

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2020 - May 31, 2021

Stations Included in Report: WMYD-TV, WXYZ-TV

I. List of Recruitment Sources

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				31
C2	Internal Candidate / WorkLife				38
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			36
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		76
C130	Face-to-face Networking				3
C131	Agency/Search Firm				6
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			

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C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		18
C168	Glassdoor	100 Shoreline Highway Building A Mill Valley, CA 94941	Glassdoor	888355932 3	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	2
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

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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	1
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	

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C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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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	
C1077	Business & Community Innovation Corporation for a Skilled Workforce - Taryn MacFarlane - 1100 Victors Way (tmacfarlane@skilledwork.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1078	Department of Veterans Affairs - Brent Haddow - VA Regional Office (BRENT.HADDOW@VA.GOV)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1079	Detroit Department of Workforce Development - Detroit, MI 48226 - 455 W. Fort Street (salamat@grantassociatesinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1080	Detroit Job Corps - Daniel Sheppard - 11801 Woodrow Wilson Street (sheppard.daniel@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1081	Detroit Regional Workforce Fund - Karen Tyler/Ruiz - 660 Woodward Ave. (karen.tyler/ruiz@liveunitedsem.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1082	Detroit Workforce Development Department - - 707 W. Milwaukee (csanford@mhrdi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1083	Detroit Workforce Development Department - Detroit, MI 48202 - 707 W. Milwaukee (salamat@grantassociatesinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1084	Downriver Community Conference - (Michigan Works! Southgate Service Center) - - 15100 Northline Road (coutinhor@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1085	Focus:Hope - - 1355 Oakman Blvd. (tripleb@focushope.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1086	Gennesees Shiawassee - David Rose - 711 N Saginaw Street (sgoble@gsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1087	Goodwill Industries of Greater Detroit - Patricia Chatman - 3111 Grand River Avenue (info@goodwilldetroit.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1088	Grosse Pointe Career Center - - 17888 Mack Ave., Suite West 2 (tony.pinkston@dccwf.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1089	GST Michigan Works! Lapeer County Service Center - - 550 Lake Drive (jkerbyson@gstmiworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1090	JVS - Lisa Bartley - 29699 Southfield Rd. (lbartley@jvsdet.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1091	Lawrence Technological University (CareerQuest) Southfield , MI - - 21000 West Ten Mile Road (ltuocs@ltu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1092	Michigan Rehabilitation Services - Janet Howard - 333 West Fort Street (howardj2@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1093	Michigan Veterans Foundation - Tyrone Chatman - 2770 Park Avenue (MVF002@EARTHLINK.NET)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1094	Michigan Works - Ferndale, MI 48220 - 713 East 9 Mile Road (pamela.bellaver@ferndaleschools.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1095	Michigan Works - Highland Park, MI 48203 - 144 E. Manchester St. (csanford@mhrdi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1096	Michigan Works - Highland, MI 48357 - 2218 S. Milford Rd. (kressler@goodwilldetroit.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1097	Michigan Works - Howell, MI 48843 - 1240 Packard Drive (wsleight@co.livingston.mi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1098	Michigan Works - Livonia, MI 48150 - 30246 Plymouth Road (khoward@rossprov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1099	Michigan Works - Novi, MI 48377 - 31186 Beck Road (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1100	Michigan Works - Pontiac, MI 48340 - 1847 N. Perry (rossr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1101	Michigan Works - Southgate, MI 48195 - 15100 Northline Road (jim.perry@dccwf.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1102	Michigan Works! - Career Alliance - - 711 N. Saginaw Street, Suite 300 (blahad@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1103	Michigan Works! Dearborn Access Service Center - - 6451 Schaefer Road (jonesr24@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1104	Michigan Works! Highland Park Service Center - - 144 E. Manchester Street (csanford@mhrdi.