EEO PUBLIC FILE REPORT

Reporting Period: **October 1, 2025 - September 30, 2026**

Station Included in Report: **WFTS-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				16
C2	Internal Candidate / WorkLife				24
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			32
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		56
C130	Face-to-face Networking				
C131	Agency/Search Firm				2
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		7
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	

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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	

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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	
C1251	Abilities of Florida - Vicki McNabb - 2735 Whitney Road (vmcnabb@ourpeoplework.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1252	Bay Pines VA Healthcare System - Laverne Feaster - 10000 Bay Pines Blvd (laverne.feaster@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1253	CareerSource Heartland (Wauchula) (Heartland Workforce, Hardee One-Stop Career Center) - - 324 6th Avenue, North (mhayes@careersourceheartland.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1254	CareerSource Heartland (Wauchula) (Heartland Workforce, Hardee One-Stop Career Center) - Kenneth Willis (Business Representative) - 324 6th Avenue North (kwillis@hwib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1255	CareerSource Pasco Hernando - Kenneth Russ - 4440 Grand Boulevard (kruss@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1256	CareerSource Pasco Hernando - Kenneth Russ - 4440 Grand Boulevard (kruss@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1257	CareerSource Pasco Hernando (West Pasco Location) - - 4438 Grand Blvd. (info@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1258	CareerSource Pasco Hernando (New Port Richey) (Division of Vocational Rehabilitation) - - 4440 Grand Blvd. (dlinton@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1259	CareerSource Pasco Hernando (Spring Hill) (Career Central Hernando) - J. Corbine - 7361 Forest Oaks Blvd (jdouglas@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1260	CareerSource Pinellas - - St. Petersburg College Campus (rwilson@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1261	CareerSource Pinellas - - St. Petersburg College Campus (rwilson@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1262	CareerSource Pinellas - Administrative Office - Charles Almeida (Local Veteran Employment Representative) - 13805 58th St. North, Suite 2-140 (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1263	CareerSource Pinellas - Tarpon Springs - Charles Almeida (Local Veteran Employment Representative) - 682 E. Klosterman Road, St. Petersburg College Campus - Bilirakis Building (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1264	CareerSource Pinellas - Tyrone - Charles Almeida (Local Veteran Employment Representative) - 7701 22nd Ave North (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1265	CareerSource Pinellas (Clearwater) (Gulf-to-Bay One-Step Career Center) - - 2312 Gulf-to-Bay Boulevard (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1266	CareerSource Pinellas (Clearwater) (Gulf-to-Bay One-Step Career Center) - Kristin Dailey (Business Representative) - 2312 Gulf-to-Bay Boulevard (kdailey@worknetpinellas.orgs)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1267	CareerSource Pinellas (Clearwater) (Gulf-to-Bay One-Step Career Center) - Ty Anderson - 2312 Gulf-to-Bay Boulevard (tanderson@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1268	CareerSource Pinellas (Clearwater) (WorkNet Pinellas) (Barry Street) - Kristin Dailey - 1315 Cleveland Street (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1269	CareerSource Pinellas (South County) - Kristin Dailey (Business Representative) - 3420 8th Avenue South (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1270	CareerSource Pinellas (Worknet Pinellas Tarpon Springs One-Step Career Center) - Kristin Dailey - 682 East Klosterman Road , St. Petersburg College Campus (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1271	CareerSource Pinellas Center in South Clearwater - Charles Almeida (Local Veteran Employment Representative) - 16432 US Highway 19 N. (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1272	CareerSource Pinellas Center in St. Petersburg - Charles Almeida (Local Veteran Employment Representative) - 3420 8th Avenue South (calmeida@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1273	CareerSource Polk - - 500 E. Lake Howard Drive (kathy.suttles@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1275	CareerSource Polk (Lakeland) (Polk Works One-Stop Center) - Lisa Garcia (Veterans Representative) - 309 North Ingraham Avenve (will_wilson@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1276	CareerSource Polk (Winter Haven) (Polk Works One Stop Center) - Raul Roman (Veterans Representative) - 500 E. Lake Howard Drive (raul_roman@polkworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1277	CareerSource Polk (Winter Haven) (Polk Works One-Stop Center) - Kathy Suttles (Business Representative) - 500 E. Lake Howard Drive (kathy_suttles@polkworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1278	CareerSource Polk (Winter Haven)(Polk Works One Stop Center) - Kenneth Clayton (Veterans Representative) - 500 E. Lake Howard Drive (kenneth.clayton@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1279	CareerSource Polk (Winter Haven)(Polk Works One-Stop Center) - Kathy Suttles (Business Representative) - 500 E. Lake Howard Drive (kathy.suttles@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1280	CareerSource Suncoast - Joshua Matlock - 3660 N. Washington