

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2020 - September 30, 2021

**Station Included in Report:** WFTS-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				22
C2	Internal Candidate / WorkLife				48
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			63
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	11
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		108
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		28
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	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	2
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	925-786-9066	
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	1
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	

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C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1251	Abilities of Florida - Vicki McNabb - 2735 Whitney Road (vmcnabb@ourpeoplework.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1252	Bay Pines VA Healthcare System - Laverne Feaster - 10000 Bay Pines Blvd (laverne.feaster@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1253	CareerSource Heartland (Wauchula) (Heartland Workforce, Hardee One-Stop Career Center) - - 324 6th Avenue, North (mhayes@careersourceheartland.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1254	CareerSource Heartland (Wauchula) (Heartland Workforce, Hardee One-Stop Career Center) - Kenneth Willis (Business Representative) - 324 6th Avenue North (kwillis@hwib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1255	CareerSource Pasco Hernando - Kenneth Russ - 4440 Grand Boulevard (kruss@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1256	CareerSource Pasco Hernando - Kenneth Russ - 15000 Citrus Country Drive (kruss@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1257	CareerSource Pasco Hernando - Kenneth Russ - 7361 Forest Oaks Boulevard (Kruss@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1258	CareerSource Pasco Hernando (New Port Richey) (Division of Vocational Rehabilitation) - - 4440 Grand Blvd. (dlinton@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1259	CareerSource Pasco Hernando (Spring Hill) (Career Central Hernando) - J. Corbine - 7361 Forest Oaks Blvd (jdouglas@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1260	CareerSource Pinellas - - St. Petersburg College Campus, 682 East Klosterman Road (kdailey@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1261	CareerSource Pinellas - - 38500 US Hwy 19 North (kdailey@careersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1262	CareerSource Pinellas - Administrative Office - Charles Almeida (Local Veteran Employment Representative) - 13805 58th St. North, Suite 2-140 (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1263	CareerSource Pinellas - Tarpon Springs - Charles Almeida (Local Veteran Employment Representative) - 682 E. Klosterman Road, St. Petersburg College Campus - Bilirakis Building (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1264	CareerSource Pinellas - Tyrone - Charles Almeida (Local Veteran Employment Representative) - 7701 22nd Ave North (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1265	CareerSource Pinellas (Clearwater) (Gulf-to-Bay One-Step Career Center) - 2312 Gulf-to-Bay Boulevard (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1266	CareerSource Pinellas (Clearwater) (Gulf-to-Bay One-Step Career Center) - Kristin Dailey (Business Representative) - 2312 Gulf-to-Bay Boulevard (kdailey@worknetpinellas.orgs)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1267	CareerSource Pinellas (Clearwater) (Gulf-to-Bay One-Step Career Center) - Ty Anderson - 2312 Gulf-to-Bay Boulevard (tanderson@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1268	CareerSource Pinellas (Clearwater) (WorkNet Pinellas) (Barry Street) - Kristin Dailey - 1315 Cleveland Street (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1269	CareerSource Pinellas (South County) - Kristin Dailey (Business Representative) - 3420 8th Avenue South (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1270	CareerSource Pinellas (Worknet Pinellas Tarpon Springs One-Step Career Center) - Kristin Dailey - 682 East Klosterman Road , St. Petersburg College Campus (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1271	CareerSource Pinellas Center in South Clearwater - Charles Almeida (Local Veteran Employment Representative) - 16432 US Highway 19 N. (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1272	CareerSource Pinellas Center in St. Petersburg - Charles Almeida (Local Veteran Employment Representative) - 3420 8th Avenue South (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1273	CareerSource Polk - 1000 Longfellow Boulevard (raul_roman@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1274	CareerSource Polk (Bartow) (Polk County Workforce Development Board, Inc.) - Ann Marie Haywood - 600 North Broadway Ave., Suite B (annmarie_haywood@polkworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1275	CareerSource Polk (Lakeland) (Polk Works One-Stop Center) - Lisa Garcia (Veterans Representative) - 309 North Ingraham Avenue (will_wilson@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1276	CareerSource Polk (Winter Haven) (Polk Works One Stop Center) - Raul Roman (Veterans Representative) - 500 E. Lake Howard Drive (raul_roman@polkworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1277	CareerSource Polk (Winter Haven) (Polk Works One-Stop Center) - Kathy Suttles (Business Representative) - 500 E. Lake Howard Drive (kathy_suttles@polkworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1278	CareerSource Polk (Winter Haven)(Polk Works One Stop Center) - Kenneth Clayton (Veterans Representative) - 500 E. Lake Howard Drive (kenneth.clayton@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1279	CareerSource Polk (Winter Haven)(Polk Works One-Stop Center) - Kathy Suttles (Business Representative) - 500 E. Lake Howard Drive (kathy.suttles@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1280	CareerSource Suncoast - Joshua Matlock - 1112 Manatee Avenue, East (jmatlock@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1281	CareerSource Suncoast - Patrick Smith - 3660 N. Washington Blvd. (psmith@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1282	CareerSource Suncoast - Sarasota (Suncoast Workforce/Jobs ETC) - Nathan Nagel (Veterans Representative) - 3660 N. Washington Blvd. (mshapiro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1283	CareerSource Suncoast - Sarasota (Suncoast Workforce/Jobs ETC) - Patrick Smith - 3660 N. Washington Blvd. (jjarrell@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1284	CareerSource Suncoast (Bradenton) (Suncoast Workforce) - Joshua Matlock (Director of Business Services at CareerSource Suncoast ) - 1112 Manatee Avenue, East (jmatlock@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1285	CareerSource Tampa Bay - Haley Loeun - 2001 E. Cherry Street (loeunh@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1286	CareerSource Tampa Bay (Tampa) (Workforce Tampa Center, North Tampa) - Marlina McClure - 9215 North Florida Ave, Suite 101 (riveraacostaj@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1287	Center for Independent Living - Amy Kiernan - 115 Traders Alley (akiernan@cilorlando.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1288	Division of Vocational Rehabilitation - - 9350 Bay Plaza Boulevard, Suite 121 (ddunlap@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1289	Division of Vocational Rehabilitation - - 3420 8th Avenue South (dvankirk@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1290	Division of Vocational Rehabilitation - - 3420 8th Avenue South (MDalessio@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1291	Division of Vocational Rehabilitation - Nancy Pritchard - 200 North Kentucky Avenue, Suite #310 (nancy.pritchard@vr.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1292	Division of Vocational Rehabilitation - Nancy Prtichard - 105 South 6th Avenue Unit 3 (nancy.pritchard@vr.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1293	Division of Vocational Rehabilitation/FL Dept of ED - Eladio Amores - 3660 N. Washington Blvd, Suite 216 (eladio.amores@vr.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1294	Goodwill Ind - Genny McIntyre - 5512 Manatee Ave W (gennymcintyre@gimi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1295	Goodwill Industries-Suncoast Inc. - Kris Rawson - 10596 Gandy Blvd (kris.rawson@goodwill-suncoast.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1296	Hispanic Service Council - Robert Rios - 1502 W Busch Blvd (crc@hispanicservicescouncil.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1297	James A. Haley VA Medical Center - Ed Cruz - 13000 Bruce B. Downs Blvd. (ed.cruz@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1298	James A. Haley VA Medical Center - Jay Briggs - 13000 Bruce B. Downs Blvd. (jay.briggs@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	