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1105	Michigan Works! Joblink Service Center - - 1850 North Perry (rossr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1106	Michigan Works! Livingston Service Center - - 1240 Packard Drive (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1107	Michigan Works! Livingston Service Center - - 1240 Packard Drive (wsleight@co.livingston.mi.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1108	Michigan Works! Livonia Service Center - - 30246 Plymouth Road (khoward@rossprov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1109	Michigan Works! Livonia Service Center - Jack Jackson (Business Representative) - 30246 Plymouth Road (jajackson@rossprov.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1110	Michigan Works! Macomb Service Center - Clinton Township - - 43630 Hayes Road, Suite 100 (crannichd@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1111	Michigan Works! Macomb Service Center - Clinton Township - - 43630 Hayes Road, Suite 100 (john@macomb-stclairerworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1112	Michigan Works! Macomb Service Center - Mt. Clemens - - 75 North River Road (hooperm@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1113	Michigan Works! Macomb Service Center - Roseville - - 15950 Twelve Mile Road (andersont@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1114	Michigan Works! Southfield Service Center - - 21030 Indian Street (robinsonj@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1115	Michigan Works! Southfield Service Center - Fred Pittman (Veterans Representative) - 21030 Indian Street (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1116	Michigan Works! St. Clair Service Center - - 100 McMorran, 6th Floor (keckb@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1117	Michigan Works! St. Clair Service Center - - 100 McMorran, 6th Floor (kinsmanc@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1118	Michigan Works! Washtenaw County Service Center - - 301 W. Michigan Avenue, 2nd Floor, Admin Office 301 West Michigan Ave. Suite 400 (pittmanf@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1119	Michigan Works! Washtenaw County Service Center - - 301 W. Michigan Avenue, 2nd Floor, Admin Office 301 West Michigan Ave. Suite 400 (weaverg@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1120	Michigan Works! Waterford Service Center - - 501 North Cass Lake Road (brzegr@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1121	Michigan Works! Wayne Service Center - Antoinette Wirth - 35731 West Michigan Avenue (awirth@etdinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1122	Michigan Works! Wayne Service Center - Linda Gierlack (Business Representative) - 35731 West Michigan Ave. (lgierlack@etdinc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1123	Oakland County Michigan Works! Oak Park Career Center - - 22180 Parklawn (mdefran@oakparkcareercenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1124	Oakland County Michigan Works! Troy - Cheryl Schubeck - 550 Stephenson Highway (www.troymichiganworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1125	OneStop Service Center - - 5555 Conner Avenue (debosec@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1126	Rochester College Rochester Hills, MI - Essie Bryan - 800 West Avon Road (ebryan@rc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1127	Ross Innovative Employment Solutions - - 455 W. Fort Street, 5th Floor (washingtona@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1128	SER Metro - Detroit - - 9301 Michigan Avenue (info@sermetro.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1129	Southwest Housing Solutions - Mary Freeman - 3627 West Vernor Highway (mfreemqan@swsol.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1130	The Greening of Detroit - Devon Buskin - 1418 Michigan Avenue (devon@greeningofdetroit.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1131	The Urban League of Detroit and Southeastern Michigan - - 208 Mack Avenue (srichmond@deturbanleague.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1132	ThumbWorks a Michigan Works! Agency - - 550 Lake Drive, P.O. Box 600 (cadyi@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1133	ThumbWorks at Michigan Works Agency - - 550 Lake Drive P.O. Box 600 (kerbysonj@thumbworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1419	Genesee Shiawassee - - 1975 West Main Street, 2nd Floor (blahad@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1420	Genesee Shiawassee - - 1975 West Main Street, 2nd Floor (sbowen@careeralliance.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1421	Genesee Shiawassee Michigan Works! Shiawassee Service Center - Dave Rose - 1975 West Main Street (sbowen@gsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1422	MI Laborers' Training and Appr. Institute - Scott McDonald - 11155 South Beardslee Road (coleman@mltai.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1423	Michigan Works! Lenawee Service Center - - 1040 South Winter St., Suite 1014 (albigm@michigan.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2214	Handshake	HANDSHAKE CORPORATION 627 Broadway, 9th Floor New York, NY 10012			
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
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	

