

EEO PUBLIC FILE REPORT

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

Station Included in Report: WSFL-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				2
C2	Internal Candidate / WorkLife				3
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			6
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		34
C130	Face-to-face Networking				
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		2
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	1
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	

EEO PUBLIC FILE REPORT					
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

EEO PUBLIC FILE REPORT					
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

EEO PUBLIC FILE REPORT					
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	
C1326	American Legion for Vets Post #222 - John Newstreet - 4250 NE 5th Avenue (legionpost222@comcast.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1327	Broward Community College - Deborah Hopkins - 225 East Las Olas Boulevard (dhopkins@broward.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1328	Business Services HUB - Tony Ash - 6301 Northwest 5th Way, Suite 3000 (eobregon@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1331	CareerSource Broward - Monique Wilson - 2610 West Oakland Park Boulevard (mwilson@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1332	CareerSource Broward - Steve Gustafson - 6301 NW 5th Way Suite 3000 (sgustafson@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1334	CareerSource Broward (Hollywood) - Madalyn McGoun (Veterans Representative) - 7550 Davie Road Extension (jtapscott@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1335	CareerSource Broward (Pompano Beach) - 2301 West Sample Road, Building 4, Suite #7A (kmills@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1336	CareerSource Broward Central - Cynthia Carcillo - 2610 W. Oakland Park Blvd. (CCarcillo@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1337	CareerSource Broward Central - Keith Gerena - 2610 W. Oakland Park Blvd. (KGerena@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1338	CareerSource Broward South - Leo Marshall - 7550 Davie Rd. Extension (LMarshall@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1339	CareerSource Palm Beach County - Ellen Willington (Business Representative) - 3400 Belvedere Road (ckinsman@careersourcepb.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1340	CareerSource Palm Beach County (Belle Glade) (West Career Center) - Gerry Genovese (Veterans Representative) - 1085 South Main Street (ggenovese@careersourcepb.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C1342	CareerSource Palm Beach County (West Palm Beach) (Central Career Center) - Jeffrey Rhody - 1951 North Military Trail, Suite D (ckinsman@careersourcepbc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1343	CareerSource Palm Beach County (West Palm Beach) (South Career Center) - Scot Frank (Veterans Representative #2) - 3400 Belvedere Road (sfrank@pbcalliance.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1349	Epilepsy Foundation of Florida - Roxana Galera - 512 NE 3rd Avenue (rgalera@efof.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1350	Epilepsy Foundation of Florida - Roxana Galera - 3222 Commerce Place Suite B (rgalera@efof.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1352	Gulfstream Goodwill Industries - Danna James-Cooper - 1715 Tiffany Dr East (djcooper@gulfstreamgoodwill.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1353	Hispanic Unity of Florida - - 5840 Johnson Street (jvictor08@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1356	Nova Southeastern University Career Services - Shari Saperstein - 3301 College Avenue - Nsu Main Campus (ssaperst@nova.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1359	Palm Beach Habilitation Center, Inc - David Lin - 4522 South Congress Avenue (dlin@pbhab.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1360	Palm Beach State College (Career Center) - General College/University Contact Email - 4200 Congress Avenue (careercenter@palmbeachstate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1361	The Dan Marino Foundation - Linda Diamond - 400 North Andrews Avenue (ldiamond@danmarinofoundation.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1362	Urban League of Broward County - - 3521 W. Broward Blvd. Suite 201 (jwest@ulbcfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1363	Urban League of Palm Beach County - N. Patterson - 1700 North Australian Avenue (npatterson@ulpbc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1367	WorkForce One Employment Solutions - Melanie Magill - 6301 NW 5th Way (mmagill@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1369	Workforce One Fort Lauderdale - Moliere Luders - 2610 West Oakland Park Boulevard (lmoliere@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1370	Workforce One North Broward - Luis Pelaez - 2301 West Sample Road (lpelaez@wflbroward.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	