Blvd. (agagliano@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1281	CareerSource Suncoast - Patrick Smith - 3660 N. Washington Blvd. (agagliano@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1282	CareerSource Suncoast - Sarasota (Suncoast Workforce/Jobs ETC) - Nathan Nagel (Veterans Representative) - 3660 N. Washington Blvd. (mshapiro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1283	CareerSource Suncoast - Sarasota (Suncoast Workforce/Jobs ETC) - Patrick Smith - 3660 N. Washington Blvd. (jjarrell@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1284	CareerSource Suncoast (Bradenton) (Suncoast Workforce) - Joshua Matlock (Director of Business Services at CareerSource Suncoast) - 1112 Manatee Avenue, East (jmatlock@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1285	CareerSource Tampa Bay - Haley Loeun - 201 14th Avenue SE (zbennett@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1286	CareerSource Tampa Bay (Tampa) (Workforce Tampa Center, North Tampa) - Marlina McClure - 9215 North Florida Ave, Suite 101 (riveraacostaj@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1290	Division of Vocational Rehabilitation - - 3420 8th Avenue South (MDalessio@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1291	Division of Vocational Rehabilitation - Nancy Pritchard - 200 North Kentucky Avenue, Suite #310 (nancy.pritchard@vr.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1292	Division of Vocational Rehabilitation - Nancy Prtichard - 105 South 6th Avenue Unit 3 (nancy.pritchard@vr.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1293	Division of Vocational Rehabilitation/FL Dept of ED - Eladio Amores - 3660 N. Washington Blvd, Suite 216 (eladio.amores@vr.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1295	Goodwill Industries-Suncoast Inc. - Kris Rawson - 10596 Gandy Blvd (kris.rawson@goodwill-suncoast.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1296	Hispanic Service Council - Robert Rios - 1502 W Busch Blvd (crc@hispanicservicescouncil.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1297	James A. Haley VA Medical Center - Ed Cruz - 13000 Bruce B. Downs Blvd. (ed.cruz@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1298	James A. Haley VA Medical Center - Jay Briggs - 13000 Bruce B. Downs Blvd. (jay.briggs@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1299	James A. Haley VA Medical Center - Jayne Spencer - 13000 Bruce B. Downs Blvd. (jayne.spencer@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1300	JOB Corps Center - Kristin Dailey (Business Representative) - 500 22nd Street South (kdailey@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1301	Learey Tech Center - Ann Courtney - 5410 N 20Th Street (webmaster@learey.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1304	ServiceSource - Dianne Duncan - 2735 Whitney Rd (evalduncan@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1305	South County - - 3420 8th Ave, South (MDalessio@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1306	State Of Fl-Division Of Blind Services - Jeffrey Whitehead - 415 S Armenia Ave (anthony.ames@dbs.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1307	State Of Fl-Division Of Blind Services - Linda Brown - 5117 26Th St W (linda.brown@dbs.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1308	Suncoast Epilepsy Association - - 5700 54th Avenue North (dwhite@suncoastepilepsy.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1309	Suncoast Workforce - - 3660 N. Washington Blvd. (mshapiro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1310	Tampa Bay Hispanic Chamber Of Commerce - Semprit Zoraida - 1032 Hillsborough Ave (tampahispanic@qmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1311	Tampa Bay Workforce Alliance - Jay Rivera-Acosta - 5100 W. Kennedy Blvd, Suite 300 (riveraacosta@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1312	Tampa Bay WorkForce Alliance Inc. - Jenny George - 9215 N Florida AVe (georgej@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1314	University of South Florida, Sarasota-Manatee - General College/University Contact Email - 8350 North Tamiami Trail (ohpatrick@hotmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1315	VET Service - Clearwater, FL - ADVET Craig K. Spry - 13805 58th Street N, Ste 2-140 (spry.craig@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1317	WorkForce Brandon Center, Brandon - - 9350 Bay Plaza Boulevard, Suite 121 (loeunh@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1318	WorkForce Brandon Center, Brandon - - 9350 Bay Plaza Boulevard, Suite 121 (riverac@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1319	WorkForce Plant City Center, Plant City - - 2001 E. Cherry Street (loeunh@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1320	WorkForce Plant City Center, Plant City - - 2001 E. Cherry Street (riverac@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1321	Workforce Plant City Center, Plant City - Plant City, FL 33563 - 2001 E Cherry St (wiseb@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1322	WorkForce Tampa Center, North Tampa - - 9215 North Florida Ave., Suite 101 (riveraacostaj@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1323	WorkForce Tampa Center, North Tampa - - 9215 North Florida Ave., Suite 101 (riveraacostaj@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1324	WorkForce Tampa Center, North Tampa - - 9215 North Florida Ave., Suite 101 (riverac@workforcetampa.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1325	WorkNet Pinellas - Susannah Caum - North County (scaum@worknetpinellas.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinios 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	925-786-9066	
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	Kentucy 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	

