

**EEO PUBLIC FILE REPORT**

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

**Station Included in Report:** WLEX-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.**

| <b>Code</b>           | <b>Recruitment Source</b>     | <b>Address</b>  | <b>Contact Person</b>   | <b>Phone</b> | <b>Number of Interviewees Referred</b> |
|-----------------------|-------------------------------|---|---|--------------|--|
| <b>Common Sources</b> |                               |   |   |              |  |
| C1                    | Employee Referral             |   |   |              | 9                                      |
| C2                    | Internal Candidate / WorkLife |   |   |              | 5                                      |
| C3                    | Scripps.com                   | 312 Walnut St<br>Ste 2800<br>Cincinnati, OH 45202             |   |              | 6                                      |
| C5                    | Google                        | 1600 Amphitheatre Pkwy<br>Mountain View, CA 94043             | www.google.com  | 650-253-6000 | 1                                      |
| C69                   | Yahoo                         | 701 First Avenue<br>Sunnyvale, CA 94089                       | www.yahoo.com   |              |  |
| C97                   | LinkedIn                      | 2029 Stierlin Court<br>Mountain View, CA 94043                | www.linkedin.com  |              | 11                                     |
| C130                  | Face-to-face Networking       |   |   |              |  |
| C131                  | Agency/Search Firm            |   |   |              | 2                                      |
| C134                  | Indeed                        | 6433 Champion Grandview Way<br>Building 1<br>Austin, TX 78750 | www.indeed.com  |              | 3                                      |
| C181                  | TVJobs                        | eQuest job board aggregator                                   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C200                  | JOFDAV                        | eQuest job board aggregator                                   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C201                  | Glass Door                    | eQuest job board aggregator                                   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C202                  | JuJu                          | eQuest job board aggregator                                   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C203                  | JobInventory.com              | eQuest job board aggregator                                   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C204                  | CareerAlerts.com              | eQuest job board aggregator                                   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C205                  | Employment Crossings          | eQuest job board aggregator                                   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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|      |                          |                             |   |              |  |
|------|--------------------------|-----------------------------|---|--------------|--|
| C206 | Jobs Trovit              | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C207 | EARN                     | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C208 | US Diversity             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C209 | African American Careers | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C210 | African American Jobs    | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C211 | Asian Careers            | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C212 | Asian Workforce          | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C213 | Asian Jobs               | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C214 | Disability Jobs          | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C215 | Disability Careers       | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C216 | USD Veterans             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C217 | Veteran Careers          | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C218 | Veteran Jobs             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C219 | USD Disabled Vets        | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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|------|-------------------------|-----------------------------|---|--------------|--|
| C220 | Gay Careers             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C221 | Gay Jobs                | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C222 | Hispanic Careers        | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C223 | USD Hispanic Workforce  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C224 | Hispanic Jobs           | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C225 | Native American Careers | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C226 | American Indian Jobs    | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C227 | Senior Careers          | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C228 | Senior Jobs             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C229 | USD Working Women       | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C230 | Womans Careers          | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C231 | Womens Jobs             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C232 | US Diversity            | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C233 | US Diversity            | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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|-------|--|-----------------------------|---|--------------|--|
| C234  | RecruitABILITY   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C235  | LinkedIn   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C236  | Kimble Group   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C237  | David Careers  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C238  | Jobcase  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1883 | Berea College - General<br>College/University Career Center<br>Email - 101 Chestnut Street, Berea<br>College<br>(careerdevelopment@bera.edu) | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1884 | Bluegrass Career Services - Nicole<br>Dummitt - 1165 Centre Parkway, Suite<br>120<br>(ndummitt@employmentsolutionsinc.org)                   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1885 | Bracken County Public Library - - 310<br>West Miami Street<br>(vclark15@gmail.com)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1886 | Casey County - SCC Center -<br>Liberty, KY 42539 - 3609 North US<br>127 (leslie@lcadd.org)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1887 | Central Kentucky Career Center - - 15<br>West Lexington Avenue<br>(nathan.church@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1888 | Central Kentucky Career Center - - 15<br>West Lexington Avenue<br>(robert.dalton@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1889 | Central Kentucky Career Center -<br>Richmond - - 595 South Keeneland<br>Drive (ajjones@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1890 | Central Kentucky Career Center -<br>Richmond - - 595 South Keeneland<br>Drive (robert.dalton@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1891 | Central Kentucky Job Center -<br>Georgetown - - 1000 West Main Street,<br>Suite 5 (charlest.belljr@ky.gov)                                   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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| C1892 | Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (nathan.church@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1893 | Central Kentucky Job Center - Powell County School Board Annex - Stanton, KY 40380 - 691 Breckenridge St. (susan.watson@powell.kyschools.us) | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1894 | Central Kentucky Job Service Center - - 595 So. Keeneland (robert.dalton@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1895 | Central Kentucky Job Service Center - Richmond, KY 40475 - 595 So. Keeneland (denise.jones@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1896 | Daniel Boone Community Action Agency Inc. - McKee, KY 40447 - 649 Kentucky Highway 290 (info@danielboonecaa.org)                             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1897 | Eastern Kentucky University (EKU JobLink) Richmond, KY - - 521 Lancaster Ave. (career@eku.edu)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1898 | Estill Development Alliance - Joe Crawford - 177 Broadway (joe@estill.org or jessica@estill.org)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1899 | Experience Works Inc. - Jessica Hounshell - 1029 Highway 11 North PO Box A (Jessica_hounshell@experienceworks.org)                           | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1900 | Fleming County Public Library - - 202 Bypass Blvd. (flemingcountylibrary@yahoo.com)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1902 | Frenchburg Job Corps Center - Frenchburg, KY 40322 - 6969 Tarr Ridge Road (jcc.frenchburg@jobcorps.org)                                      | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1903 | Grant County Career Advancement Center - Kentucky Career Center/Brighton Center - Katrina Harris-Greene - 2020 Taft Highway ()               | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1904 | Harry Sparks Vocational School - - 955 West Main Street (Sandy@lcadd.org)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1905 | Jackson County Continuing Education - - 654 Education Mountain Drive, P.O. Box 1390 (joey.neeley@jackson.kyschools.us)                       | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1906 | EARN   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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|-------|---|-----------------------------|---|--------------|--|
| C1907 | Kentucky Career Cente - - 300 Washington Street (ReneaA.houston@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1908 | Kentucky Career Center - - 121 East Broadway (wesley.douglas@ky.gov)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1909 | Kentucky Career Center - Carroll County - - 1209 Highland Avenue ()   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1910 | Lebanon Career Center - Robert Shorter - 145 Cemetery Road (robert.shorter@ky.gov)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1912 | USAA/RecruitMilitary  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1913 | Lexington VA Medical Center - - 1101 Veterans Drive (dennis.west@va.gov)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1914 | Maysville Career Center - - 201 Government Street, Suite 101 (thomasa.schweinzger@ky.gov)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1915 | Middle Kentucky Community Action Partnership, Inc. - Beattyville, KY 41311 - 1970 Old Hwy 11 (cheryl.botner@hazard.kyschools.us)            | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1916 | Middle Kentucky Community Action Partnership, Inc. - Booneville, KY 41314 - Owsley Courthouse, Room 104 (cheryl.botner@hazard.kyschools.us) | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1917 | Mt. Sterling Department for Employment Services - Mt. Sterling, KY 40353 - 108 Locust Street, 2nd Floor (jason.slone@ky.gov)                | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1918 | Nicholas County Center Community Action Council - - 149 Scrubgrass Road (contactus@commaction.org)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1919 | Nicholas County Schools Family Resource Center - Carlisle, KY 40311 - 105 School Drive (paula.hunter@nicholas.kyschools.us)                 | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1920 | Office of Employment and Training - - 1121 Louisville Road, Suite 6 (charlest.belljr@ky.gov)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1921 | Office of Vocational Rehabilitation - David Beach - 275 East Main Street, Mail Drop 2-EK (david.t.beach@ky.gov)                             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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|-------|--|-----------------------------|---|--------------|--|
| C1922 | One Stop of Northern Kentucky - - 1209 Highland Avenue, Suite E (audram.perkins@ky.gov)                                      | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1923 | One Stop of Northern Kentucky - Carrollton, KY 41008 - 400A 4th Street (audram.perkins@ky.gov)                               | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1924 | Owsley County Adult Education and Family Literacy - Booneville, KY 41314 - Sheppard Lane (larry.campbell@kentuckyvalley.org) | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1925 | Powell County Adult Education - - 691 Breckenridge Street (j.hendrix@moreheadstate.edu)                                      | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1926 | Powell County Adult Education - Stanton, KY 40380 - 691 Breckenridge St. (susan.watson@powell.kyschools.us)                  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1927 | Roberston County Library - - 207 North Main Street, P.O. Box 282 (robertsoncountylibrary@yahoo.com)                          | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1928 | Robertson County Library - - 207 North Main Street (Robertsoncountypubliclibrary@gmail.com)                                  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C1929 | Transylvania University Lexington, KY - Jill Warfield - 300 N Broadway Rd (jwarfield@transy.edu)                             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2388 | Facebook   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2389 | Veterans Families United   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2390 | Illinois Job Link  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2391 | Pennsylvania Department of Military and Veterans Affairs (DMVA)  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2392 | Job Accomodation Network (JAN)   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2393 | bestJOBSusa  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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| C2394 | Jobble                    | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2395 | MASSHIRE JobQuest         | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2396 | Facebook                  | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2397 | CareerOneStop             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2398 | Ziprecruiter              | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2399 | Jobtome                   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2400 | EmployGeorgia             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2401 | New York State JobZone    | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2402 | IHire.com                 | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2403 | Kentucky Career Center    | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2404 | Petersons.com             | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2405 | Greater St. Cloud JobSpot | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2406 | IllinoisJobLink.com       | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |
| C2407 | Job Center of Wisconsin   | eQuest job board aggregator | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com | 925-786-9066 |  |

