

**EEO PUBLIC FILE REPORT**

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

**Station Included in Report:** WMAR-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				1
C2	Internal Candidate / WorkLife				13
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			6
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		8
C130	Face-to-face Networking				
C131	Agency/Search Firm				3
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		1
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C800	Aberdeen Workforce Center - Terri Kearney - 34 N Philadelphia Blvd, Room 303 (tkearney@swnetwork.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C801	Andrews Air Force Base (AFB) - Linda Logan - 1191 Menoher Dr (mfscjobs@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C802	Anne Arundel County Career Center - - 613 Global Way (gburnie@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C803	Anne Arundel One Stop Career Center - - 80 West Street, Suite A (lisaac@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C804	Anne Arundel One Stop Career Center - - 7480 Baltimore-Annapolis Boulevard, Suite 100 (zella.brown@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C805	Anne Arundel One Stop Career Center - Annapolis, MD 21401 - 80 West Street, Ste A (lisaac@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C806	Arbor Education and Training - - 9315 Largo Drive West (lhamptonholt2004@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C807	Baltimore County Office of Employment & Training - - 105 West Chesapeake Ave. Ste 300 (aharkness@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C809	Baltimore County Workforce Dev. Center - Baltimore, MD 21224 - 7930 Eastern Blvd (eastpt@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C810	Baltimore County Workforce Development Center at Eastpoint - - 7930 Eastern Avenue (eastwdc@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C811	Baltimore County Workforce Development Center at Hunt Valley - - 11101 McCormick Road, Suite 102 (huntvwdc@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C812	Baltimore County Workforce Development Center at the Liberty Center - - 3637 Offutt Road (lcwdrc@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C813	Baltimore Works Career Center - - 1100 North Eutaw Street, Room 101 (tfinney@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C814	Baltimore Works Career Center - Baltimore, MD 21201 - 1100 N Eutaw St, Ste 101 (crutledge@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C815	Baltimore Works Career Center - Keith Colston - 311 West Saratoga Street (tfinney@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C816	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C817	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C818	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (richard.luzetsky@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C819	Bel Air Workforce Center - Bel Air, MD 21014 - 2 South Bond St, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C822	Caroline County Career Center - - 300 Market Street, P.O. Box 400 (denton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C823	Caroline County Career Center - - 300 Market Street, P.O. Box 400 (segerson@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C824	Caroline County Career Center - Denton, MD 21629 - 300 Market Street (gtheroux@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C825	Carroll County Business & Employment Resource Center - Westminster, MD 21157 - 224 North Center St (drickell@ccg.carr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C826	Carroll County Business and Employment Resource Center - - 224 North Center Street (info@carrollworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C827	Cecil County Workforce Center - - 1275 West Pulaski Highway (jcharles@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C828	Cecil County Workforce Center - Elkton, MD 21921 - 1275 West Pulaski Hwy (gbalog@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C829	Columbia Workforce Center - - 7161 Columbia Gateway Drive (Columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C830	Columbia Workforce Center - - 7161 Columbia Gateway Drive (Columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C831	Columbia Workforce Center - - 7161 Columbia Gateway Drive (Columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C832	Columbia Workforce Center - Columbia, MD 21046 - 7161 Columbia Gateway Drive (Columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C833	Cornerstone Montgomery - Nicholas Mozer - 1398 Lambertton Drive (nicholas.mozer@cornerstonemontgo mery.