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C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	

Local Sources

L7	Action Management Corp	20755 Greenfield Southfield, MI	Tom Smela	313-443-6633	
L8	Adcrafter, The	3011 W. Grand Blvd. Detroit, MI	Bob Guerrini	313-872-7850	

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L9	Advantage Staffing	1000 S. Old Woodward Birmingham, MI 48009	Anne Scott birm@staff.com	248-645-88 80	
L14	American Federation of Radio & Television Artists, Detroit	200 Town Center Suite 1900 Southfield, MI 48075	Lorain Alexander	248-351-48 05	
L15	American Women in Radio & TV	1760 Old Meadow Rd McLean, VA 22102	Dianne Farley	703-506-32 66	
L20	Arab Chaldean Social Services	20300 Civic Center Dr. Southfield, MI 48076	Haifa Fakhouri	248-354-84 60	
L21	Arab American & Chaldean Council	20300 Civic Center Dr. Ste. 218 Southfield, MI 48076	Shadiya Bataya	248-354-84 60	
L23	Arab Community Center for Economics & Social Services	6450 Maple St. Dearborn, MI	Adnan Hammd	313-216-73 23	
L24	Arab American & Chaldean Council, Oakland County	28551 Southfield Rd. Suite 204 Lathrup Village, MI 48076	Kim Salem	248-559-19 90	
L25	ARC Genessee County	51 W. Hancock St. Detroit, MI		313-831-02 02	
L26	BART Job Bank	P.O. Box 593 Farmington, MI	Calvin Richards	313-873-97 62	
L27	Between the Lines	11920 Farmington Livonia, MI	Jan Stevenson	734-298-72 00	
L28	Black Awareness In TV	30 Josephine 3rd Flr Detroit, MI	David Rambeau	313-871-33 33	
L29	Booker T. Washington Business Assoc.	2885 W. Grand Blvd Detroit, MI	Bill R. Ross	313-875-42 50	
L30	Career Works, Inc.	1200 E. McNichols Highland Park, MI	Debra Reed	313-867-35 00	
L31	Cass Community Social Services	11850 Woodrow Wilson Detroit, MI 48206	Reverend Faith Fowler	313-883-22 77	
L33	Center for Creative Studies	201 E. Kirby Detroit, MI 48202	Erin Kearns	313-664-74 00 313-664-76 86 fax	
L63	Community Organization & Training Department	305 Michigan Ave. Detroit, MI	Suzanne Heath	313-963-71 74	
L65	Crain's Detroit Business-Electronic Media	1155 Gratiot Ave. Detroit, MI	John Stipe	313-446-16 92	
L68	Delta-T Group Detroit, Inc.	26600 Telegraph Rd. Suite 410 Southfield, MI	Joanne McAndrews	248-350-17 64	
L69	Detroit Area Film and Television	P.O. Box 1443 Royal Oak, MI	Placement Svcs.	248-547-08 47	
L70	Detroit Assoc of Black Organizations	12048 Grand River Detroit, MI 48204	Kathryn Sheffield	313-491-00 03 313-491-06 16 fax	
L71	Detroit Business Institute	1249 Washington Blvd Detroit, MI	Placement Svcs.	313-962-63 43	
L72	Detroit Chamber Workforce Prep	One Woodward Ave Detroit, MI	Robert Troutman	313-596-03 30	
L73	Detroit Economic Growth Corporation	500 Griwswald St. Detroit, MI	Sheila Anthony	313-963-29 40	
L75	Detroit Hispanic Development Corp.	1211 Trumbull Detroit, MI 48216	Angie Reyes, MPH	313-967-48 80	
L77	Detroit Workforce Development Michigan Works	1641 Porter St Detroit, MI 48216	Shirley Manus	313-628-22 64 313-682-22 75 fax	
L78	Detroit's Work Place	707 W. Milwaukee Detroit, MI	Cynthia Bell	313-876-06 74	

