

EEO PUBLIC FILE REPORT

Reporting Period: **October 1, 2024 - September 30, 2025**

Station Included in Report: **WTVX-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				4
C2	Internal Candidate / WorkLife				5
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			12
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		19
C130	Face-to-face Networking				6
C131	Agency/Search Firm				1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		6
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C914	CareerSource Capital Region (Tallahassee) - Tom Cappellino (Veterans Representative) - 2525 South Monroe St., Ste. 3-A, Town South Plaza (tom.cappellino@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C918	CareerSource Capital Region (Crawfordville) - Brenda Davis (Business Representative) - 3278 Crawfordville Hwy, Unit G (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C919	CareerSource Capital Region (Crawfordville) - General Email for Workforce/Career Center (Veteran Representatives) - 3278 Crawfordville Highway, Unit G (wfp@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C920	CareerSource Capital Region (Quincy) - Brenda Davis (Business Representative) - 1140 West Clark Street (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C922	CareerSource Capital Region (Quincy) - General Email for Workforce/Career Center (Veteran Representatives) - 1140 West Clark Street (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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C924	CareerSource Capital Region (Tallahassee) - Brenda Davis (Business Representative) - 2525 South Monroe Street, Suite #3-A, Town South Plaza (brenda.davis@careersourcecapitalregion.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C926	CareerSource Capital Region (Tallahassee) - General Email for Workforce/Career Center (Veteran Representatives) - 2525 South Monroe Street., Suite #3-A, Town South Plaza (veterans@wfplus.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C927	CareerSource Chipola - Kenny Griffin - 757 Hoyt Street (myra.rowe@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@dbfdoe.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	
C932	FL GOVERNOR'S COUNCIL ON INDIAN AFFAIRS, INC. - Joe A. Quetone - 1341 Cross Creek Circle (quetonej@fgcia.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C933	Goodwill Industries - Career Training Center - Dee Austin - 300 Mabry Street (daustin@goodwillbigbend.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C934	Miami Dade Business Leadership Network - Leslie Wilson - C/O Wilson Resources (lesliew@wilres.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C935	Refuge House - Bobbi Moffet - PO BOX 20910 (info@refugehouse.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C936	Tallahassee Community College - General College/University Contact Email - 444 Appleyard Drive (careercenter@tcc.fl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C937	Tallahassee Community College Career Center - Jamina Scippio - 444 Appleyard Dr (careercenter@tcc.fl.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C938	Tallahassee Urban League - - 923 Old Bainbridge Road (ywhitehead4@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C939	The Able Trust - Guenevere Crum - 3320 Thomasville Road, Suite 200 (guenevere@abletrust.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1867	CareerSource Chipola - Kenny Griffin - 757 Hoyt Street (myra.rowe@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1868	CareerSource Chipola - Marianna - Anita McLendon - 4636 Highway 90 East, Suite E (amclendon@onestopahead.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1869	CareerSource Chipola - Marianna - Kenny Griffin - 4636 Highway 90 East, Suite E (kennyg@careersourcechipola.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	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	

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C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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

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L29	Society for Broadcast Engineers		https://sbe.org/resources/jobs/		
L30	Augusta University	1120 15th Street Augusta, GA 30912	Jessica Carroll https://app.joinhandshake.com	706-737-1604	
L31	Flagler College	74 King St St. Augustine, FL 32084	flagler.edu	904-304-4208	
L32	University of North Georgia	82 College Circle Dahlonega, GA 30597	https://app.joinhandshake.com	706-864-1400	
L33	University of West Florida	11000 university parkway Pensacola, FL 32514	uwf.edu	850-474-2000	
L34	Full Sail University	3300 University Blvd Winter Park, FL 32792	Renaldo Pena www.fullsail.edu	800-757-5105	
L35	Tallahassee Urban League	923 Old Bainbridge Road Tallahassee, FL 32303	Y Whitehead ywhitehead@yahoo.com	850-222-6111	
L36	VET service	107 E Madison St Ste B30 Tallahassee, FL	ADVET Ronnie Carter carter.ronnie@dol.gov	850-386-5109	
L37	Florida Govenor's Council on Indian Affairs, Inc	1341 Cross Creek Circle Tallahassee, FL	Joe A Quetone quetonej@fgcia.com	850-488-0730	
L38	LinkedIn		LinkedIn https://www.linkedin.com/feed/		
L39	Worksource Georgia		JobBoard https://www.worksourcegaportal.com/vosnet/ContactUs.aspx?tab=2	404-982-7985	
L40	CareerSource Capital Region	2601 Blair Stone Road, Bldg C #200 Tallahassee, FL 32301	https://www.careersourcecapitalregion.com/employers/recruit		
Total Number of Interviewees Referred:				57	

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 [JR035131]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C1 Start Date: 2025-08-04
Director II [JR034324]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C3 Start Date: 2025-01-21
Director II [JR035142]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C1 Start Date: 2025-08-04
Director II [JR035177]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C134 Start Date: 2025-08-18

