

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 (rpuente@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 (milsaamaya@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 (rpuente@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 |

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 [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 |

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 [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 |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| 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 seeks 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

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| | <p>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.</p> |
| <p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> | <p>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.</p> |
| <p>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).</p> | <p>All job listed are posted with the Florida Association of Broadcasters and Career and Service Centers of SWFL.</p> |
| <p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> | <p>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.</p> <p>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.</p> |
| <p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p> | <p>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.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>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.</p> |
| <p>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.</p> | <p>Job openings are communicated to National Hispanic Media Coalition for posting.</p> |
| <p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> | <p>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.</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>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.</p> |