

EEO PUBLIC FILE REPORT

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

Stations Included in Report: WHDT-TV, WPTV-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				9
C2	Internal Candidate / WorkLife				22
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			17
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		12
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				
C131	Agency/Search Firm				6
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
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	
C193	GlassDoor	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	

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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	1
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	2
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	
C1326	American Legion for Vets Post #222 - John Newstreet - 4250 NE 5th Avenue (legionpost222@comcast.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1327	Broward Community College - Deborah Hopkins - 225 East Las Olas Boulevard (dhopkins@broward.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1328	Business Services HUB - Tony Ash - 6301 Northwest 5th Way, Suite 3000 (eobregon@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1329	CareerSource Broward - - 2104 West Commercial Blvd. (eobregon@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1330	CareerSource Broward - Kelly Allen - 6301 NW 5th Way, Ste 300 (amutis@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1331	CareerSource Broward - Monique Wilson - 2610 West Oakland Park Boulevard (mwilson@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1332	CareerSource Broward - Steve Gustafson - 6301 NW 5th Way Suite 3000 (sgustafson@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1333	CareerSource Broward (Hollywood) - M. Duvallon - 7550 Davie Road Extension (elewis@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1334	CareerSource Broward (Hollywood) - Madalyn McGoun (Veterans Representative) - 7550 Davie Road Extension (jtapscott@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1335	CareerSource Broward (Pompano Beach) - - 2301 West Sample Road, Building 4, Suite #7A (kmills@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1336	CareerSource Broward Central - Cynthia Carcillo - 2610 W. Oakland Park Blvd. (CCarcillo@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1337	CareerSource Broward Central - Keith Gerena - 2610 W. Oakland Park Blvd. (KGerena@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1338	CareerSource Broward South - Leo Marshall - 7550 Davie Rd. Extension (LMarshall@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1339	CareerSource Palm Beach County - Ellen Willington (Business Representative) - 3400 Belvedere Road (ckinsman@careersourcepbc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1340	CareerSource Palm Beach County (Belle Glade) (West Career Center) - Gerry Genovese (Veterans Representative) - 1085 South Main Street (ggenovese@careersourcepbc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1341	CareerSource Palm Beach County (West Palm Beach) (Central Career Center) - Gerry Genovese - 1951 North Military Trail, Suite D (ggenovese@pballiance.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1342	CareerSource Palm Beach County (West Palm Beach) (Central Career Center) - Jeffrey Rhody - 1951 North Military Trail, Suite D (ckinsman@careersourcepbc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1343	CareerSource Palm Beach County (West Palm Beach) (South Career Center) - Scot Frank (Veterans Representative #2) - 3400 Belvedere Road (sfrank@pbcalliance.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1344	CareerSource Research Coast - Michelle Glass - 584 Northwest University Boulevard, Suite 300 (mglass@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1345	CareerSource Research Coast - Rebecca Smith - 710 Southeast Central Parkway (rsmith@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1346	CareerSource Research Coast (Okeechobee) (Okeechobee County Center) - - 209 SW Park St (bdolemba@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1347	Central Career Center - Gerry Genovese - 1951 North Military Trail, Suite D (ggenovese@pbcalliance.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1348	Division of Vocational Rehabilitation - Nancy Pritchard - 2223 South Kanner Hwy (nancy.pritchard@vr.fl DOE.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1349	Epilepsy Foundation of Florida - Roxana Galera - 512 NE 3rd Avenue (rgalera@efof.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1350	Epilepsy Foundation of Florida - Roxana Galera - 3222 Commerce Place Suite B (rgalera@efof.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1351	Florida Atlantic University - Daniel Partouche - 777 Glades Road (dpartouch@fau.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1352	Gulfstream Goodwill Industries - Danna James-Cooper - 1715 Tiffany Dr East (djcooper@gulfstreamgoodwill.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1353	Hispanic Unity of Florida - - 5840 Johnson Street (jvictor08@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1354	Martin County (Mobile Unit) - - Morgade Library, 5851 Southeast Community Dr (fmandiche@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1355	Martin County (Mobile Unit) - Arlene Torres - Blake Library, 2351 Southeast Monterey Road (atorres@pcjobs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1356	Nova Southeastern University Career Services - Shari Saperstein - 3301 College Avenue - Nsu Main Campus (ssaperst@nova.