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L80	Detroit Public Schools Adult Educations	14111 Puritan Detroit, MI 48227	Doris Moore	313-866-93 28 313-862-06 40	
L82	Dorsey Business Schools	30821 Barrington Madison Heights, MI	Elayne/Career Svcs	248-585-41 50	
L83	Drake Beam Morin, Inc	101 W Big Beaver Troy, MI 48084	Charles Kalmbach	248-524-24 16 248-524-02 16 fax	
L84	Emma L. Bowen Foundation for MinorityInterests in Media	524 West 57th St. New York, NY	Sandra Dorsey-Rice	212-975-25 45	
L85	Empowerment Zone Development Corporation	One Ford Place Suite 1-F Detroit, MI 48202	Elaine Carter	313-872-80 50 313-872-80 02	
L88	Fellowship Chapel	7707 W. Outer Dr. Detroit, MI	Sandra Harris	313-347-28 20	
L89	Ferndale Project Career Center	713 E. Nine Mile Rd. Ferndale, MI	John Almstadt	248-545-02 22	
L90	Focus Hope	1355 Oakman Blvd Detroit, MI	Eleanor Josaitis	313-494-47 75	
L91	Focus Hope	1355 Oakman Blvd Detroit, MI	Debbie Fisher	313-494-45 67	
L92	Finish Cultural Center	35200 West 8 Mile Rd Farmington Hills, MI	Eva Koskimaki	248-478-56 71	
L98	Hispanic Business Alliance	1500 Penobscot Bldg 645 Griswold St Detroit, MI	Dolores Sanchez	313-962-64 22	
L99	Human Resources Association Of Greater Detroit	32425 Grand River Farmington, MI 48128	Catherine Podvin	248-478-64 98	
L100	Inroads Metropolitan Detroit, Incorporated	535 Griswold Detroit, MI	Cassandra Sanders	313-961-64 64	
L101	Japan American Society of Greater Detroit & Windsor	One Woodward Ave Detroit, MI	Liseann Gouin	313-596-04 84	
L102	Jewish Vocational Center	4250 Woodward Ave Detroit, MI	Laura Panoff	313-833-81 00	
L103	Jewish Vocational Services	29699 Southfield R Southfield, MI 48076	Teresa Schwartz	248-559-50 00 248-559-07 73 fax	
L104	Junior Achievement of Southeastern Michigan, Inc	577 E Larned St. Detroit, MI	Lynn Feldhouse	313-962-25 50	
L105	Junior League of Birmigham	460 N Old Woodward Birmingham, 48009	Pat Swistak	248-203-98 41 248-203-93 47	
L106	JVS Employment	4250 Woodward Ave Detroit, MI	Kathy Sirois	313-233-81 00	
L107	Kinetic Post Inc Media Communications	2 Corporate Dr Suite 200 Southfield, MI	Gary Shifflet	248-799-00 99 248-799-00 88 fax	
L108	Lawrence Technological University - Office of Career Services	21000 W. Ten Mile Rd Southfield, MI	Career Services	248-204-30 63	
L110	Livingston County Job Training	1255 E Grand River Howell, MI 48843	Patty Sudbay	517-552-21 06 517-546-23 53 fax	
L115	Michigan Associaton of Broadcasters (MAB)	819 N. Washington Ave Lansing, MI	Denise Weston	1-800-968- 7622	
L118	Michigan Hispanic Chamber of Commerece	24445 Northwestern Hwy Southfield, MI 48075	Raymond Lozano	248-208-99 15 248-208-99 36 fax	

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L119	Michigan Jewish Institute	25401 Coolidge Oak Park, MI	Paul Levine	248-414-69 00	
L133	Michigan Works-Wayne County- Highland Park Job Center	13700 Woodward Ave Highland Park, MI	Fatima Anthony	313-826-02 99	
L136	National Academy of Television Arts & Sciences	24903 Lois lane Southfield, MI 48075	Stacie Mottley	888-430-36 69 248-592-00 87 fax	
L137	National Association of Young Black Journalist	1100 Knight Hall Suite 3100 College Park, MI 20742	Sherlon Christie	301-405-02 48	
L138	National Black MBA Assosciation- Detroit	180 N Michigan Ave Detroit, MI	Valencia Parker	313-972-48 32	
L139	National Council of Jewish Women- Detroit	26400 Lasher Rd Ste 100 Southfield, MI 48034	Susan Gertner	248-355-33 00	
L140	National Welfare Rights Union	13220 Woodward Highland Park, MI	Marian Kramer	313-831-10 40	
L141	Native American Journalists Association	555 Dakota St. Vermillion, SD 57069	Joe Urschel	605-677-52 82	
L142	New Center Community Mental Health	2051 W. Grand Blvd. Detroit, MI	Roberta Sanders	313-961-32 00	
L143	New Detroit	645 Griswold St. Detroit, MI	Bobbie Smith	313-664-20 41	
L145	Oakland County Welfare Rights	132 Franklin Blvd Suite 202 Pontiac, MI 48341	Kathy Slay	248-334-81 17 248-474-40 29 fax	
L147	Ohio & Illinois Center Broadcasting	9000 Sweet Valley Dr Valley View, OH 44125	Gary James	216-447-91 17 216-642-92 32 fax	
L149	On My Own of Michigan	2145 Crooks Rd. Suite 103 Troy, MI 48084	Valerie Michrina	248-649-37 39	
L150	One Stop Career Center	35209 Gratiot Clinton Twp., MI 48305	Placement Svcs.	810-982-42 71	
L151	Operation Able of Michigan	16250 Northland Dr. Southfield, MI	Shirley Sutton	248-443-19 60	
L156	Resource Network	9349 Telegraph Redford, MI	Lawrence Barnes	313-533-59 00	
L172	Service Employment and Rehabilitation-Jobs for Progress	9301 Michigan Ave Detroit, MI	Eva Garza Dewailsche	313-846-22 40 313-846-22 47 fax	
L174	Social Service Dept	1960 W Lafayette Detroit, MI 48037	Placement Svcs.	313-963-60 28 fax 313-963-60 02	
L175	Society of Broadcast Engineers- Detroit	WKBD-TV 26905 W. 11 Mile Rd. Southfield, MI 48037	Frank Maynard	248-355-71 29	
L176	Society of Women Engineers of Detroit	P.O. Box 2978 Detroit, MI 48037	Jennifer Morikawa	248-576-97 03	
L177	South Asian Journalists Association	2590 Broadway New York, NY	Sreenath Sreenivasan	212-854-01 91	
L178	Synergy Partners, LLC	3031 W. Grand Blvd. Detroit, MI	Ronald Ostroff	866-724-75 44	
L179	The Coleman A. Young Foundation	2111 Woodward Ave Detroit, MI	Claudette Y. Smith, PHD	313-962-22 00	
L180	Troy Career Center	210 W. Square Lake Rd Troy, MI 48098	Resource Center	248-879-75 86	
L181	TV Spy-Media Bistro	475 Park Avenue S. Ste 4 New York, NY	Dave Arganbright	212-547-79 31	

