

EEO PUBLIC FILE REPORT

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

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				17
C2	Internal Candidate / WorkLife				28
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			38
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		48
C99	Dice.com	4101 NW Urbandale Drive Urbandale, IA 50322	www.dice.com	515-280-1144	
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				11
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		38
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
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	1
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	2
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	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	

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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	5
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 - 15000 Citrus Country Drive (kruss@careersourcepascohernando.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1257	CareerSource Pasco Hernando - Kenneth Russ - 7361 Forest Oaks Boulevard (Kruss@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	
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, 682 East Klosterman Road (kdailey@careersourcepinellas.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1261	CareerSource Pinellas - - 38500 US Hwy 19 North (kdailey@careersourcetampabay.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.org)	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	
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 - - 1000 Longfellow Boulevard (raul_roman@careersourcepolk.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1274	CareerSource Polk (Bartow) (Polk County Workforce Development Board, Inc.) - Ann Marie Haywood - 600 North Broadway Ave., Suite B (annmarie_haywood@polkworks.org)	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 Avenue (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	

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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 - 1112 Manatee Avenue, East (jmatlock@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. (psmith@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	
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 - 2001 E. Cherry Street (loeunh@workforcetampa.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	
C1287	Center for Independent Living - Amy Kiernan - 115 Traders Alley (akiernan@cilorlando.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1288	Division of Vocational Rehabilitation - - 9350 Bay Plaza Boulevard, Suite 121 (ddunlap@carersourcetampabay.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1289	Division of Vocational Rehabilitation - - 3420 8th Avenue South (dvankirk@careersourcepinellas.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.fl DOE.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.fl DOE.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C1294	Goodwill Ind - Genny McIntyre - 5512 Manatee Ave W (gennymcintyre@gimi.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	
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	
C1302	Nat Assoc Of Women In Construction - Francene Grivna - 4518 W Idlewild Ave (fgrivna@fortnergrivna.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1303	Pinellas County Urban League - - 333 31st Street North (abateman@pcul.org)	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@db.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@db.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	

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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 - Sempritt Zoraida - 1032 Hillsborough Ave (tampahispanic@gmail.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	
C1313	The Center For Women - Alice Thompson - 305 South Hyde Park Ave (amthompson@cfwtampa.org)	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	
C1316	VET Service - VPS Miguel (Mike) Hernandez - 38500 U.S. Highway 19 North (hernandez.miguel@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	
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	

EEO PUBLIC FILE REPORT					
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	
C2007	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2008	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					
L1	Florida Association of Broadcasters*	201 South Monroe St Suite 201 Tallahassee, FL 32301	Lindsey Varn intern@fab.org www.fab.org	800-825-5322	
L2	Tampa Urban League	1405 Tampa Park Plaza Tampa, FL 33605		813-229-8117	
L3	Centre For Women*	305 S. Hyde Park Avenue Tampa, FL 33606	Kimberly Kitchen kkitchen@thecentre.org www.thecentre.org	813-251-8437	
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			
L9	Erwin Job Placement	2010 E. Hillsborough Ave. Tampa, FL 33610	Jessica Vega	813-231-1815	
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			
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			

EEO PUBLIC FILE REPORT					
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 Gainesville, FL 32611	Charles J. Harris Jr., Director charris@jou.ufl.edu	352-392-0289	
L30	Media Line*	1209 Wood Valley Road Augusta, GA 30909	Rich Everett rich@medialine.com www.medialine.com	706-364-7564	
Total Number of Interviewees Referred:				203	

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, Integrated [JR021310]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C1 Start Date: 2019-07-29
Account Exec, Integrated [JR021311]	C1, C2, C3, C5, C69, C97, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, C2007, C2008, L1, L3, L5, L10, L23, L24, L30	Code Number: C97 Start Date: 2019-09-03
Account Manager [JR020502]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2019-03-25

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]
Assignment Editor [JR020798]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2019-05-28
Assoc Account Exec, TV [JR021773]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24	Code Number: C3 Start Date: 2019-09-05
Asst News Director [JR020203]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	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]
Content Coord III [JR020842]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C1 Start Date: 2019-07-22
Digital Content Producer [JR020330]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C180, C181, C187, C188, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C1 Start Date: 2019-04-01
Digital Strategist [14659]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C99, C116, C130, C131, C132, C134, C165, C167, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L13, L23, L24	Code Number: C97 Start Date: 2019-01-07