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|---|-----------------------------------|---|--|--------------|-----------|
| C2408   | Source America                    | eQuest job board aggregator   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com  | 925-786-9066 |           |
| C2409   | Texas Workforce Commission        | eQuest job board aggregator   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com  | 925-786-9066 |           |
| C2410   | Simply Hired                      | eQuest job board aggregator   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com  | 925-786-9066 |           |
| C2424   | Military.com                      | 8280 Greensboro Drive<br>Suite 900<br>McLean, VA 22102                            | Allan Schilkraut<br>allan.schilkraut@monster.com<br><a href="https://www.military.com/">https://www.military.com/</a>              | 212-548-8395 |           |
| C3135   | US_Diversity_Network              | eQuest job board aggregator   | Seth Handler<br>eQuest Enterprise<br>Account Executive<br>seth.handler@equest.com  | 925-786-9066 |           |
| Local Sources                                 |                                   |   |  |              |           |
| L1  | University of Kentucky            | James W. Stuckert Career Center<br>408 Rose Street<br>Lexington, KY 40506         | Meghan Pippenger<br>meghan.pippenger@uky.edu<br><a href="https://www.uky.edu/careercenter/">https://www.uky.edu/careercenter/</a>  | 859-257-0550 |           |
| L2  | Western Kentucky University       | Career Development Center<br>1906 College Heights Blvd<br>Bowling Green, KY 42101 | Becky Tinker<br>becky.tinker@wku.edu<br><a href="http://www.wku.edu">http://www.wku.edu</a>  | 270-745-3095 |           |
| L3  | University of the Cumberlands     | Career Services<br>6191 College Station Drive<br>Williamsburg, KY 40769           | Jamirae Holbrook<br>jamirae.holbrook@ucumberlands.edu<br><a href="https://www.ucumberlands.edu/">https://www.ucumberlands.edu/</a> | 606-539-4120 |           |
| L4  | Asbury University                 | 1 Macklem Drive<br>Wilmore, KY 40390  | Michelle Kratzer<br>careerandcaalling@asbury.edu<br><a href="https://www.asbury.edu/">https://www.asbury.edu/</a>                  | 859-858-3511 |           |
| L5  | Berea College                     | 101 Chestnut Street<br>Berea, KY  | Michaela Berry<br>internships@berea.edu<br><a href="http://www.berea.edu/icd">http://www.berea.edu/icd</a>                         | 859-985-3656 |           |
| L6  | Eastern Kentucky University       | 521 Lancaster Avenue<br>Richmond, KY 40475  | Mindy Connelly<br>career-coop@eku.edu<br><a href="http://career-coop.eku.edu/">http://career-coop.eku.edu/</a>                     | 859-662-1296 |           |
| L8  | Kentucky Broadcasters Association | 101 Enterprise Drive<br>Frankfort, KY 40601                                       | kba@kba.org<br>www.kba.org   | 888-843-5221 |           |
| L15   | Morehead State University         | 150 University Blvd.<br>Morehead, KY 40351  | Career Services<br>careerservices@moreheadstate.edu<br>www.moreheadstate.edu   | 606-783-2233 |           |
| L16   | Northern Kentucky University      | UC 225, Nunn Drive<br>Highland Heights, KY 41099                                  | Use Handshake<br>careerservices@nku.edu<br>www.nku.edu   | 859-572-5680 |           |
| L20   | CBK Media Management              | Pittsburgh, PA  | Brian Kane<br>info@cbkmedia.net<br><a href="https://cbkmediamanagement.com">https://cbkmediamanagement.com</a>                     | 412-770-6749 |           |
| L21   | Kent State University             | 800 E Summit St<br>Kent, OH 44240   | Handshake<br>buscareers@kent.edu<br>www.kent.edu   | 330-672-1285 |           |
| <b>Total Number of Interviewees Referred:</b> |                                   |   |  |              | <b>37</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<br/>[by code number]</b>   | <b>Recruitment Source for Person Hired<br/>[by code number]</b> |
|-----------------------------------|--|---|
| Account Exec, Local<br>[JR034823] | 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, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, 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, L1, L2, L3, L4, L5, L6, L8, L15, L16 | Code Number: C97<br>Start<br>Date: 2025-06-30                   |
| Local Sales Manager<br>[JR035015] | 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, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, 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, L1, L2, L3, L4, L5, L6, L8, L15, L16 | Code Number: C97<br>Start<br>Date: 2025-07-14                   |
| Meteorologist<br>[JR034981]       | 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, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, 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, L1, L2, L3, L4, L5, L6, L8, L15, L16 | Code Number: C3<br>Start<br>Date: 2025-06-30                    |