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L182	United Way of Southeastern Michigan	1212 Griswold Detroit, MI	Ron Carr	313-226-93 76	
L202	University-Wayne State University	656 Reuter Hall 1001 Faculty/Administration Building Detroit, MI	Arlinda Pringle	313-577-33 90	
L205	Urban League-Detroit Urban League	208 Mack Avenue Detroit, MI	Cassandra Nelson- Pruitt/Lisa Taylor	313-832-32 22	
L208	Wayne County Education and Training Division	18600 Randolph St. Detroit, MI	Niema Hill	313-224-08 15	
L209	Women in Communications	2744 Ellwood Berkleym, MI 48072	Rose Ann Nicolai	248-582-84 65 248-582-84 64 fax	
L210	Women's Informal Network	139 Cadillac Square Detroit, MI	Patricia Allen Cole	313-963-49 46	
L211	Work Skills Corporation	P.O. Box 568 Brighton, MI	Brenda Ochodnick	517-227-48 68 x109	
L215	WXYZ-TV -EW Scripps site	20777 W. Ten Mile Rd. Southfield, MI	Debbie Suminski	248-827-92 77	
L216	Yemeni American Assoc.	2502 Goodson Hamtramck, MI	Nageep Ismial	313-842-84 02	
L217	Rick Gevers & Associates	Box 577 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com		
L218	SmithGeiger	31365 Oak Crest Dr. Westlake Village, CA	Andrew Finlayson andrew@smithgeiger.co m		
L220	602 Communications/Graeme Newell	1011 Lyndhurst Falls Knightdale, NC 27545	Graeme Newell gnewell@602communica tions.com		
L221	National Press Photographers Association (NPPA)	120 Hooper Street Athens, GA 30602	Akili Ramsess aramsess@nppa.org https://nppa.org	706-542-25 06	
L222	National Association of Hispanic Journalists (NAHJ)	1050 Connecticut Ave NW 5th Floor Washington, DC 20036	www.nahj.org		
L223	National Association of Black Journalists (NABJ)	1100 Knight Hall Suite 3100 College Park, MD 20742	www.nabj.org	301-405-02 48	
L224	NAB Education Foundation (NABEF)	1771 N St. NW Washington, DC 20005	www.nabef.org		
L225	Asian American Journalists Association (AAJA)	5 3rd Street San Francisco, CA 94103	Albert Lee	415-346-20 51	
L226	Broadcast Compliance Services	1700 Rockville Pike Suite 400 Baltimore, MD	Robin Cooper robincooper@bcs-ok.com http://www.bcs-ok.com/	301-998-61 36	
L227	Academy of the Scared Heart	1250 Kensington Road Bloomfield Hills, MI 48034	Gretchen Parks	248-646-41 43	
L228	Alliance for a Safer, Greater Detroit	200 Renaissance Center Suite 2653 Detroit, MI 48234	Sandy Jasmund	313-567-93 93	
L229	Alternative Services, Incorporated	32625 Seven Mile Road Suite 10 Livonia, MI 48152	Anita Chamberlain	248-471-48 80	
L233	ARC	51 West Hancock Street Detroit, MI 48201		313- +831-0202	
L234	Broadcast and Cable Media Magazine	PO Box 8056 360 Park Avenue, South 18th Floor New York, NY 10010	K. B. Parker	617-558-45 32	
L235	Burt Job Bank	Slocum Road PO Box 593 Farmington, MI 48332	Calvin Richards	313-873-97 62	
L238	Detroit Workforce Development Board Employment and Training	707 West Milwaukee Avenue 5th Floor Detroit, MI 48202	Cynthia Bell	313-876-06 74	