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C834	Division of Southern Maryland Workforce Services - Waldorf, MD 20602 - 175 Post Office Rd (edowney@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C835	Eastside Career Center - Baltimore, MD 21205 - 3001 East Madison St (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C836	EMPLOY BALTIMORE - - 417 E. Fayette Street - 4th Floor (resumes@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C837	Fort George.G. Meade Army Post Civilian Personnel Advisory Office - Eric Pardue - Building 4432 Llewellyn (ftmeadepao@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C838	Frederick Co. Business & Employment Center - Frederick, MD 21703 - 5340 Spectrum Dr, Ste A (chunt@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C839	Frederick County Workforce Services at the Business and Employment Center - Christopher Watkins - 5340 Spectrum Drive (christopher.watkins@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C840	Goodwill Industries of Monocacy Valley - Cindy Freeman - 400 East Church Street (cfreeman@gimv.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C841	Jewish Social Service Agency - Jewish Vocational Services - Roberta Fagin - 9900 Georgia Avenue (jvs@jssa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C842	Jewish Social Service Agency - Marty Tillman (Employment Relations Specialist) - 200 Wood Hill Road (mtillman@jssa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C843	Kent County Career Center - - 601 High Street, c/o Shared Opportunities Service, Inc. (cdentinger@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C844	Kent County Career Center - Chestertown, MD 21620 - 601 High Street, 2nd Floor (lorem@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C845	Maryland Division of Rehabilitation Services-Baltimore Metro Area - Fred Keene - 2301 Argonne Drive (fkeene@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C846	Maryland Division of Rehabilitation Services-Eastern Maryland - Katie Lynn - 8221 Teal Drive (klynn@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C847	Maryland Division of Rehabilitation Services-Western Maryland - Meara Ziyad - 1004 Littlestown Pike (mziyad@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C848	Maryland Employment Network - Craig Dolan - 125 N. Main Street/Rear (cdolan@harfordmentalhealth.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C849	Maryland Employment Service-Charles County - Levon Roane - Workforce Services (lroane@careernet.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C850	Maryland Employment Service-Prince George - Jeffrey Swilley - 1100 Mercantile Lane Suite 120 (pwhite@pgcedc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C851	Maryland School For The Deaf - Eva Staubitz - PO Box 250 (staubiev@msd.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C852	Maryland State Department of Education - Division of Rehabilitation Services - - 2301 Argonne Drive (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C853	Maryland Works, Inc - Robert Hoffman - 10270 Old Columbia Road (info@mdworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C854	Mayor`s Office of Employment Development/Eastside Career OneStop Center - Miss Holland - 3001 East Madison Street (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C855	Mayor's Office of Employment - Baltimore, MD 21205 - 3001 E Madison St (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C856	Mayor's Office of Employment Development/Eastside Career OneStop Center - - 3001 East Madison Street (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C857	MD Division of Rehabilitation Services - - 2301 Argonne Drive (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C858	MD Division of Rehabilitation Services - Annapolis - - 2001-A Commerce Park Dr., Suite 2 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C859	MD Division of Rehabilitation Services - Columbia - - 7161 Columbia Gateway Drive Suite D (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C860	MD Division of Rehabilitation Services - Frederick - - 100 E. All Saints St., Room 201 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C861	MD Division of Rehabilitation Services - Townson - - 113 Towsontown Blvd., Suite A (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C862	MD Division of Rehabilitation Services - Westminster - - 1004 Littlestown Pike Suite B1 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C863	MD Division of Rehabilitation Services - Wheaton - - 11002 Veirs Mill Road (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C864	Minority Access, Inc. - Bonnie Gray (Internship Coordinator - National Diversity & Inclusion Internship Program) - 5214 Baltimore Ave. (Bgray@minorityaccess.