EEO PUBLIC FILE REPORT					
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2162	Agency for Persons with Disabilities - Evelyn Alvarez - 401 NW 2nd Ave. Suite 811 (Evelyn_Alvarez@apd.state.fl.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2163	American Adult Ed Center - - 18350 NW 67 Avenue (adulted@dadeschools.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2164	American Legion for Vets Post #67 - Richard Izzi - 14901 W Dixie Hwy. (americanlegion@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2166	CareerSource South Florida - - 28951 South Dixie Highway (maria.collado@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2167	CareerSource South Florida - - 9555 SW 175 Terrace (kathleen.halaszk@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2168	CareerSource South Florida - Auvernia Molina (Business Representative) - 833 6th Street, 2nd Floor (auvernia.molina@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2169	CareerSource South Florida - Larry Lawton (Veterans Representative) - 833 6th St, 2nd Floor (llawton@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2170	CareerSource South Florida - Manny Gil (Veterans Representative) - 833 6th Street, 2nd Floor (manny.gil@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2171	CareerSource South Florida - Zandra Gracia - 240 East 1st Avenue, Suite #222 (zandra.gracia@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2172	CareerSource South Florida (Hialeah) (Hialeah Downtown One Stop Career Center) - - 240 East 1st Avenue, Suite 222 (cdorsett@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2173	CareerSource South Florida (Miami Gardens) - Janice Aquino (Business Representative) - 4690 NW 183rd Street (janice.aquino@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2174	Disabled Veterans - Eppie Ortiz - 1201 NW 16th Street (eppieo@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2175	Division of Vocational Rehabilitation Florida Department of Education - Edgardo Morales (Business Relations Representative) - 5835 Blue Lagoon Drive Suite 350 (Edgardo.Morales@vr.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2176	Epilepsy Foundation of Florida - - 7300 N. Kendall Dr. Suite 700 (rgalera@efof.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2177	Florida International University - Lenroy Jones - 11200 Sw 8Th Street (jonesl@fiu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

