shirley.olwine@fssa.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C464	Wabash Center - Employabilities - - 2000 Greenbush Street (mihudson@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C466	WorkOne Anderson - - 222 East 10th St, Ste B (dpfleeger@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C467	WorkOne Anderson - Ken Ford (Veterans Representative) - 222 East 10th St., Suite B (dpfleeger@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C468	WorkOne Bloomington - - 450 S. Landmark Avenue, P.O. Box 3000 (rharding@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C469	WorkOne Bloomington - - 450 S Landmark Ave (tdaniel@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C470	WorkOne Bloomington - - 450 S. Landmark Avenue, P.O. Box 3000 (tdaniel@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C471	WorkOne Columbus - Wayne Orkin (Veterans Representative) - 4555 Central Avenue, Suite #1300 (meeldrige@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C472	WorkOne Express - Brown County - - 246 East Main Street (Physical), P.O. Box 699 (Mailing) (nallp@hotmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C473	WorkOne Express - Owen County - - 205 East Morgan, Suite B (RHarding@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C474	WorkOne Express Boon County - - 125 Lakeshore Dr (mkinderman@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C475	WorkOne Express Boone County - - 125 Lakeshore Drive (mkinderman@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C476	WorkOne Express Owen County - - 205 E Morgan St, Ste B (rwells_11@hotmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C477	WorkOne Indianapolis East - - 2525 N Shadeland Ave, Ste C-3 (jplatt@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C478	WorkOne Indianapolis West - - 805 Beachway Dr, Ste 110 (spawluczyk@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C480	WorkOne Kokomo - - 709 South Reed Road, P.O. Box 1371 (dadouglass@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C481	WorkOne Kokomo - - 709 S Reed Rd (LChiavola@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C482	WorkOne Kokomo - - 709 South Reed Road, P.O. Box 1371 (LChiavola@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C483	WorkOne lafayette - - 820 Park East Blvd (gtyner@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C484	WorkOne Lafayette - Kara Webb - 820 Park East Blvd (kwebb@workonewestcentral.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C485	WorkOne Muncie - - 201 East Charles Street, Suite 100 (jpassmore@workone.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C486	WorkOne North - Bryon Silk - 9002 North Purdue Road ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C487	WorkOne Shelbyville - Ramona Grim (Veterans Representative) - 130 Rampart Road (rgrim@dwd.in.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C488	WorkOne Southeast - - 1821 N Broadway St (mandi@rivervalleyresources.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C489	WorkOne Southeast - Wayne Orkin (Veterans Representative) - 1821 North Broadway Street (rush@workone.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	

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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	1
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	

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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 <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
<b>Local Sources</b>					
L2	Indiana Broadcasters Association	600 E. Carmel Drive Carmel, IN 46032	Sam Klemet sam@indianabroadcasters.org indianabroadcasters.org	317-656-3011	
L4	Indianapolis Urban League	777 Indiana Ave Indianapolis, IN 46202	Kim Teague kteague@indplsul.org info@indplsul.org	317-693-7603	
L5	University of Indianapolis	1400 E Hanna Ave Indianapolis, IN 46227	Whit Bones bonesw@unindy.edu <a href="http://www.uindy.edu/professional-edge">www.uindy.edu/professional-edge</a>	317-788-2389	
L6	Butler University	4600 Sunset Ave Indianapolis, IN 46208	Internship and Career Services <a href="http://butler.joinhandshake.com">http://butler.joinhandshake.com</a>	317-940-9383	
L7	Franklin College	101 Branigin Franklin, IN 46131	careerservices@franklincollege.edu <a href="http://www.franklincollege.edu">www.franklincollege.edu</a>	317-738-8801	
<b>Total Number of Interviewees Referred:</b>				<b>80</b>	

**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Local [JR034946]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L4	Code Number: C131 Start Date: 2025-07-07
Account Exec, Local [JR035613]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L2, L4	Code Number: C2 Start Date: 2026-03-02
Exec Producer, Digital [JR034819]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L4	Code Number: C134 Start Date: 2025-05-19