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C865	MONTGOMERY COUNTY COMMISSION FOR WOMEN - COUNSELING and CAREER CENTER - - 401 N. Washington St, #100 (nancie.kennedy@montgomerycountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C866	Montgomery Works One Stop Center - Tara Assi - 11002 Veirs Mill Road (wheaton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C867	Montgomery Works One Stop Workforce Center - Wheaton, MD 20902 - 11002 Veirs Mill Rd, 1st Floor (wheaton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C868	Montgomery Works One Stop Workforce Center - - 11002 Veirs Mill Road, 1st Floor (rpelletier@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C869	Morgan State University - Career Development Center - - Montevallo Complex C224 (EARLENE.GOODSON@MORGAN.EDU)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C870	Morgan State University - Center for Career Development - William Carson - Wing C-224 Montevallo Complex (william.carson@morgan.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C871	Northwest Career Center - Beverly Gill - 2401 Liberty Heights Avenue, Suite 302 (Mondawmin Mall) (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C872	Northwest Career Center - William Carnes (Business Representative) - 2401 Liberty Heights Avenue, Suite 302 (Mondawmin Mall) (bcarnes@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C873	Perry Point VA Medical Center - - Circle Drive (katherine.eastridge@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C874	Prince George's American Job Center - Jeffrey Swilley - 1801 McCormick Drive (largo@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C875	Prince George's One Stop Career Center - - 1100 Mercantile Lane, Suite 100 (hbrooks@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C876	Prince George's One Stop Career Center - Largo, MD 20774 - 1100 Mercantile Lane, Ste 100 (hbrooks@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C877	Queen Anne's County Career Center - Thomas Rider - 125 Comet Drive (queenannes@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C878	Queen Anne's County Career Center - - 125 Comet Drive (cdentinger@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C879	Queen Anne's County Career Center - - 125 Comet Drive (queenannes@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C880	Queen Anne's County Career Center - Centreville, MD 21617 - 125 Comet Dr (chestertown@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C881	Southern Maryland JobSource - Alan Crawley (Labor Exchange Administrator) - 175 Post Office Road (alan.crawley@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C882	Southern MD JobSource - Waldorf - Yvette Turner - 175 Post Office Road (waldorf@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C883	Susquehanna Workforce Center - Bel Air - Linda Newman - 2 South Bond Street (dlwdalbelairjsoffice-labor.maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C884	Talbot Career Center - Arthur Reeside - 301 Bay Street (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C885	Talbot Career Center - - 301 Bay Street, Suite 301 (areeside@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C886	Talbot Career Center - - 301 Bay Street, Suite 301 (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C887	Talbot Career Center - Easton, MD 21601 - 301 Bay Street, Ste 301 (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C888	The Baltimore American Indian Center - John Simermeyer - 113 S Broadway (john.g.simermeyer@live.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C889	Transcen Inc - Sue Ellen - 451 Hungerford Drive (inquiries@transcen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C890	Transcen Inc. - - 451 Hungerford Drive Suite 700 (inquiries@transcen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C891	Waldorf One Stop Career Center - - 175 Post Office Road (charlescjs@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C892	Waldorf One Stop Career Center - - 175 Post Office Road (michelle.singleton@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C893	Waystation Inc - Robert Simpson - 249-251 West Patrick Street (rsimpson@waystationinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