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C1299	James A. Haley VA Medical Center - Jayne Spencer - 13000 Bruce B. Downs Blvd. (jayne.spencer@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1300	JOB Corps Center - Kristin Dailey (Business Representative) - 500 22nd Street South (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1301	Learey Tech Center - Ann Courtney - 5410 N 20Th Street (webmaster@learey.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1302	Nat Assoc Of Women In Construction - Francene Grivna - 4518 W Idlewild Ave (fgrivna@fortnergrivna.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1303	Pinellas County Urban League - - 333 31st Street North (abateman@pcul.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1304	ServiceSource - Dianne Duncan - 2735 Whitney Rd (evalduncan@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1305	South County - - 3420 8th Ave, South (MDalessio@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1306	State Of Fl-Division Of Blind Services - Jeffrey Whitehead - 415 S Armenia Ave (anthony.ames@dbs.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1307	State Of Fl-Division Of Blind Services - Linda Brown - 5117 26Th St W (linda.brown@dbs.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1308	Suncoast Epilepsy Association - - 5700 54th Avenue North (dwhite@suncoastepilepsy.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1309	Suncoast Workforce - - 3660 N. Washington Blvd. (mshapiro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1310	Tampa Bay Hispanic Chamber Of Commerce - Semprit Zoraida - 1032 Hillsborough Ave (tampahispanic@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1311	Tampa Bay Workforce Alliance - Jay Rivera-Acosta - 5100 W. Kennedy Blvd, Suite 300 (riveraacosta@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1312	Tampa Bay WorkForce Alliance Inc. - Jenny George - 9215 N Florida Ave (georgej@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1313	The Center For Women - Alice Thompson - 305 South Hyde Park Ave (amthompson@cfwtampa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1314	University of South Florida, Sarasota-Manatee - General College/University Contact Email - 8350 North Tamiami Trail (ohpatrick@hotmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1315	VET Service - Clearwater, FL - ADVET Craig K. Spry - 13805 58th Street N, Ste 2-140 (spry.craig@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1316	VET Service - VPS Miguel (Mike) Hernandez - 38500 U.S. Highway 19 North (hernandez.miguel@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1317	WorkForce Brandon Center, Brandon - - 9350 Bay Plaza Boulevard, Suite 121 (loeuinh@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1318	WorkForce Brandon Center, Brandon - - 9350 Bay Plaza Boulevard, Suite 121 (riverac@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1319	WorkForce Plant City Center, Plant City - - 2001 E. Cherry Street (loeuinh@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1320	WorkForce Plant City Center, Plant City - - 2001 E. Cherry Street (riverac@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1321	Workforce Plant City Center, Plant City - Plant City, FL 33563 - 2001 E Cherry St (wiseb@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1322	WorkForce Tampa Center, North Tampa - - 9215 North Florida Ave., Suite 101 (riveraacostaj@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1323	WorkForce Tampa Center, North Tampa - - 9215 North Florida Ave., Suite 101 (riveraacostaj@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1324	WorkForce Tampa Center, North Tampa - - 9215 North Florida Ave., Suite 101 (riverac@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1325	WorkNet Pinellas - Susannah Caum - North County (scaum@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
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	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
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 <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	1
Local Sources					
L1	Florida Association of Broadcasters*	201 South Monroe St Suite 201 Tallahassee, FL 32301	Lindsey Varn intern@fab.org <a href="http://www.fab.org">www.fab.org</a>	800-825-5322	
L2	Tampa Urban League	1405 Tampa Park Plaza Tampa, FL 33605		813-229-8117	
L3	Centre For Women*	305 S. Hyde Park Avenue Tampa, FL 33606	Kimberly Kitchen kkitchen@thecentre.org <a href="http://www.thecentre.org">www.thecentre.org</a>	813-251-8437	
L4	Tampa Housing Authority	1800 N. Rome Avenue Tampa, FL 33607		813-253-0551	