**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Local Sales Manager [JR035518]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L2, L4	Code Number: C3 Start Date: 2025-12-02
Meteorologist [JR034551]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L4, L7	Code Number: C2 Start Date: 2025-05-26
Multimedia Journalist [JR034890]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L4	Code Number: C3 Start Date: 2025-07-21

**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Multimedia Journalist [JR035494]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L2, L4	Code Number: C3 Start Date: 2025-12-15
Multimedia Journalist [JR035863]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L2	Code Number: C3 Start Date: 2026-02-23
Producer [JR035544]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L2, L4	Code Number: C2 Start Date: 2025-12-01

**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Producer [JR035627]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L2, L4	Code Number: C134 Start Date: 2026-01-05
Producer, Creative Services [JR035590]	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, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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: 2026-01-05
Real-Time Editor [JR034174]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C420, C421, C422, C425, C427, C428, C430, C431, C432, C433, C435, C436, C437, C438, C439, C440, C441, C442, C443, C444, C445, C446, C447, C448, C449, C450, C451, C452, C453, C454, C455, C456, C457, C458, C459, C460, C461, C462, C463, C464, C466, C467, C468, C469, C470, C471, C472, C473, C474, C475, C476, C477, C478, C480, C481, C482, C483, C484, C485, C486, C487, C488, C489, 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, L4, L7	Code Number: C5 Start Date: 2025-04-07

**EEO PUBLIC FILE REPORT**

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

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>Date of Participation: 3/29/2025 Event: Indiana Broadcaster's Association Career Fair Participants: GM, Charlie Grisham; News Director, Maureen Jennings Description: Met with prospective applicants and shared details about job openings.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Education Assistance Program: The company believes that an employee's pursuit of higher education is of mutual benefit to the company and the employee. This program provides financial support for eligible employees choosing to pursue such education.</p>
	<p>Scripps employees have access to the Scripps resource "Career Hub". The career hub provides ways for employees to expand their networks by finding or serving as a mentor. The career hub also provides employees with coaching and ways to explore possible careers within Scripps and build career development plans.</p>
	<p>Scripps employees have access to a tool, Career Compass which helps employees chart a course for their own professional development by providing information and links to career resources all on one page.</p>
	<p>Scripps employees have access to the resource "Explore". Explore is a series of monthly interactive courses with a micro-workshop approach through 55-minute virtual offerings focused on helping employees take ownership of their career development and path. Employees gain skills and knowledge to help build capabilities and explore different topics through a learn/see/do approach.</p>
	<p>Scripps has an Upskilling program geared towards MMJs and reporters. Employees can attend live, virtual sessions to develop and improve their skills needed for storytelling. Employees can also access 13 different learning courses targeting different skills as part of this program.</p>

**EEO PUBLIC FILE REPORT**

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

	<p>employees participate in E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all 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>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Date: May19, 2025 Attending: Griffin Gonzalez, MMJ Host: Carmel Clay middle school Description: Griffin was asked to speak to their Journalism class about storytelling and future careers in Journalism</p> <hr/> <p>Date: 9/11/2025 Attending: Specialty MMJ/Reporter, Kara Kenney Host: Butler University Description: Kara spoke with a class of approximately 25 journalism students about investigative journalism. She had a Power Point presentation and showed examples of her stories at WRTV. Kara also answered questions from the class about investigative reporting. <a href="https://www.instagram.com/p/DOgP3dtgOtZ/?igsh=OW94Y254dGF3ZHBk">https://www.instagram.com/p/DOgP3dtgOtZ/?igsh=OW94Y254dGF3ZHBk</a></p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Scripps Talent Acquisition team, HR, and Legal have partnered to create comprehensive interview training for managers. During the 90-minute training, hiring managers learn about practical activities such as planning for an interview, developing interview questions and vetting info about a candidate from a third-party or online source. Hiring managers gain a better understanding of their role in developing expertise in structured, behavioral-based interviewing and selection, understanding important legal considerations during the interviewing process and learning how to drive a great candidate experience throughout the recruitment process.</p> <hr/> <p>In March of 2025 station's HR team conducted Leading Effectively Through Accountability and Development (LEAD) Training for all managers. The purpose of this training is for developing and holding employees accountable for conduct and performance expectations while ensuring there is no discrimination.</p>