

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2022 - September 30, 2023

Station Included in Report: WTXL-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				12
C2	Internal Candidate / WorkLife				6
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			12
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		39
C130	Face-to-face Networking				20
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		6
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	2
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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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	
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	

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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	
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	
C914	CareerSource Capital Region (Tallahassee) - Tom Cappellino (Veterans Representative) - 2525 South Monroe St., Ste. 3-A, Town South Plaza (tom.cappellino@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C918	CareerSource Capital Region (Crawfordville) - Brenda Davis (Business Representative) - 3278 Crawfordville Hwy, Unit G (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C919	CareerSource Capital Region (Crawfordville) - General Email for Workforce/Career Center (Veteran Representatives) - 3278 Crawfordville Highway, Unit G (wfp@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C920	CareerSource Capital Region (Quincy) - Brenda Davis (Business Representative) - 1140 West Clark Street (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C922	CareerSource Capital Region (Quincy) - General Email for Workforce/Career Center (Veteran Representatives) - 1140 West Clark Street (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C923	CareerSource Capital Region (Quincy) - Tom Cappellino - 1140 W. Clark Street (tom.cappellino@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C924	CareerSource Capital Region (Tallahassee) - Brenda Davis (Business Representative) - 2525 South Monroe Street, Suite #3-A, Town South Plaza (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C926	CareerSource Capital Region (Tallahassee) - General Email for Workforce/Career Center (Veteran Representatives) - 2525 South Monroe Street., Suite #3-A, Town South Plaza (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C927	CareerSource Chipola - Kenny Griffin - 16908 Northeast Pear Street, (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C928	CareerSource Chipola (Blountstown) - Kenny Griffin (Veterans Representative) - 16908 Northeast Pear Street, Suite 2 (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C929	Division of Blind Services - David Hand - 1320 Executive Center Drive, Atkins Building, Ste 201 (david.hand@dbf.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C930	Epilepsy Association of the Big Bend - - 1215 Lee Avenue Suite M-4 (eabbcm@embargmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C932	FL GOVERNOR'S COUNCIL ON INDIAN AFFAIRS, INC. - Joe A. Quetone - 1341 Cross Creek Circle (quetonej@fgcia.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C933	Goodwill Industries - Career Training Center - Dee Austin - 300 Mabry Street (daustin@goodwillbigbend.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C934	Miami Dade Business Leadership Network - Leslie Wilson - C/O Wilson Resources (lesliew@wilres.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C935	Refuge House - Bobbi Moffet - PO BOX 20910 (info@refugehouse.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C936	Tallahassee Community College - General College/University Contact Email - 444 Appleyard Drive (careercenter@tcc.fl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C937	Tallahassee Community College Career Center - Jamina Scippio - 444 Appleyard Dr (careercenter@tcc.fl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C938	Tallahassee Urban League - - 923 Old Bainbridge Road (ywhitehead4@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C939	The Able Trust - Guenevere Crum - 3320 Thomasville Road, Suite 200 (guenevere@abletrust.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1867	CareerSource Chipola - Kenny Griffin - 4636 Highway 90 East, Suite E (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1868	CareerSource Chipola - Marianna - Anita McLendon - 4636 Highway 90 East, Suite E (amclendon@onestopahead.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1869	CareerSource Chipola - Marianna - Kenny Griffin - 4636 Highway 90 East, Suite E (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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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					
L1	Keiser University	1700 Halstead Blvd Tallahassee, FL 32309	www.degrees.keiseruniveristy.edu	866-534-7379	
L2	Philip Merrill College of Journalism - UMD	3107C Knight Hall University of Maryland College Park, MD 301-405-23	Karen Kenny kdenny12@umd.edu merrill.umd.edu	301-405-2429	
L3	University of Florida	1389 Stadium Road Gainesville, FL 32611	https://ufl-csm.symplicity.com/employers/	352-392-3261	
L4	Valdosta State University	1500 N Patterson St Valdosta, GA 31698	https://app.purplebriefcase.com/pb/account/login?s=Valdosta	229-333-5800	
L5	Media Match	1001 Imperial Hwy #2267 La Habra, CA 90632	https://www.media-match.com/usa/media/login.php		
L6	Media Recruiter	5702 Spicewood Harlingen, TX 78552	art@mediarecruiter.com	303-400-5150	
L7	Alabama A&M University	4900 Meridian St N Huntsville, AL 35811	www.aamu.edu	256-372-5000	
L8	Auburn University	23 Samford Hall Auburn, AL 36849	www.auburn.edu	334-844-4000	
L9	Barry University	11300 NE 2nd Ave Miami Shores, FL 33161	www.barry.edu	305-899-3000	
L10	Bethune-Cookman University	640 Dr. Mary McLeod Bethune Blvd Daytona Beach, FL 32114	www.cookman.edu	386-481-2000	
L11	Central Michigan University	1200 S Franklin St Mount Pleasant, MI 48859	www.cmich.edu	989-774-4000	
L12	Columbia University	116th and Broadway New York , NY 10027	www.columbia.edu	212-854-1754	
L13	Florida Agricultural and Mechanical University	1601S Martin Luther King Jr Blvd Tallahassee, FL 32307	www.famu.edu	850-599-3000	
L14	Florida International University	11200 SW 8th St Miami, FL 33199	www.fiu.edu	305-348-2000	
L15	Florida State University	937 W Jefferson St Tallahassee, FL 32306	www.fsu.edu	850-644-2288	
L16	Georgia State University	33 Gilmer St SE Atlanta, GA 30303	www.gsu.edu	404-413-2000	
L17	Jacksonville University	2800 University Blvd N Jacksonville, FL 32211	www.ju.edu	904-256-8000	
L18	Morehouse College	830 Westview Dr SW Atlanta, GA 30314	www.morehouse.edu	470-639-0999	
L19	Stanford University	450 Jane Stanford Way Stanford, CA 94305	www.stanford.edu	650-723-3058	
L20	University of Alabama	619 19th St S Birmingham, AL 35249	www.ua.edu	205-934-6249	
L21	University of Georgia	210 S Jackson St Athens, GA 30602	www.uga.edu	706-542-3000	
L22	University of Miami	1305 Stanford Dr Coral Gables, FL 33124	welcome.miami.edu	305-284-2211	
L23	University of Michigan	500 S State St Ann Arbor, MI 48109	umich.edu	734-764-1817	
L24	University of South Florida	4202 E Fowler Ave Tampa, FL 33620	www.usf.edu	813-974-2011	
L25	Valparaiso University	Chapel Drive Valparaiso, IN 46383	www.valpo.edu	219-464-5000	
L26	The City University of New York	119 W 31st St New York, NY 10001	https://brooklyncollege-csm.symphlicity.com/employers	212-652-2869	
L27	Tallahassee Community College Career Center	444 Appleyard dr Tallahassee, FL 32304	Jamie Scippio careercenter@tccfl.edu	850-201-6200	
L28	Employ Florida Marketplace	2601 Blairstone Rd Building C, Suite 200 Tallahassee, FL 32301	www.employflorida.com	850-922-0023	