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1357	Okeechobee ReEMPLOYment Services Center - - 209 SW Park Street (mtaylor@tcjobs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1358	Palm Beach Community College - Tracy Johnson - 4200 Congress Avenue (careercenter@pbcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1359	Palm Beach Habilitation Center, Inc - David Lin - 4522 South Congress Avenue (dlin@pbhab.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1360	Palm Beach State College (Career Center) - General College/University Contact Email - 4200 Congress Avenue (careercenter@palmbeachstate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1361	The Dan Marino Foundation - Linda Diamond - 400 North Andrews Avenue (ldiamond@danmarinofoundation.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1362	Urban League of Broward County - - 3521 W. Broward Blvd. Suite 201 (jwest@ulbcfl.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1363	Urban League of Palm Beach County - N. Patterson - 1700 North Australian Avenue (npatterson@ulpbc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1364	VET Service - Ft. Lauderdale, FL - ADVET Oscar G. Fuentes - 2550 West Oakland Park Blvd (fuentes.oscar@dol.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1365	Workforce Alliance Boyton Beach - Lebrecht Alan - 901 N Congress Ave (alebrecht@pbcalliance.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1366	Workforce Alliance West Palm Beach - Wise Bob - 1951-Dn Military Trail (bwise@pbcalliance.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1367	WorkForce One Employment Solutions - Melanie Magill - 6301 NW 5th Way (mmagill@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1368	Workforce One Fort Lauderdale - - 6301 NW 5th Way (givanoff@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1369	Workforce One Fort Lauderdale - Moliere Luders - 2610 West Oakland Park Boulevard (lmoliere@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1370	Workforce One North Broward - Luis Pelaez - 2301 West Sample Road (lpelaez@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1371	Workforce One South Broward - Eddie Gonzalez - 7550 Davie Road Extension (egonzalez@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1372	Workforce Solutions - Martin County Business Service Center (Mobile Unit) - - Morgade Library, 5851 Southeast Community Drive (aslappey@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1373	Workforce Solutions - Okeechobee - - 209 SW Park Street (jmcnamara@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1374	Workforce Solutions - St Lucie County Center - - 584 Northwest University Boulevard, Suite 300 (jtabar@careersourcerc.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	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	CA Chicano News Media Assoc.	CCNMA: Latino Journalist of California, ASUWalter 725 Arizona Ave, Ste 404 Santa Monica, CA 90401-1723	Sylvia Wells (424) 229-9482 www.ccnma.org	(424) 229-9482	
L2	Palm Beach County Office of Equal Opportunity*	215 N. Olive Avenue, #130 West Palm Beach, FL 33401	Stefanie C. Rodriguez scrodriguez@pbcgov.org	(561) 355-4884	
L3	Brenau University Career Services	500 Washington Street SE Gainesville, GA 30501	George Bagel, Director Career Services gbagel@brenau.edu	(770) 534-6265	
L4	Urban League of Palm Beach*	1700 N. Australian Avenue West Palm Beach, FL 33401	Rev. Henry Fuse , Lydia Callender, Kendrey Latson, Carla St. Louis lcallender@ulpb.org	(561) 833-1461	
L5	Central Florida Assn of Black Journalists & Broadcasters	PO Box 1745 Orlando, FL 32802-1745	Chet Glover chetglover@cfl.rr.com	(800) 804-8478	
L7	Lynn University*	Eugene M. and Christine E. Lynn College of Int'l C 3601 N. Military Trail Boca Raton, FL 33431	Sharon Robinson srobinson@lynn.edu	(561) 237-7098	
L8	National Hispanic Media Coalition	55 S. Grand Avenue Pasadena, CA 91105	Tatiana Arizaga, Communications Coordinator	(213) 746-6988	
L9	Alabama State University Department of Communications*	PO Box 271 Montgomery, AL 36101-0271	Dr. Simone Byrd lbyrd@alasu.edu www.alasu.edu	(334) 229-4493	
L10	University of South Carolina, School of Journalism and Mass Comm.*	800 Sumter Street Columbia, SC 29208	Stephanie Martin marti794@mailbox.sc.edu	803.777.3347	
L11	University of Florida, College of Journalism and Communications	Knight Division Gainesville, FL 32611	Alexandria Wilkerson	(352) 392-3261	
L12	Florida Gulf Coast University	10501 FGCU Blvd., South Ft. Myers, FL 33965-6565	Katie McEwan, Executive Assistant kmcewan@fgcu.edu	(239) 590-7263	
L13	Central Career Center*	3400 Belvedere Road West Palm Beach, FL 33406	Stephen Sosu ssosu@careersourcepbc.com www.careersourcepbc.com	(561) 340-1060 x2615	
L15	Howard University Career Planning & Placement Service	525 NW Bryant Street #206 Washington, D.C., 20059	Joan Browne http://howard-csm.symplicity.com/employers	(202) 806-7513	
L16	University of South Florida Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Marsha Stein adefonzo@cas.usf.edu	(813) 974-2591	
L17	Graeme Newell's Promotions Newsletter	602 Communications 1011 Lyndhurst Falls Ln Knightdale, NC 27545	Graeme Newell gnewell@602communications.com www.602communications.com	(919) 217-4438	
L18	Florida A & M University School of Journalism	510 Orr Drive Room 4003 Tallahassee, FL 32307	Dr. Ann Kimbrough sjgc@famuedu	(850) 599-3379	
L19	TVB	120 Wall Street 15th Floor New York, NY 10005-3908	Emma Jehle emma@tvb.org	(212) 891-2243	
L20	Broadcast Employment Service/TVJobs.com	PO Box 4116 Oceanside, CA 92052	Mark C. Holloway admin@tvjobs.com TVJobs.com	800-374-0119	
L21	JobNews USA	4801 S. University Ave. Ste. 2030 Davie, FL 33328	Tiffany Price ftlauderdale@jobnewsusa.com www.jobnewsusa.com	954-252-6640 x10700	
L22	Other-unspecified Job Fair/seminar/conference				
L23	Other-unspecified talent agent				

