

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2018 - September 30, 2019

Station Included in Report: WTXL-TV

I. List of Recruitment Sources

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				23
C2	Internal Candidate / WorkLife				12
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			41
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		36
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	7
C111	External/Candidate Referral				2
C130	Face-to-face Networking				9
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		37
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	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
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C192	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C197	NABJ	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	4
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	

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C914	CareerSource Capital Region (Tallahassee) - Tom Cappellino (Veterans Representative) - 2525 South Monroe St., Ste. 3-A, Town South Plaza (tom.cappellino@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C915	CareerSource Capital Region - Brenda Davis - 2525 South Monroe St., Ste. 3-A (brenda.dav@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C916	CareerSource Capital Region - Brenda Davis - 1140 W. Clark Street (brenda.davis@careersourcecapitalregion.c)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C917	CareerSource Capital Region - Brenda Davis - Centennial Bank Building, 2932 Crawfordville Hwy (brenda.davis@careersourcecapitalregion.c)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C918	CareerSource Capital Region (Crawfordville) - Brenda Davis (Business Representative) - 3278 Crawfordville Hwy, Unit G (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C919	CareerSource Capital Region (Crawfordville) - General Email for Workforce/Career Center (Veteran Representatives) - 3278 Crawfordville Highway, Unit G (wfp@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C920	CareerSource Capital Region (Quincy) - Brenda Davis (Business Representative) - 1140 West Clark Street (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C921	CareerSource Capital Region (Quincy) - Derrick Sykes - 1140 West Clark Street (derrick.sykes@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C922	CareerSource Capital Region (Quincy) - General Email for Workforce/Career Center (Veteran Representatives) - 1140 West Clark Street (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C923	CareerSource Capital Region (Quincy) - Tom Cappellino - 1140 W. Clark Street (tom.cappellino@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C924	CareerSource Capital Region (Tallahassee) - Brenda Davis (Business Representative) - 2525 South Monroe Street, Suite #3-A, Town South Plaza (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C925	CareerSource Capital Region (Tallahassee) - Derrick Sykes - 2525 South Monroe St, Ste 3-A, Town South Plaza (derrick.sykes@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C926	CareerSource Capital Region (Tallahassee) - General Email for Workforce/Career Center (Veteran Representatives) - 2525 South Monroe Street., Suite #3-A, Town South Plaza (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C927	CareerSource Chipola - Kenny Griffin - 16908 Northeast Pear Street, (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C928	CareerSource Chipola (Blountstown) - Kenny Griffin (Veterans Representative) - 16908 Northeast Pear Street, Suite 2 (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C929	Division of Blind Services - David Hand - 1320 Executive Center Drive, Atkins Building, Ste 201 (david.hand@dbs.fldoe.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C930	Epilepsy Association of the Big Bend - - 1215 Lee Avenue Suite M-4 (eabbcm@embarqmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C931	Epilepsy Association of the Big Bend - Jacklyn Burkett - 1215 Lee Ave, Suite M4 (eabbcm@epilepsyassoc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C932	FL GOVERNOR'S COUNCIL ON INDIAN AFFAIRS, INC. - Joe A. Quetone - 1341 Cross Creek Circle (quetonej@fgcia.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C933	Goodwill Industries – Career Training Center - Dee Austin - 300 Mabry Street (daustin@goodwillbigbend.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C934	Miami Dade Business Leadership Network - Leslie Wilson - C/O Wilson Resources (lesliew@wilres.com; debbiec@wilres.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C935	Refuge House - Bobbi Moffet - PO BOX 20910 (info@refugehouse.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C936	Tallahassee Community College - General College/University Contact Email - 444 Appleyard Drive (careercenter@tcc.fl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C937	Tallahassee Community College Career Center - Jamina Scippio - 444 Appleyard Dr (careercenter@tcc.fl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C938	Tallahassee Urban League - - 923 Old Bainbridge Road (ywhitehead4@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C939	The Able Trust - Guenevere Crum - 3320 Thomasville Road, Suite 200 (guenevere@abletrust.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C940	VET Service - Tallahassee, FL - ADVET Ronnie Carter - 107 E. Madison Street, Suite B30 (carter.ronnie@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1867	CareerSource Chipola - Kenny Griffin - 4636 Highway 90 East, Suite E (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1868	CareerSource Chipola - Marianna - Anita McLendon - 4636 Highway 90 East, Suite E (amclendon@onestopahead.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1869	CareerSource Chipola - Marianna - Kenny Griffin - 4636 Highway 90 East, Suite E (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	Keiser University		http://www.collegecentral.com/keiser		
L2	Philip Merrill College of Journalism - UMD*		aflynn1@umd.edu		
L3	University of Florida		https://ufl-csm.symplicity.com/employers/		
L4	Valdosta State University		https://app.purplebriefcase.com/pb/account/login?s=Valdosta		
L5	Media Match		https://www.media-match.com/usa/media/login.php		
L6	Media Recruiter		art@mediarecruiter.com		1
L7	Alabama A&M University				
L8	Auburn University				
L9	Barry University				
L10	Bethune-Cookman University				
L11	Central Michigan University				
L12	Columbia University				
L13	Florida Agricultural and Mechanical University				1

