

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2019 - September 30, 2020

Station Included in Report: WFTX-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				7
C2	Internal Candidate / WorkLife				8
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			23
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		34
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				1
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		21
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	
C177	AAJA	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	
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	1
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	

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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	
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	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
C894	Career and Service Center of Southwest FL - - 215 Airport/Pulling Rd N, Suite #1 (bbarger@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C895	Career and Service Center of Southwest FL - - 750 South 5th Street (rlansberry@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C896	CareerSource Central Florida - - 1392 East Vine St (mtravieso@careersourcecf.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C897	CareerSource Heartland - - 2160 Northeast Roan Avenue (bstayer@careersourceheartland.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C898	CareerSource Heartland (Arcadia) (Heartland Workforce, DeSoto One-Step Career Center) - Kenneth Willis (Business Representative) - 2160 Northeast Roan Avenue (kwillis@hwib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C899	CareerSource Southwest Florida - - 3353 Radio Road (ghill@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C900	CareerSource Southwest Florida - - 921 Anvil Way (rpunte@careersourcesouthwestflorida.co)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C901	CareerSource Southwest Florida - - 4150 Ford Street Extension (smcmanu@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C902	CareerSource Southwest Florida - Deborah Guilbault (Business Representative) - 1032 Tamiami Trail, Unit 9 (dGuilba@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C903	CareerSource Southwest Florida - Jeremy Birchfield (Veterans Representative) - 1032 Tamiami Trail, Unit 9 (jbirchfield@careersourcesouthwestflorida.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C904	CareerSource Suncoast - James Disbro - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C905	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (dwarrington@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C906	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C907	CareerSource Suncoast (Venice) (Suncoast Workforce) - - 897 East Venice Ave (jdisbro@careersourcesc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C908	Goodwill Industries of Southwest Florida, Inc. - - 2325 Tamiami Trail (maryjanenickerson@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C909	Goodwill Industries of Southwest Florida, Inc. - - 4940 Bayline Drive (sherybader@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C910	Goodwill Industries of Southwest Florida, Inc. - Tandy Collins - 1443 Del Prado Blvd. Suite B Unit 2 (tandycollins@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C911	Goodwill Joblink Family Resource Center - - 4162 Palm Beach Blvd. Unit 2 (nilsaamaya@goodwillswfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C912	South Florida Workforce Naples One-Stop - Gary Hill - 3353 Radio Road (Ghills.awi@sfdwb.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C913	Southwest Florida Works - - 921 Anvil Way (rpunte@careersourcesouthwestflorida.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	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org)	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	1
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	

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C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	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	
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	
Local Sources					
L1	American Broadcasting School *	712 N. Watson Road, STE 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College *	2320 South 19th St. Tacoma, WA 98405	Ken Witkoe, Broadcast Instructor kwitkoe@bates.ctc.edu	253-680-7761	
L3	Career and Service Centers of Southwest Florida	4150 Ford St. Extension Ft Myers, FL 33916	Beth Barger bbarger@sfwdb.org	239-931-8200 ext 11170	
L4	Central Michigan University *	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L5	Emerson College *	113 Gray St. Arlington, MA 02476	Mary Sullivan https://app.joinhandshake.com/	781-646-1077	
L6	National Hispanic Media Coalition	55 S Grand Avenue Pasadena, CA 91105	Brenda Rivas brivas@nhmc.org	(626) 792-6462	
L7	Ohio & Illinois Centers for Broadcasting *	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	216-503-5900 X1104	
L8	University of North Texas *	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L9	University of South Florida-Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Dr. Jay Friedlander, Kristin Arnold Ruyle efriedla@usf.edu, karnold@usf.edu	813-974-2591	
L10	University of Wisconsin-Oshkosh Radio, TV & Film *	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	(920) 424-3133	
L11	Florida Gulf Coast University		https://fgcu-csm.symplicity.com/employers/		
L12	Florida International College -Hodges University*		http://www.collegecentral.com/CCNEng ine/SELogin.CFM?UnivCode=INT		
L13	University of Florida Gator Career Link		https://ufl-csm.symplicity.com/employers/index.php?s=home		

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L14	Collective Talent*	1721 Richardson Place Tampa, FL 33606	Michael Bill bille@michaelsmedia.com	813-254-9695	
L15	University of Central FL		https://app.joinhandshake.com/		
L16	University of South Florida - St Petersburg		https://app.joinhandshake.com/		
L17	National Association of Black Journalists	1100 Knight Hall, Suite 3100 College Park, MD 20742	Heidi Stevens hstevens@nabj.org www.nabj.org	717-574-0694	
L19	Florida Association of Broadcasters		intern@fab.org		
L20	Spelman College		https://app.joinhandshake.com		
L21	Florida International University		https://app.joinhandshake.com		
L22	University of North FL		https://app.joinhandshake.com		
Total Number of Interviewees Referred:					104