**Local Sources**

L1	WMAR Website	6400 York Road Baltimore, MD 21212	Darlene Dorman www.abc2news.com	410-377-2222	
L4	American University Career Center	4400 Massachusetts Ave, NW Washington, DC 20016	Elaine Salisbury aucareerweb.com	202-885-1852	
L7	Baltimore City Community College	2901 Liberty Heights Avenue Baltimore, MD 21215	Vincent Whitmore vwhitmore@bcc.edu	410-462-8534	
L10	Baltimore Urban League	512 Orchard Street Baltimore, MD 21201	Kaite Hamilton khamilton@diversitytalentnetwork.org www.bul.org	410-523-8150 866-405-8048	
L23	IBEW Local 1200	6500 Seven Locks Road Cabin John, MD 20818	Jenine Jones jenine.jones@ibew1200.org	301-661-8544	
L26	Jewish Community Services	5750 Park Heights Avenue Baltimore, MD 21215	employerservices@jcsbaltimore.org www.jcsbaltimore.org/employers	410-466-9200	
L32	MD/DC/DEL Broadcasters Assoc	106 Old Court Road Baltimore, MD 21208	Gail Summerville mdcd.com	410-653-4122	

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L36	Morgan State University	1700 E. Cold Spring Lane Baltimore, MD 21251	Victoria Valentine victoria.valentine@morg an.edu	443-885-35 05	
L39	National Assoc of Multicultural Media Exec.	7950 Jones Branch Drive McLean, VA 22102	www.namme.org	703-854-71 78	
L42	National Council of Negro Women	633 Pennsylvania Ave NW Washington, DC 20004	Michelle Holder mholder@ncnw.org	202-737-01 20	
L44	Northwest Career Center	2401 Liberty Heights Ave Suite 302 Baltimore, MD 21215	Cynthia Dugger cdugger@oedworks.com	410-523-09 70	
L48	SAG-AFTRA	7735 Old Georgetown Road #950 Bethesda, MD 20814	Anne Rosenblatt anne.rosenblatt@sagaftr a.org	301-657-25 60	
L51	State of MD Dept. of Labor	1100 N. Eutaw Street Baltimore, MD 21201	Greg Styles	410-767-20 21	
L53	Towson University Career Center	8000 York Road Towson, MD 21252	Lizette Pearson www.towson.edu	410-704-46 59	
L61	Bowie State University	14000 Jericho Park Road Bowie, MD 20715-9465	Rosetta Price careerdevelopment@bo wiestate.edu www.bowiestate.edu	301-860-40 00	
L62	University of Baltimore	Career and Professional Development Center 1420 N. Charles Street, SC 206 Baltimore, MD 21201	Charles Jennings, Jr. cjennings2@ubalt.edu www.ubalt.edu	410-837-54 76	
L63	Coppin State University	2500 West North Avenue Baltimore, MD 21216	Linda Bowie careerservices@coppin. edu www.coppin.edu	410-951-39 15	
L69	Washington College	300 Washington Ave Chestertown, MD 21620	career_center@washcoll .edu https://www.washcoll.ed u/	410-778-28 00	
L70	Loyola University Maryland	4501 N Charles St Baltimore, MD 21212	thecareercenter@loyola. edu https://www.loyola.edu/	410-617-22 32	
L71	Stevenson University	1525 Greenspring Valley Rd Stevenson, MD 21153	careerservices@stevens on.edu http://www.stevenson.ed u/career-success/	443-352-44 77	
L72	McDaniel College	2 College Hill Westminster, MD 21157	ceo@mcdaniel.edu https://ceo.mcdaniel.edu /	410-871-33 05	
L73	University of Delaware	401 Academy Street Newark, DE 19716	udcareers@udel.edu http://www.udel.edu/CS C/	302-831-23 92	
L74	Howard University	2397 6th St NW Washington, DC 20059	careerservices@howard. edu https://careerservices.ho ward.edu/	202-806-75 13	
L75	George Washington University	2121 Eye Street, NW Washington, DC 20052	gwcareercenter@gwu.e du https://www.gwu.edu/	202-994-64 95	
L76	Georgetown University	37th and O Streets NW Washington, DC 20057	careercenter@georgeto wn.edu https://georgetown.edu/	202-687-34 93	
L77	Gettysburg College	300 N Washington St Gettysburg, PA 17325	career@gettysburg.edu www.gettysburg.edu	717-337-66 16	
L78	George Mason University	4400 University Drive Fairfax, VA 22030	careers@gmu.edu https://careers.gmu.edu/	703-993-23 70	
L79	University of the District of Columbia	4200 Connecticut Avenue Northwest Washington, DC 20008	careerservices@udc.edu www.udc.edu	202-274-69 20	
L80	The Catholic University of America	620 Michigan Ave NE Washington, DC 20017	careers@cua.edu https://careers.cua.edu	202-319-56 23	
L82	Baltimore County Dept of Aging	611 Central Avenue Towson, MD 21204			