EEO PUBLIC FILE REPORT					
L5	University of South Florida*	4202 E. Fowler Avenue Tampa, FL 33620	careerservices@usf.edu Post Through Handshake	813-974-21 71	
L6	Talent Agency - Napoli Management	8844 West Olympic Blvd, S Beverly Hills, CA 90211			
L9	Erwin Job Placement	2010 E. Hillsborough Ave. Tampa, FL 33610	Jessica Vega	813-231-18 15	
L10	Florida Southern College*	111 Lake Hollingsworth Drive Lakeland, FL 33801	Career Center Post jobs through Handshake	863-680-43 90	
L11	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	Scott Jones www.sbe.org	317-816-90 00	
L12	Division of Vocational Rehabilitation	Florida Department of Education 1313 North Tampa Street Tampa, FL 33602		813-233-36 00	
L13	St. Petersburg College	6605 5th Ave North St Petersburg, FL 33733	spcollege.edu		
L14	National Association of Black Journalist	490 1st Ave South St. Petersburg, FL 33701	Eric Deggan		
L15	National Job Board for Military Veterans	6800 Gulfport Blvd Suite 285 St. Petersburg, FL 33707			
L18	Navy Wounded Warrior Safe Harbor	James A. Haley Veteranâs Hospital 13000 Bruce B. Downs Blvd-Human Resources Tampa, FL 33612		360-315-26 45	
L19	TV News Check	24 West Lancaster Ave Suite 205 Ardmore, PA 19003	Patty Hersh phersh@newscheckme dia.com www.mediajobcenter.c om	610-420-60 03	
L20	TVNewsGigs.com	318 SE Jackson Street Lee's Summit, MO 64063			
L21	Careerbuilder	200 N. LaSalle St, #1100 Chicago, IL 60600			
L22	Alliance for Women in Media	2365 Harrodsburg Rd A325 Lexington, KY 40504-3366			
L23	Florida International University*	11200 SW 8th St Room SASC 305 Miami, FL 33199	Carmen Rosado rosadadoc@fiu.edu Post Through Handshake	305-348-72 85	
L24	Florida A&M University*	1610 University Commons Suite 104 Tallahassee, FL 32307	Shereada Harrell Post Through Handshake	850-599-37 00	
L25	University of Florida-College of Journalism & Communications	PO Box 118400 Gainesville, FL 32611	Charles J. Harris Jr., Director charris@jou.ufl.edu	352-392-02 89	
L30	Media Line*	1209 Wood Valley Road Augusta, GA 30909	Rich Everett rich@medialine.com www.medialine.com	706-364-75 64	
Total Number of Interviewees Referred:					297

# EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR024404]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2021-04-05
Account Exec, Integrated [JR024537]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2021-01-04
Account Exec, Integrated [JR025190]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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	Code Number: C97 Start Date: 2021-06-14
Assignment Editor [JR025447]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C97 Start Date: 2021-07-01

# EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assoc Account Exec, TV [JR024395]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2021-04-05
Content Coord III [JR025754]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2021-09-13
Digital Content Producer [JR024034]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C134 Start Date: 2020-11-30

## EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Exec Producer, Digital [JR024610]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C97 Start Date: 2021-05-03
Graphic Artist [JR025004]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C2 Start Date: 2021-05-07
Local Sales Manager [JR024008]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2020-11-30
Multimedia Journalist [JR024117]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2020-12-07
Multimedia Journalist [JR024265]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C131 Start Date: 2020-12-07



# EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR024929]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2021-05-28
National Sales Manager [JR024234]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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	Code Number: C2 Start Date: 2021-01-04
Photographer II [JR023949]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C1 Start Date: 2020-12-14

# EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR024846]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C1 Start Date: 2021-05-17
Producer [JR024324]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C131 Start Date: 2021-01-18
Producer [JR024581]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2021-03-22

# EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR024645]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2021-04-19
Producer [JR024646]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2021-04-01
Producer [JR024880]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2021-04-26
Producer [JR025144]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C97 Start Date: 2021-06-01

## EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR025711]	C1, C2, C3, C5, C69, C97, C130, C131, C132, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2021-08-02
Reporter [JR026161]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2021-09-07
Reporter [JR026550]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2021-09-20
Spec, Inventory Control [JR023948]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C134 Start Date: 2020-11-09
Spec, Inventory Control [JR024189]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2020-11-09

## EEO PUBLIC FILE REPORT

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

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Spec, Program and Inv Control [JR024057]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2020-11-02
Sr Producer, Creative Services [JR025070]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L5, L10, L23, L24, L30	Code Number: C97 Start Date: 2021-04-14
Sr Technology Project Manager [JR025011]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C2 Start Date: 2021-05-07
Studio Tech III [JR025513]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2021-06-14
Supv, Production [JR025749]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C2 Start Date: 2021-06-28

## EEO PUBLIC FILE REPORT

### 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.	Participated in a virtual job fair on 3/5/21 hosted by the University of South Florida's Mass Communications Dept. We outlined open positions, the types of experience we look for, how to obtain that experience and how to prepare one's resume/interview process. Among those who spoke to the students were the HR Director, News Director, Director of Digital, Director of Production and Director of Engineering.
	Partnered with Renaldo Pena at Full Sail University, and Dev Montgomery (HRBP for Tallahassee) and hosted a job fair outlining Scripps and open position available in both Tampa and Tallahassee. Sarah Moore (News Director), Vicki Bradley (News Director), Alexa Denagall (Assistant News Director), Matt Borek (Digital Director), Dennis Elsbury (Director of Marketing) and Michelle Boley (Local Sales Manager) participated and were available to speak with candidates and answer questions.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	On March 9, 2021, Sarah Moore (Sr. News Director) took part in a virtual panel for the Tampa Bay Association of Black Journalists. It is for USF students looking for their first job in journalism. She spoke about what hiring managers look for.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WFTS hosted a summer intern who worked from 6/7/21 to 8/13/21. This intern supported our News operations, as well as taking part in projects/case studies at Corporate.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WFTS employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WFTS employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.

## EEO PUBLIC FILE REPORT

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

	WFTS employees have access to pursue career advancement through online training with Local On-line Open Knowledge (LOOK) leadership, all things management, leading a team, operations, marketing, ad operations, and sales. Another on-line learning tool for managers is Axcel5 which offers business essentials, managing others and managing self. The company recently introduced a new learning platform for all employees, "Leading at any Distance: Resources for Managing Employees." In this program employees can select learning courses from psychological safety, empathy, team culture, and trust.
Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	During the week of January 25th, 2021 Scripps held News Literacy Week, which is an effort to educate the public on how to absorb news. We also did pieces by two different reporters who discussed what careers in journalism are like.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	All management level employees are required to complete training courses which are aimed at ensuring equal opportunity and preventing discrimination.
	In April, May and June of 2021, managers attended training hosted by Scripps employment attorneys on key employment law issues for supervisors including; The Company's EEO policies, An explanation of protected classes, types of unlawful harassment, discrimination, and retaliation claims as well as the responsibilities of supervisors and practical tips for staying in compliance when hiring, promoting, disciplining, or discharging an employee.