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [JR022470]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C1 Start Date: 2020-01-21
Account Exec, Integrated [JR023524]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C1 Start Date: 2020-06-29
Assoc Producer, Creative Svcs [JR023031]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C2 Start Date: 2020-03-02
Editor II [JR023278]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2020-05-06
Local Sales Manager [JR021874]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C1 Start Date: 2019-12-02
Multimedia Journalist [JR022084]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2020-01-06

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR022404]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2020-01-13
Producer [JR022646]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, 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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2020-04-20
Producer [JR022956]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C134 Start Date: 2020-03-02
Producer [JR023382]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, 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, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C2 Start Date: 2020-06-08
Producer [JR023515]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C97 Start Date: 2020-07-27
Sales Support Asst II [JR021764]	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, C894, C895, C896, C897, C898, C899, C900, C901, C902, C903, C904, C905, C906, C907, C908, C909, C910, C911, C912, C913, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C130 Start Date: 2019-10-21

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	10/16/19 Managing Editor attended the Careers in Communications Fair at the University of FL in Gainesville, FL. Students and alumni were given an opportunity to learn about a career with WFTX and current job openings.
	2/19/20 Creative Services Director, PM Content Manager, Production Manager, Local Sales Manager, HRBP and General Manager attended the JobNewsUSA - Career Fair in Fort Myers FL. Attendees were given an opportunity to learn about a career with WFTX and current job openings.
	8/5/20 - 8/7/20 News Director, Human Resources Business Partner, and General Manager attended the National Association of Black Journalists in Miami and the National Association of Hispanic Journalists (NAHJ) joint virtual National Convention & Career Fair. 3 hires were made into our Journalism Career Program (JCP). Candidates were interviewed for the JCP roles as well as other station openings.
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	On August 13, 2020, WFTX Partnered with Better Together to sponsor the SWFL Virtual Career Fair. The Career Fair was attended by over 40 employers, recruiting for 100s of jobs and 650+ job seekers participated. We had 11 volunteers from Fox4 participate as job coaches. Better Together is an organization that helps parents going through a hard time keep their kids out of foster care, find work, and address the root causes of their struggle so that they can reunite as a family with the tools and support system to thrive. They are a privately funded and professionally supported organization, made up of volunteers who believe helping people help themselves is the best way to restore dignity and bring families together.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	On January 22, 2020, 16 individuals from the Fort Myers City Redevelopment Agency and the Ft Myers Stars Complex toured WFTX. We had 14 students ages 13 to 17 and 2 adults tour the facility and speak to News Director and Meteorologist about careers in broadcasting and how they got started in the media industry.

EEO PUBLIC FILE REPORT**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	On February 19, 2020, 12 students from the Cape Coral Junior Leadership Program toured WFTX. The students spoke to the Morning Anchor team about careers in broadcasting and how they got started in the media industry.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WFTX hosted a virtual summer intern for 10 weeks over the summer of 2020. The program ran from 6/8/20 through 8/14/20. The intern spent time in all areas of the newsroom.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	All job listed are posted with the Florida Association of Broadcasters and Career and Service Centers of SWFL.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WFTX 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 WFTX 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.
	WFTX participates in the Scripps Journalism Career Program (JCP) where 4 individuals are hired as Producers and MMJs to spend one year of intensive on the job training before transitioning to a second Scripps station. These hires are brand new college graduates just starting out their careers. 4 employees worked at WFTX from September of 2019 - September of 2020. An additional hire was made for June 2020 - June 2021. The original 4 hires were offered the opportunity to extend a second year at WFTX due to COVID-19 instead of moving on to a second Scripps station.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On November 19, 2019, 26 Students from the TV Production class at Murdock Middle School toured the station during a live newscast and met with members of our team who shared information about their careers, education and opportunities in the industry.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	On November 6, 2019 an Anchor spoke to a Communications Class at Florida Southwest University regarding presentation delivery. During his talk, he spoke about opportunities in the Broadcast industry to put their schooling to use.
Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	Job openings are communicated to National Hispanic Media Coalition for posting.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	WFTX manager level employees participate in The E.W. Scripps Company's elearning system that includes training EEO training and other mandatory compliance training. This training is administered upon hire into a management level position and periodically thereafter.
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.	1/23/20 - Fox 4 distributed thousands of books to elementary schools and other social service agencies in our viewing area. Members of our on air talent team as well as our VP & GM took questions from and spoke to students about the type of education needed for opportunities within the Broadcast industry before reading to them.