**EEO PUBLIC FILE REPORT**

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

| <b>Job Title</b>                    | <b>Recruitment Sources Utilized to Fill Vacancy<br/>[by code number]</b>   | <b>Recruitment Source for Person Hired<br/>[by code number]</b> |
|-------------------------------------|--|---|
| Multimedia Journalist<br>[JR034764] | 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, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, 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, L1, L2, L3, L4, L5, L6, L8, L15, L16 | Code Number: C1<br>Start<br>Date: 2025-06-23                    |
| Multimedia Journalist<br>[JR034842] | 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, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, 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, L1, L2, L3, L4, L5, L6, L8, L15, L16 | Code Number: C3<br>Start<br>Date: 2025-06-16                    |
| Multimedia Journalist<br>[JR034850] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L1, L2, L3, L4, L5, L6, L8, L15, L16  | Code Number: C1<br>Start<br>Date: 2025-05-19                    |
| Multimedia Journalist<br>[JR035108] | C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L1, L2, L3, L4, L5, L6, L8, L15, L16  | Code Number: C97<br>Start<br>Date: 2025-07-21                   |
| Producer<br>[JR034962]              | 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, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, 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, L1, L2, L3, L4, L5, L6, L8, L15, L16 | Code Number: C1<br>Start<br>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<br/>[by code number]</b>   | <b>Recruitment Source for Person Hired<br/>[by code number]</b> |
|------------------------|--|---|
| Producer<br>[JR035526] | 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, C1883, C1884, C1885, C1886, C1887, C1888, C1889, C1890, C1891, C1892, C1893, C1894, C1895, C1896, C1897, C1898, C1899, C1900, C1902, C1903, C1904, C1905, C1906, C1907, C1908, C1909, C1910, C1912, C1913, C1914, C1915, C1916, C1917, C1918, C1919, C1920, C1921, C1922, C1923, C1924, C1925, C1926, C1927, C1928, C1929, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L1, L2, L3, L4, L5, L6, L8, L15, L16, L21 | Code Number: C1<br>Start<br>Date: 2025-10-06                    |