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
IT Ops Tech II [JR034376]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C172, C173, C174, 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C97 Start Date: 2025-03-03
Managing Editor [JR033933]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L27, L35, L37, L38, L39, L40	Code Number: C97 Start Date: 2025-01-06
Meteorologist [JR034905]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C1 Start Date: 2025-09-02
Meteorologist, Weekend [JR034782]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C97 Start Date: 2025-05-27

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR034088]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L27, L35, L37, L38, L39, L40	Code Number: C130 Start Date: 2024-11-18
Multimedia Journalist [JR034781]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L27, L35, L37, L38, L39, L40	Code Number: C130 Start Date: 2025-07-14
Multimedia Journalist [JR034893]	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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L27, L35, L37, L38, L39, L40	Code Number: C130 Start Date: 2025-08-04
Multimedia Journalist [JR034895]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L27, L35, L37, L38, L39, L40	Code Number: C130 Start Date: 2025-08-11
Multimedia Journalist [JR034972]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L27, L35, L37, L38, L39, L40	Code Number: C1 Start Date: 2025-08-04
Sr Reporter [JR034323]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, C1867, C1868, C1869, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L27, L35, L37, L38, L39, L40	Code Number: C130 Start Date: 2024-11-18

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	2025-08-05 - 2025-08-07 WTXL's Sr News Director/Station Manager worked the Scripps recruiting booth during the National Association of Black Journalists Career fair in Cleveland, Ohio. During the three days she met with potential candidates about job opportunities at Scripps and WTXL and conducted several in-person interviews.
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.	2025-08-21 WTXL's Local Sales Manager and Account Executive attended the Valdosta Chamber of Commerce Business Expo. They networked with other businesses and community members and discussed industry insights and ongoing opportunities at WTXL. The expo was open and free to the public of South Georgia.
	2025-07-15-2025-07-16 WTXL's Sr News Director/Station Manager attended United Partners for Human Services 26th annual conference. She represented WTXL as a local station leader as well as the Junior League of Tallahassee, as their President. United Partners for Human Services' mission is to empower human service organizations through advocacy, engagement, and education while positioning each member organization to perform and serve at its highest capacity.
	2025-08-15-2025-08-17 WTXL's Sr News Director/Station Manager participated in the Tallahassee Chamber of Commerce annual conference at Amelia Island. During the conference, she was a live guest on a radio show segment where she spoke about the tv news station and their new partnership with a local radio station.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	All Scripps employees have access to 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.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>WTVX's Executive Reporter completed Scripps' Executive Reporter Training Program, a 12-week course for first-time managers based on Franklin Covey's "6 Critical Practices for Leading a Team." The program pairs 30-minute weekly asynchronous modules with biweekly one-hour group sessions led by experienced News Directors and ends with a 360-degree learning diagnostic to shape personalized development plans. This initiative furthers Scripps' three-year leadership strategy to embed values, foster continuous learning, and build high-performing teams.</p>
	<p>Level Up is a manager-focused development series to strengthen connections and a high-performing culture at Scripps. It offers three flexible, nine-week learning opportunities (about 45 minutes/week) combining articles, podcasts and leader- or peer-led online discussions, with a dedicated Teams channel for collaboration. The training modules are on role clarity, goals and expectations, and feedback.</p>
	<p>Scripps implemented a new decision-making model to provide greater role clarity and streamline the decision-making process for all employees. This DARE model will help employees and leaders better understand their responsibilities and contribution to various decisions, leading to increased productivity and efficiency.</p>
	<p>Reporter/Multimedia journalist upskilling coursework is available to news gathers 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.</p>
	<p>WTVX employees have access to pursue career advancement through free Linked In learning courses, Google Career Certificates in the fields of digital marketing and e-commerce, IT support, data analytics, project management and UX design.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	WTXL employees can participate in E.W. Scripps Educational Assistance Program to enable all company employees the opportunity to pursue higher education in a degreed program. Each calendar year, the program reimburses employees for the cost of tuition and books up to \$5,250 per year.
Establishment of a mentoring program for station personnel.	All WTXL employees have access to the Scripps resource "Career Hub". The Career Hub provides ways for employees to expand their network by finding or serving as a mentor. The Career Hub also provides employees with coaching and ways to explore possible careers within Scripps and build career development plans.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	In March of 2025 station's HR team conducted Leading Effectively Through Accountability and Development (LEAD) 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.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Scripps' Talent Acquisition (TA) team, HR, and Legal have partnered to create comprehensive interview training for managers. During the 90-minute training, hiring managers learn about practical activities such as planning for an interview, developing interview questions and vetting information about a candidate from a third-party or online source. Hiring managers gain a better understanding of their role in developing expertise in structured, behavioral-based interviewing and selection, understanding important legal considerations during the interviewing process, and learning how to drive a great candidate experience throughout the recruitment process.</p>
	<p>2025-07-2025-08: The HRBP led management training sessions that provided an overview of policies, procedures, compliance, performance management, and other key functional areas.</p>
	<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>New managers are assigned an FLSA Manager e-learning training video. This video explains how non-exempt employees must accurately document their work hours in compliance with the Fair Labor Standards Act.</p>