EEO PUBLIC FILE REPORT					
C2178	Florida International University Career Services Office - Jasmin Rodriguez - 11200 South West 8th Street, Graham Center (GC) 230 (jasmrodr@fiu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2180	Goodwill South Florida - Dario Baez (Placement Specialist) - 2121 Northwest 21st Avenue (dbaez@goodwillmiami.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2181	Haitian American Foundation, Inc (Hafi) - Charles Cazeu - 5080 Biscayne Boulevard (charlescazeau@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2182	Hialeah Gardens One-Stop Career Center - - 2851 West 68th Street, Suite 14 (janice.aquino@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2183	Homestead Job Corps Center - Leslie Diaz - 12350 Sw 285Th Street (leslis.diza@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2184	Miami Dade College (MDC Student Employment & Internship Opportunities Online Site) - Rebeca Garcia-Cartaya (Assistant Director) - 300 N.E. 2nd Avenue (rgarcia2@mdc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2185	Miami Job Corps Center - Lori Trujillo - 3050 Nw 183Rd Street (Lori.Trujillo@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2186	Miami Vet Center - Patrick Murphy - 8280 Nw 27Th St (patrick.murphy5@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2187	Miami-Dade Community College, Meed Program - Lucy Moscoso - 300 NE 2nd Avenue (lmoscoso@mdc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2188	Miami-Dade County Public SchoolsOffice Of Adult, Vocational, Alternative And Community Education - Manny Castaneda - 1450 Ne 2Nd Ave (castanedam@dadeschools.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2189	North Miami Beach One Stop Career Center - - 633 NE 167th Street, Suite 200 (lmclaughen@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2190	Northside One Stop Career Center - - 7900 NW 27th Ave, Suite 200 (therese.jean-louis@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2191	Northside One Stop Career Center - - 7900 NW 27th Avenue, Suite #200 (rsmith@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2192	Perrine One Stop Career Center - - 9555 SW 175 Terrace (hmoore@careersourcesfl.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2193	Perrine One Stop Career Center - Miami, FL 33157 - 9555 SW 175 Terrace (macedo@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2194	South Florida Industry-Ofccp Liaison Group - Marjorie Wilkoff - C/O Stearns Weaver Miller (mwilkoff@swwmas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C2195	South Florida Workforce City Miami Garden One-Stop - Tracy Wilson - 4690 Nw 183Th Street (twilson@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2196	South Florida Workforce Hialeah Gardens One-Stop - Tracy Wilson - 2851 West 68th Street (twilson@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2197	South Florida Workforce Hialeah One-Stop - Ricardo Silva - 240 E 1st Avenue (rsilva@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2198	South Florida Workforce Little Havana One-Stop - William Lunt - 701 Sw 27Th Avenue (wlunt@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2199	South Florida Workforce Miami Beach One-Stop - Larry Lowton - 833 6Th Street (llowton@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2200	South Florida Workforce Miami Downtown One-Stop - Larry Lowton - 7300 Corporate Center (llowton@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2201	South Florida Workforce Miami Northside One-Stop - Calvin Dorsett - 7900 Nw 27Th Avenue (cdorsett@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2202	South Florida Workforce North Miami Beach One-Stop - Ricardo Silva - 633 Ne 167 Street (rsilva@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2203	South Florida Workforce Perrine One-Stop - Harold Moore - 9555 Sw 175 Terrace (hmoore@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2204	South Florida Workforce West Dade One-Stop - William Lunt - 2700 Sw 97 Avenue (wlunt@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2205	St Thomas University - Cristina Lopez - 16401 Nw 37Th Avenue (careerservices@stu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2206	St. Thomas University (Bobcat Career Connection) - General College/University Contact Email - 16401 NW 37th Avenue (careerservices@stu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2207	State of Florida Agency for Persons with Disabilities - - 401 NW 2nd Avenue (apd.info@apdcare.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2208	Urban League of Greater Miami - - 8500 NW 25th Avenue (drakes@bellsouth.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2209	West Dade One Stop Career Center - Miami, FL 33165 - 2700 SW 97th Ave (calexis@southfloridaworkforce.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2210	Women in Construction - NAWIC - - 1000 Waterford Bldg. (rwimberly@tcco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2384	Goodwill Industries of Southwest Florida, Inc. - - 969 West Sugarland Highway (mercedesmaturana@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

EEO PUBLIC FILE REPORT					
C2385	Southwest Florida Works - Elsa Sosa - 215 B South Francisco Street (esosa@sfwdb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-90 66	

EEO PUBLIC FILE REPORT					
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	SBE JobsOnline System	5900 Wilshire Blvd 31st Floor Los Angeles, Ca 90036	Job Listing kjones@sbe.org	323-655-8000	
L2	American Adult Education	18350 NW 37th Ave Hialeah, Fl 33015	Marilyn Eimer meimer@dadeschools.net	305-557-3770	
L3	Career Ctr. Of Broward Comm. College	560 NW 27th Ave Pembroke Pines, Fl 33024	Serena Thompson sthoms6@broward.edu	954-201-8865	
L4	FAB Job Bank	800 N. Calhoun Street Tallahassee, Fl 32303	Linday Varn lvarn@fab.org	850-681-6444	
L5	Henderson Behavioral Health South Broward	1957 Jackson Street Hollywood, Fl 33020	Julie Azan jazan@hendersonbehavioralhealth.org	954-921-2600	
L6	Hispanic Unity of Florida	5840 Johnson Street Hollywood, 33021			
L7	Miami International University of Art Design	1501 Biscayne Blvd. Suite 100 Miami, Fl	Sandy Palacios spalacios@aui.edu	305-428-5879	
L8	Miami-Dade Community College	11380 SW 27th Ave. Miami, Fl 33167	Frederick Toney ftoney@mdc.edu	305-237-8888	
L9	NAACP Broward County	1409 NW 6th Street Ft. Lauderdale, Fl 33311	Marsha Ellison naacp5099@aol.com	954-764-7604	
L10	NATAS Suncoast Chapter	P.O. Box 840738 Pembroke Pines, 33084			
L11	Sheridan Vo. Tech. Ctr	5400 Sheridan Street Hollywood, Fl 33021	Kelly Ellis althea.jester@browardschools.com	754-321-5514	
L12	University of Miami	1320 S. Dixie Hwy Coral Gables, 33124			
L13	Urban League of Broward County	560 NW 27th Ave Ft. Lauderdale, Fl 33311	Jeanine West westassociates@yahoo.com	954-584-0777	