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L239	E. W. Scripps	312 Walnut Street 2800 Scripps Center Cincinnati, OH 45202		519-977-3000	
L240	Ford Resource and Engagement Center	2826 Bagley Street Detroit, MI 48216	Carmen Mattia	313-962-4888	
L242	Michigan Career Development and Rehabilitation Services	455 West Fort Street 2nd Floor - Detroit Works Building Detroit, MI 48226	Anita Baylis	313-965-5705	
L243	National Academy of Broadcasters	1771 N. Street North West Suite 708 Washington, DC 20036	Michelle Duke	202-427-5300	
L244	National Welfare Rights Union	13200 Woodward Highland Park, MI 48203	Marian Kramer	313-831-1040	
L245	Nationals American Journalists Association	555 Dakota Street Vermillion, SD 57069	Joe Urschel	605-677-5282	
L246	North American Indian Association of Detroit	22720 Plymouth Road Redford, MI 48239	Brian Moore	313-535-2966	
L247	Ohio and Illinois Centers for Broadcasting	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	246-447-9117	
L248	Specs Howard School of Broadcast Arts	19900 West Nine Mile Road Southfield, MI 4805	Anjeanetta Hicks	248-358-9000	
L249	Military.com				
L250	LinkedIn.com				1
L251	Glassdoor				
L252	Military.com				
L253	LinkedIn.com				
L255	Contacted by Scripps Recruiter	312 Walnut Street Cincinnati, OH 45202	Talent Acquisition		
L256	Handshake - college/univeristy recruiting		www.handshake.com		
L257	Pink-Jobs.com				
L258	Social Media Platform - Twitter				
L259	Social Media Platform - Instagram				
L260					
Total Number of Interviewees Referred:					219

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR023779]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L115, L136, L139, L147, L175, L177, L181, L209, L211, L221, L222, L223, L224, L225, L226, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C97 Start Date: 2020-08-24
Account Exec, Integrated [JR023781]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L26, L28, L69, L84, L115, L136, L137, L138, L139, L140, L141, L147, L175, L177, L181, L209, L211, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C3 Start Date: 2020-09-28
Account Exec, Integrated [JR024176]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L65, L69, L84, L115, L136, L137, L141, L147, L175, L177, L181, L209, L221, L222, L223, L225, L226, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C3 Start Date: 2021-01-11

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Asst News Director [JR023511]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L65, L69, L84, L115, L136, L137, L138, L141, L147, L175, L177, L181, L209, L210, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C2 Start Date: 2020-08-31
Building Maintenance Tech IV [JR023650]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L15, L28, L69, L70, L136, L137, L138, L147, L149, L175, L177, L181, L209, L210, L211, L221, L222, L223, L224, L225, L226, L234, L243, L247, L249, L250, L251, L252, L253, L256, L257	Code Number: C2 Start Date: 2020-09-07
Digital Content Producer [JR024697]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L107, L115, L136, L137, L138, L147, L175, L177, L181, L209, L221, L222, L223, L225, L226, L234, L243, L245, L247, L250, L251, L252, L256, L257	Code Number: C2 Start Date: 2021-05-24