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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	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C3140	HireEZ	2513 E. Charlston Road #200 Mountain View, CA 94043		4088311223	1
Local Sources					
L1	Florida Association of Broadcasters	201 South Monroe St Suite 201 Tallahassee, FL 32301	intern@fab.org ; info@fab.org www.fab.org	800-825-5322	
L3	Centre For Women*	305 S. Hyde Park Avenue Tampa, FL 33606	Camryn Frost cfrost@thecentre.org		
L4	Tampa Housing Authority	1800 N. Rome Avenue Tampa, FL 33607		813-253-0551	
L5	University of South Florida*	4202 E. Fowler Avenue Tampa, FL 33620	careerservices@usf.edu Post Through Handshake	813-974-2171	
L6	Talent Agency - Napoli Management	8844 West Olympic Blvd, S Beverly Hills, CA 90211			
L10	Florida Southern College*	111 Lake Hollingsworth Drive Lakeland, FL 33801	Career Center Post jobs through Handshake	863-680-4390	
L11	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	Scott Jones www.sbe.org	317-816-9000	
L12	Division of Vocational Rehabilitation	Florida Department of Education 1313 North Tampa Street Tampa, FL 33602		813-233-3600	
L13	St. Petersburg College	6605 5th Ave North St Petersburg, FL 33733	spcollege.edu		
L14	National Association of Black Journalist	490 1st Ave South St. Petersburg, FL 33701	Eric Deggan		
L15	National Job Board for Military Veterans	6800 Gulfport Blvd Suite 285 St. Petersburg, FL 33707			

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L18	Navy Wounded Warrior Safe Harbor	James A. Haley Veteranâ□□s Hospital 13000 Bruce B. Downs Blvd-Human Resources Tampa, FL 33612		360-315-2645	
L19	TV News Check	24 West Lancaster Ave Suite 205 Ardmore, PA 19003	Patty Hersh phersh@newscheckmedia.com www.mediajobcenter.com	610-420-6003	
L20	TVNewsGigs.com	318 SE Jackson Street Lee's Summit, MO 64063			
L21	Careerbuilder	200 N. LaSalle St, #1100 Chicago, IL 60600			
L22	Alliance for Women in Media	2365 Harrodsburg Rd A325 Lexington, KY 40504-3366			
L23	Florida International University*	11200 SW 8th St Room SASC 305 Miami, FL 33199	Carmen Rosado rosadadoc@fiu.edu Post Through Handshake	305-348-7285	
L24	Florida A&M University*	1610 University Commons Suite 104 Tallahassee, FL 32307	Shereada Harrell Post Through Handshake	850-599-3700	
L25	University of Florida-College of Journalism & Communications	PO Box 118400 Gainsville, FL 32611	Charles J. Harris Jr., Director charris@jou.ufl.edu	352-392-0289	
				Total Number of Interviewees Referred:	**143**

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 [JR035549]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, C3140, L5, L12, L13	Code Number: C3140 Start Date: 2026-02-16
Account Exec, Local [JR036023]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C3 Start Date: 2026-08-24
Assignment Editor [JR035500]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C97 Start Date: 2026-01-12

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 [JR035384]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C97 Start Date: 2025-10-06
Exec Producer [JR036345]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C97 Start Date: 2026-08-03
Multimedia Journalist [JR035969]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C97 Start Date: 2026-03-23
Multimedia Journalist [JR036471]	C1, C2, C3, C5, C69, C97, C131, C134, L5, L12, L13	Code Number: C131 Start Date: 2026-06-15

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]
Prod, Specialty Programming [JR036151]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C3 Start Date: 2026-07-06
Producer, Creative Services [JR034492]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, 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, C3135, L5, L12, L13	Code Number: C97 Start Date: 2025-10-20
Specialty Producer [JR036084]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C97 Start Date: 2026-04-13

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]
Sr Producer [JR035867]	C1, C2, C3, C5, C69, C97, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C5 Start Date: 2026-03-30
Traffic Copy Editor, Local [JR035680]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1290, C1291, C1292, C1293, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1314, C1315, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L5, L12, L13	Code Number: C97 Start Date: 2026-01-26