EEO PUBLIC FILE REPORT					
L14	Urban League of Miami	8500 NW 25th Ave. Miami, Fl 33147	Sharon Hendley shenley@miamiurbanleag ue.org	305-696-44 50	
L15	Spots N Dots	1635 Old Highway 41 NW Sutie 112-338 Kennesaw, Ge 30152	Job Listing	604-729-73 31	
L16	TVNewsCheck	238 Crosshill Road Wynnewood, PA 19096	Paul Greeley paul@newscheckmedia.c om	817578632 4	
L17	LinkedIn		https://www.linkedin.com/jobs/		
Total Number of Interviewees Referred:					49

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 [JR028074]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1349, C1350, C1352, C1353, C1356, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1906, C1912, C2162, C2163, C2164, C2166, C2167, C2168, C2169, C2170, C2171, C2172, C2173, C2174, C2175, C2176, C2177, C2178, C2180, C2181, C2182, C2183, C2184, C2185, C2186, C2187, C2188, C2189, C2190, C2191, C2192, C2193, C2194, C2195, C2196, C2197, C2198, C2199, C2200, C2201, C2202, C2203, C2204, C2205, C2206, C2207, C2208, C2209, C2210, C2384, C2385, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L4, L6, L8, L9, L10, L13, L14, L16	Code Number: C97 Start Date: 2022-11-07
Account Exec, Local [JR029639]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1349, C1350, C1352, C1353, C1356, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1906, C1912, C2162, C2163, C2164, C2166, C2167, C2168, C2169, C2170, C2171, C2172, C2173, C2174, C2175, C2176, C2177, C2178, C2180, C2181, C2182, C2183, C2184, C2185, C2186, C2187, C2188, C2189, C2190, C2191, C2192, C2193, C2194, C2195, C2196, C2197, C2198, C2199, C2200, C2201, C2202, C2203, C2204, C2205, C2206, C2207, C2208, C2209, C2210, C2384, C2385, 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, L6, L8, L13	Code Number: C97 Start Date: 2023-02-14

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]
Dir, Creative Services [JR029633]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1349, C1350, C1352, C1353, C1356, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1906, C1912, C2162, C2163, C2164, C2166, C2167, C2168, C2169, C2170, C2171, C2172, C2173, C2174, C2175, C2176, C2177, C2178, C2180, C2181, C2182, C2183, C2184, C2185, C2186, C2187, C2188, C2189, C2190, C2191, C2192, C2193, C2194, C2195, C2196, C2197, C2198, C2199, C2200, C2201, C2202, C2203, C2204, C2205, C2206, C2207, C2208, C2209, C2210, C2384, C2385, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L1, L2, L4, L6, L8, L9, L10, L13, L14, L15, L16, L17	Code Number: C97 Start Date: 2022-11-01
Local Sales Manager [JR030580]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1349, C1350, C1352, C1353, C1356, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1906, C1912, C2162, C2163, C2164, C2166, C2167, C2168, C2169, C2170, C2171, C2172, C2173, C2174, C2175, C2176, C2177, C2178, C2180, C2181, C2182, C2183, C2184, C2185, C2186, C2187, C2188, C2189, C2190, C2191, C2192, C2193, C2194, C2195, C2196, C2197, C2198, C2199, C2200, C2201, C2202, C2203, C2204, C2205, C2206, C2207, C2208, C2209, C2210, C2384, C2385, 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, L6, L8, L13, L17	Code Number: C97 Start Date: 2023-03-08