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L29	Society for Broadcast Engineers		https://sbe.org/resources/jobs/		
L30	Augusta University	1120 15th Street Augusta, GA 30912	Jessica Carroll https://app.joinhandshake.com	706-737-1604	
L31	Flagler College	74 King St St. Augustine, FL 32084	flagler.edu	904-304-4208	
L32	University of North Georgia	82 College Circle Dahlonega, GA 30597	https://app.joinhandshake.com	706-864-1400	
L33	University of West Florida	11000 university parkway Pensacola, FL 32514	uwf.edu	850-474-2000	
L34	Full Sail University	3300 University Blvd Winter Park, FL 32792	Renaldo Pena www.fullsail.edu	800-757-5105	
L35	Tallahassee Urban League	923 Old Bainbridge Road Tallahassee, FL 32303	Y Whitehead ywhitehead@yahoo.com	850-222-6111	
L36	VET service	107 E Madison St Ste B30 Tallahassee, FL	ADVET Ronnie Carter carter.ronnie@dol.gov	850-386-5109	
L37	Florida Govenor's Council on Indian Affairs, Inc	1341 Cross Creek Circle Tallahassee, FL	Joe A Quetone quetonej@fgcia.com	850-488-0730	
L38	LinkedIn		LinkedIn https://www.linkedin.com/feed/		
L39	Worksource Georgia		JobBoard https://www.worksourcegaportal.com/vosnet/ContactUs.aspx?tab=2	404-982-7985	
L40	CareerSource Capital Region	2601 Blair Stone Road, Bldg C #200 Tallahassee, FL 32301	https://www.careersourcecapitalregion.com/employers/recruit		
Total Number of Interviewees Referred:				104	