**EEO PUBLIC FILE REPORT**

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

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| 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 November 21, 2025, WLEX employee Annie Brown represented the station as a member on the advisory committee for George Rogers Clark High School's journalism/communication program. Annie reviewed coursework and offered insight and feedback into skills used in broadcast journalism for consideration in developing the local program for students.  |
|  | On March 19, 2026, WLEX Meteorologist Bill Meck spoke with employees at Commerce Lexington about his job as a meteorologist and forecasting weather. He also answered questions from participants. Commerce Lexington is a member-driven organization focused on economic development, job creation, and business growth in Central Kentucky.  |
|  | On August 7, 2025, Brooke Wheatley, Director of Sales attended the UK Employer Summit, along with Community Relationships Manager, Sydney DeLong. The event took place at Central Bank Club at Kroger Field with discussion on recruiting strategies and networking with the UK Career Center. Sydney and Brooke also shared experiences they've had with working with students/interns.   |
|  | On June 19 through 25, 2025, WLEX Assistant News Director, DeLaina Crutcher and Executive Reporter, Brian Gilbert attended the annual Investigative Reporters and Editors (IRE) Conference in New Orleans, LA. The conference provided panels, workshops and roundtables covering the latest developments in investigative and data journalism.  |
| Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.  | The E.W. Scripps Company offers an Educational Assistance Program to full time and part time (20 hours or more a week) company employees who are interested in pursuing a degree program related to broadcasting. This program will reimburse 100 percent of books and tuition, up to \$5,250 per calendar year, exclusive of the cost of any fees for pre-approved courses, provided that the required paperwork has been submitted and a grade of C or better has been earned. |

**EEO PUBLIC FILE REPORT**

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

|  |   |
|--|---|
|  | <p>WLEX employees may opt to participate in The E.W.Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WLEX employees have 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 systems is also used for other mandatory compliance trainings.</p> |
|  | <p>Reporter/Multimedia journalist upskilling coursework is available to employees in news gathering roles with The E.W. Scripps Company. The focus is on developing skills in 3 ways: virtual trainings, email tips and on-demand resources. Topics include: Conversational Writing, Time Management, Tips &amp; Tricks of Basic Shot Compositions, Nat Sounds &amp; Active Interviews and Building Relationships and Cultivating Sources</p>   |
| <p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>                                   | <p>WLEX producer Clark Embree spoke online via Blackboard Collaborate to the Intro to Journalism class at the University of the Cumberlands on October 7, 2025. During the 30 minute session, Clark shared his career path in broadcasting as well as answered questions from the students.</p>   |
|  | <p>On February 9, 2026, WLEX Executive Producer, Jesse Riffe accompanied by Community Relationships Manager, Sydney DeLong, participated in the University of Kentucky Athletes Career Combine at Longship Club at Kroger Field. During their time at the event, students visited the with them to find out more about working in broadcast journalism, as well as opportunities for potential internships or job shadows.</p>  |
| <p>Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</p> | <p>Local Sales Manager vacancy for WLEX was posted to US Diversity, USD Working Women, and Women's Jobs</p>   |

**EEO PUBLIC FILE REPORT**

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

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|--|---|
| <p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>   | <p>On May 15, 2025, WLEX General Manager, Sean Franklin and Scripps HRBP Dev Montgomery co-facilitated training on Leading Effectively through Accountability and Development (LEAD) to people managers at WLEX. The training included topics on goal setting for employee development and promotion opportunities, performance expectations, employee recognition and policy vs performance.</p>   |
| <p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p> | <p>WLEX Sr. News Director Jennifer Smith participated in an exchange program with Dr. Gretchen Hoak, professor at Kent State University's College of Communication and Information. The program, sponsored by the Scripps Howard Foundation, paired up college faculty with station news leadership to offer an insider's view of station news operations to help students prepare for careers in broadcasting during their studies. Dr. Hoak visited on site at WLEX from June 9th through June 13, 2025 to observe and ask questions. On September 29 through October 1, 2025 Jennifer Smith then visited Kent State University to speak to journalism students about working in news and answer questions about broadcasting.</p> <p>A job shadow was hosted for an Asbury University student at the station on November 11, 2025, by WLEX reporter Megan Mannering. During the day, the student was able to observe Ms. Mannering's job as a reporter, and observe daily activities involved in the creation of a news story for broadcast, and to ask questions relating to employment in the broadcast industry as a whole.</p> |