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]
Editor III [JR023574]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L84, L107, L115, L136, L137, L138, L141, L147, L175, L177, L181, L209, L210, L221, L222, L223, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C2 Start Date: 2020-07-20
Exec Producer [JR023424]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L115, L136, L137, L138, L139, L141, L147, L175, L177, L181, L209, L210, L221, L222, L223, L224, L225, L226, L234, L243, L245, L246, L249, L250, L251, L256, L257	Code Number: C1 Start Date: 2020-06-01
Local Sales Manager [JR023540]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L115, L136, L137, L138, L147, L175, L177, L181, L209, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C2 Start Date: 2020-08-03

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 [JR023773]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L26, L28, L29, L65, L84, L115, L136, L137, L138, L141, L147, L175, L177, L181, L211, L221, L222, L223, L224, L225, L226, L234, L235, L243, L245, L247, L249, L250, L251, L257	Code Number: C130 Start Date: 2020-09-14
Multimedia Journalist [JR024982]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L65, L69, L84, L107, L115, L136, L137, L141, L147, L175, L177, L181, L209, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L250, L251, L257	Code Number: C3 Start Date: 2021-05-24
Photographer II [JR023866]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L33, L69, L83, L84, L107, L115, L136, L137, L139, L141, L147, L175, L177, L181, L209, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L251, L257	Code Number: C2 Start Date: 2020-10-05

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 [JR024591]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L29, L69, L84, L107, L115, L136, L137, L138, L141, L147, L175, L177, L181, L209, L221, L222, L223, L225, L234, L243, L245, L247, L251, L252, L253, L256, L257	Code Number: C2 Start Date: 2021-03-08
Producer [JR023214]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L27, L28, L29, L65, L69, L84, L115, L136, L138, L147, L175, L177, L209, L211, L218, L221, L222, L223, L224, L225, L226, L234, L239, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C3 Start Date: 2020-06-01
Producer [JR023643]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L115, L136, L137, L139, L141, L147, L175, L177, L181, L209, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L256, L257	Code Number: C97 Start Date: 2020-09-08

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 [JR024026]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L26, L28, L69, L115, L136, L137, L138, L139, L141, L175, L177, L181, L209, L210, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C3 Start Date: 2020-11-30
Producer [JR024079]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C168, C2214, L14, L15, L26, L27, L28, L65, L69, L84, L136, L137, L141, L147, L175, L177, L181, L209, L210, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C97 Start Date: 2020-11-23
Producer [JR024333]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L65, L84, L115, L136, L137, L147, L175, L177, L181, L209, L221, L222, L223, L224, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C97 Start Date: 2021-01-04
Producer, Creative Services [JR025094]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L65, L84, L107, L115, L136, L137, L138, L141, L147, L175, L176, L177, L181, L209, L221, L222, L223, L225, L226, L234, L243, L245, L247, L249, L250, L256, L257	Code Number: C1 Start Date: 2021-05-17

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, Inventory Control [JR024500]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L107, L115, L136, L137, L141, L147, L175, L177, L181, L209, L221, L222, L223, L225, L226, L234, L243, L245, L247, L251, L252, L253, L256, L257	Code Number: C1 Start Date: 2021-03-08
Spec, Inventory Control [JR024770]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L115, L136, L137, L141, L147, L175, L177, L181, L209, L210, L221, L222, L223, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C97 Start Date: 2021-03-15
Spec, Inventory Control [JR024942]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L65, L84, L107, L115, L136, L137, L141, L147, L175, L177, L181, L209, L221, L222, L223, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C1 Start Date: 2021-05-03

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, Social Media [JR023950]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L115, L136, L137, L138, L141, L147, L175, L177, L181, L209, L210, L221, L222, L223, L224, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C1 Start Date: 2020-10-26
Sr Dir, News [JR024387]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L69, L84, L115, L136, L137, L141, L147, L175, L177, L181, L209, L221, L222, L223, L225, L226, L234, L243, L245, L247, L249, L250, L251, L256, L257	Code Number: C2 Start Date: 2021-01-25
Sr Dir, Sales [JR024364]	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, C1077, C1078, C1079, C1080, C1081, C1082, C1083, C1084, C1085, C1086, C1087, C1088, C1089, C1090, C1091, C1092, C1093, C1094, C1095, C1096, C1097, C1098, C1099, C1100, C1101, C1102, C1103, C1104, C1105, C1106, C1107, C1108, C1109, C1110, C1111, C1112, C1113, C1114, C1115, C1116, C1117, C1118, C1119, C1120, C1121, C1122, C1123, C1124, C1125, C1126, C1127, C1128, C1129, C1130, C1131, C1132, C1133, C1419, C1420, C1421, C1422, C1423, 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, L14, L15, L28, L65, L69, L84, L115, L136, L137, L141, L147, L175, L177, L181, L209, L221, L222, L223, L225, L226, L234, L243, L245, L246, L247, L249, L250, L251, L256, L257	Code Number: C1 Start Date: 2021-01-19