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 [JR030599]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L27, L35, L38, L39, L40	Code Number: C97 Start Date: 2023-02-06
Director II [JR031765]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L27, L35, L38, L39, L40	Code Number: C97 Start Date: 2023-09-11
Evening Anchor, MMJ [JR027642]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L8, L10, L13, L14, L20, L24, L27, L35	Code Number: C130 Start Date: 2022-11-28
Meteorologist, Weekend [JR028153]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L2, L7, L10, L13, L14, L20	Code Number: C130 Start Date: 2023-04-24

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]
Morning Anchor, MMJ [JR029376]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L8, L10, L20, L24	Code Number: C130 Start Date: 2022-10-03
Multimedia Journalist [JR029793]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L8, L10, L20, L24	Code Number: C97 Start Date: 2022-10-17
Multimedia Journalist [JR030302]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L27, L35, L38, L39, L40	Code Number: C130 Start Date: 2023-02-01
Multimedia Journalist [JR030775]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L27, L35, L38, L39, L40	Code Number: C130 Start Date: 2023-06-26

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 [JR031009]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L27, L35, L38, L39, L40	Code Number: C130 Start Date: 2023-06-12
Multimedia Journalist [JR031317]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L27, L35, L38, L39, L40	Code Number: C1 Start Date: 2023-06-26
Multimedia Journalist [JR031623]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L27, L35, L38, L39, L40	Code Number: C97 Start Date: 2023-09-05
Multimedia Journalist [JR031696]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, 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, L27, L35, L38, L39, L40	Code Number: C130 Start Date: 2023-08-21
Multimedia Journalist [JR031697]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L27, L35, L38, L39, L40	Code Number: C130 Start Date: 2023-08-21

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 [JR031698]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L27, L35, L38, L39, L40	Code Number: C97 Start Date: 2023-09-05
Producer [JR029656]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L8, L10, L20, L24	Code Number: C130 Start Date: 2022-11-28

