

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2022 - May 31, 2023

Stations Included in Report: WGNT-TV, WTKR-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				19
C2	Internal Candidate / WorkLife				22
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			47
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	7
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		86
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				9
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		28
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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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	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2097	Christopher Newport University (Christopher Newport CSM) Newport News, VA - Libby Westley - 1 University Place (libby.westley@cnu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2098	Christopher Newport University Center for Career and Academic Planning - - 1 University Place DSU - Suite 3125 (ccap@cnu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2099	College of William and Mary Williamsburg, VA - - P.O. Box 8795 (career@wm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2100	Family Systems II & New Life Programs - - 850 Tidewater Drive (A.Cleaves@familysystems-nlp.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2101	Hampton Roads Maritime Training - - 300 Granby Street (tcmeltg@tcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2102	Hampton VA Medical Center - - 100 Emancipation Drive (kevin.costa@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2103	Job Assistance Center - - 1399 Centerville Road, P.O. Box 327 (spearson@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2104	Job Assistance Center - Shacklefords, VA 23156 - 1399 Centerville Rd (spearsons@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2106	Norfolk State University - Career Services - Melody Iannone - 700 Park Avenue (ndmontgomery@nsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2107	Old Dominion University - September Sanderlin - 1510 W. 48th Street (ssanderl@odu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2108	Old Dominion University Norfolk, VA - Randy Shabro - Old Dominion University, (rshabro@odu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2109	Opportunity, Inc One Stop Workforce Center - Norfolk, VA 23502 - 861 Glenrock Rd, Ste 223 Circle East Bldg (nstephens@hamtonroadworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2110	Opportunity, Inc. One Stop Workforce Center - Jacqueline Rondeau - 861 Glenrock Road (rsharak@oihr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2112	Peninsula Worklink - - 600 Butler Farm Road, Suite C (jesse.williamson@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C2113	Peninsula Worklink - - 600 Butler Farm Road, Suite C (ojt@pmlink.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2114	Peninsula Worklink - Lisa Taylor - 600 Butler Farm Road, Suite C (ltaylor@pmlink.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2115	Tidewater Community College - Workforce Development - Betty Frost - 300 Granby Street (workforce@tcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2117	Urban League of Hampton Roads - - 3225 High Street (yvyoung@ulhr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2118	VEC - Norfolk - - 5145 East Virginia Beach Boulevard (mhunter@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2119	VEC - Norfolk - - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2120	VEC - Norfolk-Virginia Beach Area Office - Sharon Jones/Teri Stankey/Hosey Burgess (Manager) - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2121	VEC - Portsmouth - - 4824 George Washington Highway (Portsmouth@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2122	VEC- Norfolk - Norfolk, VA 23502 - 5145 E Virginia Beach Blvd (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2123	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2124	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2125	Workforce Development Center - Paul D. Camp Community College - - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2126	Workforce Development Center - Paul D. Camp Community College - - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2127	YWCA of South Hampton Roads - Regina Malveaux - 5215 Colley Ave (regina.malveaux@ywca-shr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	1
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	

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C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-839 5	
Local Sources					
L1	602 Communications	4349 E. Colter Street Phoenix, AZ 85018	Sandy Lizik	6029548373	
L2	Diversity Solutions	P.O. Box 740948 San Diego, CA 92174	Oran Brown oran@diversitysolutions.us	619-277-909 9	
L3	Bell Talent	81-112 Avenida Castelar Indio, CA 92203	Roger Bell belltalent@aol.com	7603470500	
L4	Medialine	PO Box 51909 Pacific Grove, CA 93950	Career Services	1-800-237-80 73	
L6	journalismjobs.com		Dan Rohn dan@journalismjobs.com	510-524-200 7	
L13	Daily Press/Career Builder	435 N Michigan Ave Chicago, IL 60611	Cara Glauser	757-528-407 1	
L15	Broadcasting Institute of MD	7200 Harford Road Baltimore, MD 21234	Norman Brooks nb@bim.org	410-254-277 0	
L16	National Association of Black Journalists	1100 Knight Hall Suite 3100 College Park, MD 20742	Stephanie McGee	8669642765 ext 2718	
L17	Mediabistro	475 Park Avenue South, 4th Floor New York, NY 10016	Carrie Rons		
L19	Native American Journalists Association	395 W Lindsey Norman, OK 73019	Jeffery Harjo	4053251649	
L21	Fleet & Family Support Center (Yorktown Naval Weapon Station	PO Drawer 160 Yorktown, VA 23691	Lynn Fogarty lynn.fogarty@gmail.com	7578763881	
L22	Hampton University	114 Wigwam Building Hampton, VA 23668	Courtney Walker courtney.walker@hampton u.edu	7577275331	
L23	ITT Technical Institute	863 Glenrock Road Suite 100 Norfolk, VA 23502	Miya Miles mmiles@itt-tech.edu	7572279230	
L24	NAACP/Chesapeake Branch	PO Box 1531 Chesapeake, VA 23327	Helena Dodson unit7049@gmail.com	757-549-363 6	
L25	Newport News Public Schools TV	4 Minton Drive Newport News, VA 23606	Beth Scott programming@nnpstv.com	7575914687	
L26	Regent University	1000 Regent University Drive Virginia Beach, VA 23464	Heather Duncan jobpost@regent.edu	757-352-410 3	
L27	Thomas Nelson Comm College	PO Box 9407 Hampton, VA 23670	Franz Albertini albertinif@tncc.edu	757-865-587 8	
L30	Virginia Employment Commission/Hampton	600 Butler Farm Road - Suite B Hampton, VA 23666	Stephen LaRosee stephen.larosee@vec.virginia.gov	757-886-285 5	
L31	Virginia Wesleyan	Suite 220 Batten Center Norfolk, VA 23502	Lisa Fentress career_services@vwc.edu	7572338713	
L33	Virginia Association of Broadcasters	600 Peter Jefferson Parkway Suite 300 Charlottesville, VA 22911	Amanda Snyder Amanda.Snyder@easterassociates.com	434.977.371 6	
L34	National Religious Broadcasters Website	9510 Technology Drive Manassas, VA 20110	Judy Stephens jstephens@nrb.org	703-330-700 0 x 510	
L35	Tidewater Technical	2697 Dean Drive Suite 100 Virginia Beach, VA	Crystal Coombs careercvab@centura.edu	757-490-315 1 Ext255	
L36	Virginia Employment Commission/Williamsburg	5235 John Tyler Highway Williamsburg, VA 23185	Christine Young	7572534738	
L38	Virginia Employment Commission-Suffolk	157 North Main Street Suffolk, VA 23434	Aleshya Poon	757-514-774 3	
L39	A.W.R.T.	Old Meadow Road Suite 500 McLean, VA 22102	National Headquarters	703-506-329 0	
L40	CareerBoard	Local Jobs Hampton Roads, VA 23510	Tobby Rice	2165951632	