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	On 9/22/23, WSFL was a media sponsor for 'Viva Miami Hispanic Heritage Business Expo' hosted by South Florida Hispanic Chamber of Commerce. The event offers a showcase of product and service exhibits, workshops and opportunities to connect with other business professionals. There is also a lunch and panel discussion on a business topic of interest. There were over 1,000 people in attendance, with about 85% of the demographic being Hispanic. WSFL's GM/VP Andres Chaparro, Director of Creative Services, Diana Michie, and several WSFL employees attended the event.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	On 11/9/22-11/11/22, WSFL's GM/VP, Andres Chaparro, served as a panelist for the Media Ad Sales Summit in Fort Lauderdale, Florida. The event brings together leaders from across the industry to discuss challenges, opportunities, and how we can work together to advance automation and convergence throughout advertising.
	On 1/26/23, WSFL's GM/VP, Andres Chaparro, served as a panelist for 'Winter Wonderland: Breaking the Ice with Your Brand' Conference hosted by National Association of Hispanic Real Estate Professionals(NAHREP) in Denver, Colorado. The conference offered networking with likeminded professionals, two panel discussions on branding and social media, and Q&A sessions. Andres Chaparro talked about digital marketing and values he uses to lead organizations.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WSFL hired a Creative Services intern from Florida International University on 7/24/23. The internship is a 6 month-long, part time position that exposes the intern to the different areas in a creative services department. All Scripps Interns receive compensation and are eligible for college credit upon request.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Director of Sales, Francisco Luciano, is a participant of Scripps' eMerge program from 10/6/22 through 10/3/23. eMerge is a one year program designed to develop a diverse pipeline of managers for the next level of leadership. The group of managers engage in individual and group opportunities including education, experience, and exposure. This program includes in-person workshops and virtual sessions.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>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.</p>
	<p>All WSFL 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.</p>
	<p>All WSFL 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.</p>
	<p>WSFL 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.</p>
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>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.</p>
	<p>On January 24, 2023, WSFL's GM/VP Andres Chaparro, and Director of Creative Services, Diana Michie joined other Scripps leaders at Florida International University, for a 'Scripps Day at FIU' with their journalism program. During the day long event, WSFL and Scripps leaders engaged in 8 different classes, observed a newscast production, met leaders & faculty from FIU, met students, discussed employment opportunities in broadcast, and offered tips to prepare student's for a career in journalism. Diana Michie served as a guest lecturer for a 2-hour Video Studio Production class.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>On 9/12/2023, WSFL's GM/VP, Andres Chaparro, Director of Sales, Francisco Luciano, and Director of Creative Services, Diana Michie, visited Miami Dade College to meet with their entire leadership team including the President, CEO of Miami Dade College Foundation, Director of Development, Assistant VP of Development, and President of Miami Dade College-North Campus. The WSFL leadership team met with broadcast students, discussed careers we offer at WSFL and E.W. Scripps, and learned about their studio and programs that support broadcast students.</p>
	<p>On 9/15/2023, WSFL's GM/VP, Andres Chaparro, served as a panelist at St. Thomas University's Leadership Conference to kick off National Hispanic Heritage Month. The conference brought together likeminded professionals, students, and entrepreneurs to learn, network, and celebrate the resilience, challenges, and contributions that the Latino/Hispanic community brings to the US.</p>
	<p>On 10/18/22-10/19/22, Director of Sales, Francisco Luciano, served as a judge for a sales competition "Rocky Mountain Madness" for students in Metropolitan State University of Denver. This Scripps' sponsored event helps prepare students for the unique challenges of virtual selling. Students participated in virtual interviews and sales calls with business professionals.</p>
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>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.</p>
	<p>Creative Services Director, Diana Michie, 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.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Director of Sales, Francisco Luciano, is actively enrolled in 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. His first session was on 7/19/23 and is ongoing.