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>2/18/2021 - Virtual job fair with Davenport University. Pauline Retty, HR Generalist-WXYZ/WMYD, Ron Kopnick/Local Sales Manager-WMYD and Tim Kochenderfer/Executive Producer-WXYZ participated in the virtual career fair from 11:00 a.m. until 2:00 p.m. During the event, HR Generalist and management staff engaged with college students who are exploring careers in sales, broadcast journalism, production, editing, engineering and other broadcast-centered careers. Job opportunities at the station were highlighted and discussed. Approximately 9 students RSVP'd and engaged in 10 minute virtual meetings.</p> <p>3/9/2021 and 3/10/2021 - Great Lakes Media Show 2021 Virtual job fair with Michigan Association of Broadcasters (MAB). March 9, 2021: 10:00 a.m. to 12:00 p.m. March 10, 2021: 2:00 p.m. - 4:00 p.m. Pauline Retty/HR Generalist-WXYZ/WMYD, Dan Clark/Local Sales Manager-WXYZ and Tim Kochenderfer/Executive Producer-WXYZ participated in the virtual career fair. During the event, HR Generalist and management staff engaged with college students and professionals who are exploring careers in sales, broadcast journalism, production, editing, engineering, and other broadcast-centered careers. Job opportunities at the station were highlighted and discussed. On March 9, 2021 we had approximately 7 students/professionals engaged in discussion and approximately 8 students/professionals engaged in discussion on March 10, 2021.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>Michigan Association of Broadcasters Scholarship Sponsorship presented at the MAB's Virtual Great Lakes Media Show held March 8-11, 2011 : WXYZ/WMYD sponsored a \$1,000 scholarship for a student going into a career in broadcast. This was awarded to a student from Adrian College. https://michmab.com/mabf/scholarships/</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>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 \$4000.00 a year.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Scripps Sales Process Training Q1 - 2/22/2021: 10 Account Executives from WXYZ and 5 Account Executives from WMYD completed the Scripps Sales Process training in this reporting year. This is an intensive program for Account Executives to learn how to successfully grow sales, gain and practice skills for capturing new business, and develop leadership skills in the selling/negotiating process.</p>
	<p>April 28, 2021 Local Media News Room Training. 3 employees from WXYZ/WMYD were selected to attend News Room Training. These employees participated in virtual training series through Solutions Journalism. Through advisory councils and research, 3 areas of focus have been identified for 2021. From that we've created several professional development opportunities for newsroom employees. Opt-in training April 28th: The Focus of the training: positive and in-debt stories.</p>
	<p>WXYZ/WMYD 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.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>09/15/2020 - Workplace Harassment Prevention for Manager training video. Discrimination and harassment at work can have a corrosive effect on an organization's culture and can lead to low employee morale, reduced productivity, and even criminal liability. This training provides an overview of the types of behaviors that can give rise to discrimination, harassment, and retaliation claims, including those based on sex, race, color, national origin, religion, age, and disability. It discusses the benefits of and strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>March 2, 2021 through March 23, 2021 Equity Diversity & Inclusion Dialogue and Learning Sessions. Employees participated in learning sessions to develop a common language for equity, diversity and inclusion. They also discussed implicit bias or the different experiences and points of view we all come to work with.</p>
	<p>Manager and the Law virtual training dates: April 22, 2021, May 20, 2021: All WXYZ and WMYD station managers were required to participate in the Manager and the Law training led by Scripps' internal legal counsel. This is a practical and interactive training covering: *The Company's EEO policies: * An explanation of protected classes, types of unlawful harassment, discrimination , and retaliation claims * The responsibilities of supervisors and practical tips for staying in compliance when hiring, promotion, disciplining m or discharging an employee * Best practices for handing employee complaints and an overview of external complaints brought via EEOC charges and litigation * An overview of FMLA leave law and ADA reasonable accommodation obligations</p>