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L25	Tampa Bay Association of Black Journalists*	PO Box 172092 Tampa, FL 33672	Rod Carter, President TampaBayABJ@gmail.com	(813) 419-2490	
L26	Handshake	660 4th street #113 San Francisco, CA 94107	handshake@mail.joinhandshake.com		
L27	Florida Gulf Coast University*	School of Journalism 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	Judd Cribbs, Internship Coordinator jcribbs@fgcu.edu		
Total Number of Interviewees Referred:					83

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 Manager [JR022974]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C2 Start Date: 2020-03-09
Assignment Editor [JR021753]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C205 Start Date: 2019-11-11
Chief Photographer [JR02242]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C2 Start Date: 2020-03-09
Digital Content Producer [JR022115]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C2 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]
Digital Content Producer [JR022355]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C134 Start Date: 2020-01-27
Dir, Digital [JR022641]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C131 Start Date: 2020-02-17
Director II [JR022388]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C3 Start Date: 2020-02-17
Evening Anchor, MMJ [JR022325]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C2 Start Date: 2020-03-02

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]
Exec Producer, Digital [JR022348]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C3 Start Date: 2020-02-24
Maintenance Engineer II [JR021370]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C193, 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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L25, L27	Code Number: C2 Start Date: 2019-12-09
Multimedia Journalist [JR021434]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C1 Start Date: 2019-12-16
Multimedia Journalist [JR021889]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C170 Start Date: 2019-12-02

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 [JR022113]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C3 Start Date: 2020-04-06
Multimedia Journalist [JR023312]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, 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, L2, L3, L4, L5, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C3 Start Date: 2020-05-04
Photographer II [JR022140]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C177, C181, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C2 Start Date: 2020-01-06
Photographer II [JR022351]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C1 Start Date: 2020-02-24
Photographer II [JR022865]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L3, L4, L5, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C1 Start Date: 2020-03-24