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L42	New Journal & Guide	974 Norfolk Square Norfolk, VA 23502	Brenda Andrews	757-543-653 1	
L47	CBJ Media Management		CJ Kane info@cbkmedia.net	(412) 770-6749	
Total Number of Interviewees Referred:					229

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR030310]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-11-28
Assoc Producer [JR030661]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2023-05-22
Asst News Director [JR030004]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-10-27
Chief Photographer [JR030625]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2023-02-13

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]
Digital Content Producer [JR029834]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C134 Start Date: 2022-10-24
Digital Content Producer [JR030141]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C3 Start Date: 2022-09-30
Digital Content Producer [JR030313]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-11-01
Dir, Digital Media [JR029776]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-11-14
Director II [JR030413]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2023-01-03

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]
Editor I [JR030583]	C1, C2, C3, C5, C69, C95, 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C95 Start Date: 2023-01-03
Editor II [JR030266]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-11-02
Editor II [JR030559]	C1, C2, C3, C5, C69, C95, 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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2023-01-03
Exec Producer [JR030270]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C100 Start Date: 2022-11-07
Exec Producer, Digital [JR029854]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, 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, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2424	Code Number: C1 Start Date: 2022-12-05

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]
IT Ops Tech II [JR030155]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-12-05
IT Ops Tech II [JR031224]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C134 Start Date: 2023-05-22
JCP Participant [JR027849]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C130 Start Date: 2022-08-08
JCP Participant [JR028121]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C130 Start Date: 2022-07-11
JCP Participant [JR029384]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C1 Start Date: 2022-07-25

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]
Master Control Hub Op [JR028497]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-06-27
Master Control Hub Op [JR028499]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C1 Start Date: 2022-08-08
Master Control Hub Op [JR029511]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C5 Start Date: 2022-08-08
Master Control Hub Op [JR029512]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-10-03
Morning Anchor, MMJ [JR029053]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-06-20

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 [JR028947]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C130 Start Date: 2022-09-19
Multimedia Journalist [JR030978]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C5 Start Date: 2023-04-24
Photographer II [JR028791]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C5 Start Date: 2022-06-24
Photographer II [JR030095]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C134 Start Date: 2022-11-02
Photographer II [JR030566]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C97 Start Date: 2023-01-11

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 [JR030586]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2023-01-23
Photographer II [JR030663]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2023-02-27
Photographer II [JR030664]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C134 Start Date: 2023-01-23
Producer [JR027477]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-06-06
Reporter [JR029111]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C235 Start Date: 2022-08-08

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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]
Specialty Editor [JR030633]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2023-01-09
Specialty Producer [JR029819]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-10-11
Studio Tech II [JR027965]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-07-11
Studio Tech III [JR028901]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-06-13

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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 the cost of tuition and books up to \$4000 per year.
	Manager Essentials: The program has been designed to meet the current needs of managers at Scripps. During the three month program, participants gain the skills and knowledge needed to become a better leader and learn how to communicate more effectively, delegate tasks, manage conflict and develop their direct reports and teams. They also learn from experienced professionals and connect with other managers and leaders from across the company, helping them develop valuable relationships and build their professional network. WTKR has 1 manager currently enrolled in the program.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	1/26/2023 - News Director, Allison Herman, spoke at Ohio University's School of Journalism to junior journalism students about careers in the broadcast journalism field.
	2/7/2023 - LSM, Creative Services Director and HR Director spoke at Old Dominion University about sales, marketing and HR careers within the broadcasting industry.
	2/10/2023 - Reporter, Leondra Head, participated in a panel discussion during the 20th anniversary Career Fair at the Scripps Howard School of Journalism at Hampton University
	4/4/2023 - Senior Reporter, Margaret Kavanaugh, participated in Career Day at Northampton High School.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	During the reporting period, four station managers were required to complete Harassment Prevention for US Manager Training. This course is intended to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. This course addresses federal anti-discrimination and anti-harassment law.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	November 9th, 2022 - Manager and the Law virtual training. Two WTKR 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
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Public Service Announcement: The station has created a public service announcement which is broadcast on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station of they wish their organization receive notices of job opportunities as they become available.