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L83	NPPA (National Press Photographers Assoc)	120 Hooper Street Athens, GA 30602	info@nppa.org <a href="https://nppa.org">https://nppa.org</a>	919-237-1782	
L84	Johns Hopkins University	3400 N. Charles Street Baltimore, MD 21218	jhu.edu	410-516-8000	
L85	Baltimore Public Relations Council	10 N. Calvet Street Baltimore, MD 21202	baltimorecouncil.org		
L86	NAACP Baltimore County	8 W. 26th Street Baltimore, MD 21218		410-366-3300	
<b>Total Number of Interviewees Referred:</b>					<b>32</b>

**EEO PUBLIC FILE REPORT**

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Commercial Production Tech IV [JR035626]	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, C800, C801, C802, C803, C804, C805, C806, C807, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L4, L7, L10, L39, L42, L44, L53, L61, L63, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L82	Code Number: C134 Start Date: 2025-11-10
Multimedia Journalist [JR035785]	C1, C2, C3, C5, C69, C97, 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, C800, C801, C802, C803, C804, C805, C806, C807, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L4, L7, L10, L26, L39, L42, L44, L53, L61, L63, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L82	Code Number: C2 Start Date: 2026-03-02
Multimedia Journalist [JR036144]	C1, C2, C3, C5, C69, C97, 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, C800, C801, C802, C803, C804, C805, C806, C807, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L4, L7, L10, L26, L39, L42, L44, L53, L61, L63, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L82	Code Number: C2 Start Date: 2026-05-04

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

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Photographer II [JR035826]	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, C800, C801, C802, C803, C804, C805, C806, C807, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L4, L7, L10, L26, L39, L42, L44, L53, L61, L63, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L82	Code Number: C97 Start Date: 2026-02-02

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

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On 2/27/2026, the station attended the Penn State Career Fair at Penn State. Kelly Groft (News Director) and Neal Bennett (Senior Talent Acquisitions Partner) represented WMAR/Scripps at the career fair spoke with students about the broadcast industry and potential employment opportunities at Scripps.
	On 5/1/2026, the station participated in the Just In Time Virtual Job Fair hosted by Handshake. Pauline Retty (HRBP) represented WMAR/Scripps at the career fair and spoke with students about the broadcast industry and potential employment opportunities at Scripps.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The E. W. Scripps Company in partnership with Google has a multi-year initiative, the Scripps Journalism Journey Initiative (JJI). The program is designed to help experienced journalists with primarily print backgrounds transition into Scripps video-driven news careers. JJI is a two year program focused on providing extensive training and support, including mentoring, skill development and individual talent coaching to participants. (M.Morales)
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The company provides an Educational Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for tuition and books up to \$5250.00 a year.(A. Engel)
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On Monday, September 29, 2025, Kelly Groft / News Director and Jim Lovino/Scripps Journalism Journey Initiative Program Director visited Penn State University and joined students in their 10 a.m. news class. During the session, they discussed Scripps, career opportunities, and the journalism industry as a whole. The group also reviewed the student's recent newscast from Friday and participated in selecting stories for the upcoming newscast. From 1:30 to 6:30 p.m., Kelly Groft/News Director conducted interviews with 10 students, comprising both juniors and seniors, to explore potential opportunities within Scripps. Some students expressed interest in post-graduation employment, while others sought internship placements to gain experience in journalism.

**EEO PUBLIC FILE REPORT**

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

	<p>On Wednesday, March 4, 2026; WMAR hosted 15 Morgan State University students in the newsroom. Photographers, Producers, Anchors and digital team spoke to the students about broadcast news and careers opportunities in broadcast media/WMAR.</p>
	<p>On Thursday, March 26, 2026; Kelly Groft/News Director and Neal Bennett/Senior Talent Acquisition Partner were at the University of Maryland for a Scripps "takeover" day at the University of Maryland. There were information sessions on modern storytelling, they spoke to a class and did one on one interviews with students. They also spoke to career opportunities in broadcast media/WMAR.</p>