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L14	Florida International University				
L15	Florida State University				
L16	Georgia State University				
L17	Jacksonville University				
L18	Morehouse College				
L19	Stanford University				
L20	University of Alabama				
L21	University of Georgia				
L22	University of Miami				
L23	University of Michigan				
L24	University of South Florida				
L25	Valparaiso University				
L26	CUNY		https://brooklyncollege-csm.symplicity.com/employers		
L27	Tallahassee Community College		http://tcc-csm.symplicity.com/		
L28	Employ Florida Marketplace		www.employflorida.com		
L29	Society for Broadcast Engineers				
Total Number of Interviewees Referred:					183

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR020218]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C180, C181, C191, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C3 Start Date: 2019-04-15
Account Exec, Integrated [JR020832]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C191, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C134 Start Date: 2019-07-22
Account Exec, Integrated [JR021279]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L2	Code Number: C3 Start Date: 2019-09-23
Assignment Editor [JR020713]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C134 Start Date: 2019-05-20
Digital Strategist [JR020658]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C191, C192, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C97 Start Date: 2019-06-03

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Dir, Creative Services [JR020302]	C1, C2, C3, C5, C69, C97, C100, C111, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C193, C194, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L28	Code Number: C2 Start Date: 2019-07-08
Director II [JR020755]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2019-05-22
Director II [JR021018]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2019-07-01
Exec Producer [JR020219]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C187, C188, C197, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C130 Start Date: 2019-03-04

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]
Maintenance Engineer II [JR020306]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L28, L29	Code Number: C1 Start Date: 2019-03-27
Master Control Tech II [JR020318]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L28	Code Number: C1 Start Date: 2019-06-24
Meteorologist [JR020925]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2019-07-08
Mgr, Maintenance Engineering [JR020822]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C193, C194, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4	Code Number: C235 Start Date: 2019-06-03

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Mgr, News Operations [JR021113]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C2 Start Date: 2019-07-15
Morning News Anchor [JR020409]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L3, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28	Code Number: C3 Start Date: 2019-07-08
Morning News Anchor [JR020998]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2019-08-07
Multimedia Journalist [JR020383]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L3, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28	Code Number: C1 Start Date: 2019-08-19
Multimedia Journalist [JR021455]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C130 Start Date: 2019-08-12

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]
Photographer II [JR020210]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C134 Start Date: 2019-02-11
Photographer II [JR020618]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2019-06-03
Photographer II [JR021412]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C1 Start Date: 2019-08-19
Photographer II [JR021516]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C1 Start Date: 2019-09-16
Producer [JR021005]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, C1867, C1868, C1869, L1, L2, L4, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C134 Start Date: 2019-07-08

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR021290]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C2 Start Date: 2019-08-12
Sales Support Asst II [JR021487]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C1 Start Date: 2019-08-19
Specialty MMJ [JR020726]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C131 Start Date: 2019-05-06
Specialty Photographer [JR020727]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2019-05-06
Technical Director II [JR020208]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C134 Start Date: 2019-01-28
Technical Director II [JR021521]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940	Code Number: C1 Start Date: 2019-08-19

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]
Weekend Anchor, MMJ [JR020211]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L1, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28	Code Number: C130 Start Date: 2019-06-05
Weekend Sports Anchor [JR020212]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C915, C916, C917, C918, C919, C920, C921, C922, C923, C924, C925, C926, C927, C928, C929, C930, C931, C932, C933, C934, C935, C936, C937, C938, C939, C940, L1, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28	Code Number: C201 Start Date: 2019-06-24

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	February 5, 2019: Florida State College of Communication, Job Fair. Attended by Michael German/Director of Sales, Jason Shervey/Local Sales Manager, Frank Long/Director of Engineering, David Lee/News Director and Matt Brown/VP and GM.
	August 7-11, 2019: National Association of Black Journalists (NABJ), Miami FL: Attended by Vicki Bradley, News Director. The E. W. Scripps Company had a booth at the event at which Ms. Bradley assisted other company representatives in recruiting, interviewing, screening candidates for various open positions throughout the company.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	March 28, 2019, Career Fair and Expo, Gadsden County High School: Chief Meteorologist Casanova Nurse attended this event designed to expose junior and senior high school students to career opportunities and options involving meteorology, technology and journalism. Students received a "Career Options in Meteorology" packet published by NOAA.
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	April 28, 2019: Take Our Daughters and Sons to Work Day, Florida Department of Economic Opportunity: Chief Meteorologist Casanova Nurse attended this event held at the state capital quarters in Tallahassee. The event was to provide information about various fields of employment. WTXL had an interactive booth providing a "green screen" weather forecast experience for the attendees. As well they received brochures on careers in meteorology and information about the television station.
	April, 2019: The news director facilitated a "mentoring day" where a student from Florida A&M University was selected to participate in day long activities that exposed the student to news room activities and responsibilities. The student was later offered and accepted a temporary position in the news department.
	E.W. Scrippsâ€™ training program provides management training to ensure equal opportunity and prevent discrimination in its hiring practices.