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 Strategist [JR020173]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2019-03-11
Dir, HR Business Partner [JR021111]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C134 Start Date: 2019-09-09
Director II [14918]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, C165, C167, L1, L3, L5, L10, L23, L24, L30	Code Number: C1 Start Date: 2018-11-19
Inventory Control Specialist [JR020814]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C97 Start Date: 2019-06-10

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]
Local Sales Manager [JR020047]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C178, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2019-01-16
Maintenance Engineer II [JR020933]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2019-07-22
Maintenance Engineer III [14482]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C1 Start Date: 2018-10-08
Maintenance Engineer III [JR020110]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C193 Start Date: 2019-02-11

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]
MMJ Non-news [JR020329]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C130 Start Date: 2019-04-08
Multimedia Journalist [JR020573]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C5 Start Date: 2019-08-20
Multimedia Journalist [JR020947]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2019-08-05

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 [JR021201]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2019-08-12
Photographer II [JR020378]	C1, C2, C3, C5, C69, C97, C100, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2019-07-15
Photographer III [JR020401]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C2 Start Date: 2019-04-22
Producer [14722]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167, L1, L3, L5, L10, L23, L24, L30	Code Number: C97 Start Date: 2018-12-10

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 [JR021265]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, 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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C235 Start Date: 2019-07-29
Reporter [JR020656]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C3 Start Date: 2019-06-17
Specialty MMJ [14682]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, C165, C167, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C130 Start Date: 2018-10-22
Weekend Anchor, MMJ [JR020928]	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, C1251, C1252, C1253, C1254, C1255, C1256, C1257, C1258, C1259, C1260, C1261, C1262, C1263, C1264, C1265, C1266, C1267, C1268, C1269, C1270, C1271, C1272, C1273, C1274, C1275, C1276, C1277, C1278, C1279, C1280, C1281, C1282, C1283, C1284, C1285, C1286, C1287, C1288, C1289, C1290, C1291, C1292, C1293, C1294, C1295, C1296, C1297, C1298, C1299, C1300, C1301, C1302, C1303, C1304, C1305, C1306, C1307, C1308, C1309, C1310, C1311, C1312, C1313, C1314, C1315, C1316, C1317, C1318, C1319, C1320, C1321, C1322, C1323, C1324, C1325, L1, L3, L5, L10, L23, L24, L30	Code Number: C131 Start Date: 2019-08-19

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The Production Internship is a 10 week paid internship at WFTS from 2/19 through 5/19. This student gained real-world experience and was provided a unique insight into studio, control room, and newsroom operations. This included learning alongside management, directors, photographers, producers, and studio personnel. The intern was directly involved in the preparation and execution of a LIVE newscast each day.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Station employees participate in the E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership career growth planning, job interviewing, and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On Friday, October 5 2018, we partnered with the University of South Florida to host an "intern for a day" event at the facility. Students were welcomed with a tour of the facility and were provided shadowing opportunities in the newsroom, editorial meetings, assignment desk and were part of a panel with leadership in which they were able to ask questions about pursuing a career in journalism and broadcasting.
	Over the course of the FCC plan year, our Morning Meteorologist has visited over 70 elementary schools. Each of these school visits feature a segment on steps to becoming a Meteorologist.
	On March 25, 2018, WFTS' Production Manager attended a networking event & etiquette dinner sponsored by the University of South Florida. This event challenged student athletes to meet and greet professionals in various industries and to learn about various professional fields, including broadcasting. During the dinner, WFTS had an opportunity to discuss with students what a career in broadcasting looks like and how to prepare for this path.
	On October 24, 2018, WFTS' Morning Executive Producer spoke to two media writing classes at University of Tampa. She discussed her career path to become an executive producer and what students should focus on while pursuing a job in journalism and broadcasting.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>In November 2018, several of our staff members (Photographers, Investigative Team, etc...) participated in the Great American Teach-In. Employees visited schools around the greater Tampa Bay area including schools in Pinellas, Pasco, Hillsborough & Polk counties. During this event, employees spoke to students about their careers and how their early educational experiences relate to their current life and career path.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All management level employees are required to complete training courses which are aimed at ensuring equal opportunity and preventing discrimination.</p>
<p>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.</p>	<p>WFTS wrote and produced a :15 Public Service Announcement which encourages viewers seeking employment and agencies who want to receive our job vacancies to contact Human Resources. The spot specifically details the station's commitment to equal opportunity employment as well as demonstrating WFTS's commitment to hiring local talent through local organizations. The spot is running currently and at varied times throughout the month.</p>