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On March 28th, 2023, Senior News Director, Vicki Bradley, and HR Generalist, Abby Serrano, attended the University of Florida Careers in Communications Job Fair. 343 students attended the fair.
	On April 25th, 2023 WTXL-ABC27 attended a Career fair at Florida State University Schools (FSUS) located at 3000 School House Road Tallahassee, FL 32311. FSUS is a grades K-12 school with a tv production program. Brady Marsh, Dir of Creative Services and three employees attended the event. There were over 500 students in attendance grades 9-12.
	On October 27, 2022 WTXL-ABC 27 attended a Job Fair at FAMU school of Journalist & Graphic Communication (510 Orr Drive, Tallahassee, FL 32307). Vicki Bradley, Sr Director of News, Abigail Serrano, HR Generalist, and two anchors who are alumni of the school were present. Spoke to about 80 students about open positions at ABC 27, across E.W. Scripps, and local job shadow opportunities.
	On October 18, 2022, ABC 27's Senior News Director, Vicki Bradley, attended the University of Florida's Careers in Communications Fall Job Fair. Chip Mahaney, Emerging Talent Leader for Scripps, was also in attendance. The Job Fair is open for students and alumni interested in internships and job opportunities related to advertising, journalism, public relations, media production, management, and technology, and related communications industries.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	WTXL's Senior News Director, Vicki Bradley, attended the National Associate of Black Journalists Convention and Career Fair in Birmingham, Alabama, from 8/2/23-8/6/23. Vicki attended the conference along with Sean McLaughlin, SVP of Local News, Marcus Riley, Sr Dir of Local News Strategy and Sara Maxey, Talent Acquisition Project Management Dir. There were roughly 3,600 people in attendance. Scripps interviewed roughly 100 candidates.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WTVX hired a News intern for Scripps' summer internship program. The internship was a full-time, 10 week program from June 5,2023 to August 11,2023 offered to college juniors or seniors who are seeking skills needed for broadcast employment opportunities. WTVX hired a Senior, majoring in Broadcast Journalism at Florida International University. The internship connects the news intern with corporate and local leadership. Corporate and local assignments expose the intern to all the different areas in a news department. The news intern shadowed multimedia journalists, photographers, editors, producers, worked the assignment desk, and more. All WTVX interns receive compensation
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	All Scripps employees have access to a new resource called 'Explore'. Explore is a series of interactive courses with a micro-workshop approach through 55-minute virtual offerings focused on how to grow your career. Prior requisites are not required.
	The company provides an Educational Assistance Program to enable all part-time and full-time employees the opportunity to pursue higher education. The program reimburses employees for the cost of books and tuition up to \$4000 per calendar year.
	All WTVX employees have access to a new resource called 'Career Hub'. This tool provides employees ways to explore possible careers within Scripps, build career development plans, as well as expand their network by finding or serving as a mentor.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	WTVX's Senior News Director, Vicki Bradley, was selected to participate in the Broadcast Leadership Training Program as a company sponsored participant. All sessions are held at National Association of Broadcasters Headquarters in Washington, DC. The 10-month program runs from 9/15/23-6/5/24 and is designed to enable talented senior level broadcast executives who aspire to advance as group executives or station owner. The National Association of Broadcasters Leadership Foundation is a non-profit organization dedicated to serving broadcasters and the public interest by supporting and advocating community service, diversity, education, broadcasting issues and relevant trends.
	WTVX implemented a drone pilot training and certification program for select employees. WTVX pays the cost of training and drone pilot certification examination and requires the employee to study during scheduled hours. This will increase news gathering capabilities.
	WTVX employees have access to pursue career advancement through free Linked In learning courses, Google Career Certificates in the fields of digital marketing and e-commerce, IT support, data analytics, project management and UX design.
Establishment of a mentoring program for station personnel.	WTVX has an on-boarding program (Scripps One) where each new hire is partnered with an on-boarding buddy. Follow up check-ins at 1-3 week and 4-6-week intervals into their employment. In addition, WTVX has a committee dedicated to serving as a resource and support for all new hires and sharing Scripps values and culture. They also serve as a resource to assist in building the employee's network of colleagues.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On October 17, 2022, Florida Agricultural and Mechanical University's School of Journalism & Graphic Communication hosted E.W. Scripps and WTXL for a Career Day. The day-long event consisted of a classroom lecture on media ethics, interviews, and a newscast review. ABC 27's GM/VP, Matt Brown, Senior News Director, Vicki Bradley, and HR Generalist, Abby Serrano attended the event alongside corporate leaders Chip Mahaney, Emerging Talent Leader, and Karen Hite, Senior Director of Talent Acquisition. Students and graduating seniors were interviewed for upcoming summer internships and open jobs throughout our company.
	On October 31, 2022, ABC 27 VP and General Manager, Matt Brown, met via zoom with Jack Hodgson's 'Strategic Communications' Class at Oklahoma State University's School of Media & Strategic Communications. He spoke to approximately 50 students for two hours about the industry, our company, employment opportunities, how best to prepare yourself for a career in journalism, and answered questions. Matt is a graduate of Oklahoma State University.
	On March 20, 2023, ABC 27 VP and General Manager, Matt Brown, met via zoom with Jack Hodgson's 'Media and Strategic Communications' Class at Oklahoma State University's School of Media & Strategic Communications. He spoke to approximately 15 students for one hour about the industry, E.W. Scripps, employment opportunities, how best to prepare yourself for a career in journalism, and answered students' questions.
	On January 9, 2023, HR Generalist, Abby Serrano, was a guest speaker for Chase Gaiefsky's "Introduction to Business" class at Nova Southeastern University. The hour-long session via zoom offered some insights into the HR sector, provided background on E.W. Scripps as a Journalism Company, discussed the broad range of jobs available and skillsets needed within the journalism industry, and a Q&A session.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Assistant News Director, Alexa Denagall, successfully completed Scripps' Manager Essentials program. During the three-month program, plus two additional 60-minute monthly peer circle sessions, managers engage in individual and group opportunities including education on team performance & development, communication skills, conflict management, performance management, delegation, and self-awareness.

New managers are assigned a Skillsoft: EEO and Lawful Hiring Course as part of their onboarding. This is a 30-minute, self-directed, digital course that teaches about the Equal Employment Opportunity laws that guide our company's recruitment efforts and aid in carrying out hiring practices that are fair and lawful.