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.	WFTS employees are eligible to participate in the E.W. Scripps Educational Assistance Program, which provides all company employees with the opportunity to pursue higher education. The program reimburses the cost of tuition and books up to $5,250 per calendar year.
	WFTS employees have access to pursue career advancement through free LinkedIn learning courses, Google Career Certificates in the fields of digital marketing and e-commerce, IT support, data analytics, project management and UX design.
	All Scripps employees have access to an online tool, Career Compass which helps employees chart a course for their own professional development by providing information and links to career resources in a consolidated self-service format.
	Reporter/Multimedia journalist upskilling coursework is available to newsgathers employed with E.W. Scripps in developing their skills in three unique and varied ways: virtual trainings, email tips and on-demand resources. Topics include: Conversational Writing, Time Management, Tips & Tricks of Basic Shot Compositions, Nat Sounds & Active Interviews and Building Relationships and Cultivating Sources.
	Beginning April 23, 2026, a WFTS Account Executive participated in "A-Level Advantage," a 12-week Scripps professional development program for high-performing sales employees. The program provided advanced training focused on executive-level sales strategy, business development, negotiation techniques, leadership engagement, and the use of AI tools to enhance sales performance and career advancement opportunities within broadcasting. The program included expert-led training sessions, peer collaboration, and direct engagement with senior leadership to support continued professional growth and leadership development.

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	On June 25, 2026 WFTS' HR team conducted Leading Effectively Through Accountability and Development (LEAD) refresher Training for all managers. The purpose of this training is for developing and holding employees accountable for conduct and performance expectations while ensuring there is no discrimination. This 60-minute presentation features interactive discussions on various topics, including setting performance expectations, accountability, employee recognition, distinguishing policy from performance issues, corrective actions, and documentation. There is a strong emphasis on ensuring consistent communication from the outset of the employee lifecycle, starting with the interview process. Additionally, the training highlights the importance of managers documenting issues and involving HR for guidance on compliance, accountability, and consistency.
Establishment of a mentoring program for station personnel.	All WFTS employees have access to the Scripps Career Hub, a resource housed in the company's HRIS system, designed to support career growth and development. Through the Career Hub, employees can expand their professional network by finding or serving as a mentor, receive career coaching, explore potential career paths within Scripps, and access tools to build personalized career development plans.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 10, 2026, WFTS Sr News Director participated in the University of Florida College of Journalism and Communications "Careers in Communication Fair" in Gainesville, Florida. Station personnel met with students and recent graduates interested in journalism, media production, public relations, social media, advertising, and related communication fields to discuss career opportunities in broadcasting.
	On October 22, 2025, WFTS Assistant News Director participated in the inaugural Journalism Student & Professional Fair at the University of Tampa. The station representative spoke with journalism students about careers in broadcasting, newsroom operations, and industry opportunities, and distributed station materials and contact information to interested attendees.

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	On November 20, 2025, a WFTS morning show host spoke with kindergarten and third grade students at Deer Park Elementary School about careers in broadcasting. The presentation included discussion of the broadcaster's career path, daily responsibilities in television news, and employment opportunities available within the broadcasting industry. The station representative spoke to two classes during the one-day educational event.
Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	During the reporting period, WFTS employees hosted three job-shadow participants of job-seeking age across various departments within the news station. These job shadow experiences provided participants with firsthand exposure to professional roles in a real-world setting. By observing daily responsibilities and workplace dynamics, participants gained valuable insights into the skills required for each role, helping them make more informed career decisions.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	During the reporting period, WFTS managers had access to Scripps' "Leading Teams at Any Distance" internal leadership resource platform. The program provided on-demand training courses, videos, articles, and management resources designed to support effective leadership, employee engagement, communication, and team management in virtual, hybrid, and in-person work environments. Resources were made available companywide.
	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.

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	New managers participate in the "Harassment Prevention for US Managers" training course. The program provided instruction regarding the prevention of workplace harassment and discrimination, including sexual harassment, and reviewed managers' responsibilities for recognizing, preventing, and responding appropriately to workplace conduct issues in compliance with federal anti-discrimination and anti-harassment laws. The training was designed to promote a respectful and legally compliant workplace environment.
	During the reporting period, WFTS managers participated in the "Promoting Respect in the Workplace for Managers" training course. The program provided guidance on fostering a respectful and professional workplace environment, modeling appropriate workplace behavior, and recognizing and addressing inappropriate conduct. The training supported the station's ongoing commitment to equal employment opportunity, workplace professionalism, and compliance with anti-discrimination and anti-harassment standards.