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR023543]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, 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, L2, L3, L4, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C5 Start Date: 2020-08-17
Producer [JR023361]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, 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, L2, L3, L4, L5, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C97 Start Date: 2020-05-08
Specialty MMJ [JR021904]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C3 Start Date: 2020-01-13
Specialty MMJ [JR023216]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L2, L3, L4, L5, L7, L8, L9, L10, L11, L13, L25, L27	Code Number: C3 Start Date: 2020-03-30

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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]
Specialty Producer [JR022328]	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, C1326, C1327, C1328, C1329, C1330, C1331, C1332, C1333, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1341, C1342, C1343, C1344, C1345, C1346, C1347, C1348, C1349, C1350, C1351, C1352, C1353, C1354, C1355, C1356, C1357, C1358, C1359, C1360, C1361, C1362, C1363, C1364, C1365, C1366, C1367, C1368, C1369, C1370, C1371, C1372, C1373, C1374, L3, L4, L5, L7, L9, L10, L11, L13, L25, L27	Code Number: C1 Start Date: 2019-12-16

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>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.</p>	<p>WPTV and WHDT promoted the CareerSource Research Coast, CareerSource Broward, and CareerSource Palm Beach County to promote and help emcee the South Florida Virtual Manufacturing Career Expo. In addition to running spots leading up to the event, the stations provided a social post, and an anchor spoke at the event. The career expo was held on August 26, 2020 from 9am-1pm.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>The stations hosted a diverse internship program from June 8, 2020 - August 14, 2020. The intern worked primarily as a producer but was given exposure to other positions in the newsroom as well.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>In July 2020, a program was established that enabled several Studio Techs to gain additional hours and acquire additional skills in the digital and creative services departments. In the digital department, they were able to turn some press releases into articles, gather data for articles, and write up producer requests for specific information related to a story on the web. In the Creative Services, the primary focus was on editing video. Finally, a project was initiated for reorganizing and digitizing a video library, the digitizing portion involving additional computer/technical skills.</p> <p>In September 2020, a program was established that enabled Studio Techs to job shadow photographers, learn how to operate a camera and edit video, and gain experience doing some photographer work in the field.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>In January 2020, reporter Stephanie Susskind spoke at Crestwood Middle School's career day, speaking to the TV production students about our jobs and what a career in TV news is like. The school is in Royal Palm Beach.</p> <p>On 5/29/20, Director of Engineering Steve Billing spoke virtually to a group of middle school TV Production students at Wellington Landings Middle School.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>In September 2020, a required training module for "Workplace Harassment Prevention" launched for all managers. The training provides strategies for promoting a respectful work environment that is free of all forms of harassment, intimidation, and discrimination.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>In September 2020, the stations participated in "Unconscious Bias and Microaggressions" training. The event was organized by Scripps Equity, Inclusion, and Diversity program. Dr. Janet Reid of BRBS World facilitated the conversation, which was aimed at developing a common understanding of and a basic language to describe equity, diversity and inclusion. Three online sessions were available, and all employees were asked to attend.</p>
	<p>In September 2020, the stations participated in an "Inclusive Journalism" workshop. The event was organized by Scripps Equity, Inclusion, and Diversity program. The Carole Kneeland Project for Responsible Journalism facilitated the conversation for newsroom and creative services employees aimed at developing a respectful, culturally competent business and newsroom culture that recognizes bias, celebrates diversity and welcomes the perspectives it brings. Three online workshops were available. All News, Digital, and Creative Services employees were asked to attend.</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>One outcome of the Diversity Committee project work was an action plan around sending an email to employees every time we have an opening, and to include reminders on how to encourage external candidates to apply. While the communication reminds employees how to apply internally, it also reminds them how to refer external candidates (and how doing so could result in a \$500 employee referral bonus). Additionally, the communication confirms the company's external website for external candidates, and provides social links that employees can share with their contacts about the posting as well.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>WPTV wrote and produced a twenty second (:20) 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 WPTV's commitment to hiring local talent through local organizations. The spot is running currently and at varied times throughout the month. As of the end of August, the PSA spots have run 283 times during this reporting period.</p>
	<p>WHDT wrote and produced a thirty second (:30) 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 WHDT's commitment to hiring local talent through local organizations. The spot is running currently and at varied times throughout the month. As of 9/23/20, the PSA spots have run 209 times during this reporting period.</p>