

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2022 - September 30, 2023

**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
<b>Common Sources</b>					
C1	Employee Referral				14
C2	Internal Candidate / WorkLife				16
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			22
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	14
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		49
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
C130	Face-to-face Networking				4
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		13
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	Womans Careers	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	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	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	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	
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 (dwharrington@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	
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	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	

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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	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	
<b>Local Sources</b>					
L1	American Broadcasting School *	712 N. Watson Road, STE 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
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 <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	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		<a href="https://fgcu-csm.symplicity.com/employers/">https://fgcu-csm.symplicity.com/employers/</a>		
L12	Florida International College -Hodges University*		<a href="http://www.collegecentral.com/CCEngine/SELogin.CFM?UnivCode=INT">http://www.collegecentral.com/CCEngine/SELogin.CFM?UnivCode=INT</a>		
L13	University of Florida Gator Career Link		<a href="https://ufl-csm.symplicity.com/employers/index.php?s=home">https://ufl-csm.symplicity.com/employers/index.php?s=home</a>		
L14	Collective Talent*	1721 Richardson Place Tampa, FL 33606	Michael Bill bille@michaelsmedia.com	813-254-9695	
L15	University of Central FL		<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>		
L16	University of South Florida - St Petersburg		<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>		
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		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L21	Florida International University		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		

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L22	University of North FL		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>		
L23	Charlotte Technical College	18150 Murdock Circle Port Charlotte, FL 33948	Stephanie Rusch stephanie.rusch@yourcharlotteschools.net <a href="https://www.yourcharlotteschools.net/ctc">https://www.yourcharlotteschools.net/ctc</a> [yourcharlotteschools.net]	(941) 255-7500	
L24	Spots N Dots		<a href="http://www.spotsndots.com/">http://www.spotsndots.com/</a>		
<b>Total Number of Interviewees Referred:</b>					<b>137</b>

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Local [JR028752]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C134 Start Date: 2022-10-31
Account Exec, Local [JR030534]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22, L23	Code Number: C97 Start Date: 2023-02-06
Account Exec, Local [JR030879]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22, L23	Code Number: C97 Start Date: 2023-08-21
Assignment Editor [JR030398]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L5, L11, L12, L13, L15, L16, L20, L21, L22	Code Number: C97 Start Date: 2022-11-08

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Broadcast Engineer [JR028187]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2023-02-13
Broadcast Engineer [JR029623]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C97 Start Date: 2023-02-13
Digital Content Producer [JR030482]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22, L23	Code Number: C1 Start Date: 2023-01-09
Director III [JR030952]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L23	Code Number: C2 Start Date: 2023-04-17

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Editor II [JR030462]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L19, L20, L21, L22, L23	Code Number: C1 Start Date: 2022-12-12
Editor III [JR030431]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22, L23	Code Number: C134 Start Date: 2022-11-14
Exec Producer [JR029582]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C97 Start Date: 2022-10-31
Multimedia Journalist [JR029177]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C130 Start Date: 2023-06-05
Multimedia Journalist [JR030573]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C5 Start Date: 2023-05-22



**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Multimedia Journalist [JR030956]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22, L23	Code Number: C130 Start Date: 2023-06-19
Photographer II [JR029387]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2022-10-10
Photographer II [JR029771]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2022-12-05
Photographer II [JR029989]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C97 Start Date: 2022-11-21
Photographer II [JR031330]	C1, C2, C3, C5, C69, C95, 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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22, L23	Code Number: C97 Start Date: 2023-05-15

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Producer [JR031240]	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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22, L23	Code Number: C1 Start Date: 2023-06-19
Sales Support Asst II [JR027241]	C1, C2, C3, C5, C69, C97, C100, 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, C900, C901, C903, C904, C905, C906, C907, C908, C909, C910, C911, 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, C2424, L1, L3, L4, L5, L6, L8, L9, L10, L11, L12, L13, L14, L15, L16, L19, L20, L21, L22	Code Number: C3 Start Date: 2022-10-24

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>3/23/23 - Florida Gulf Coast University Communications Career Fair was attended by News Director, Director of Sales, Assistant News Director, Anchors, Executive Producer, MMJ and Meteorologist.</p>
<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>6/15/23 Cape Coral Chamber of Commerce Junior Leadership station tour. Junior Leadership Cape Coral is an educational and interactive program for local high school juniors. One of the program goals is to provide supplemental learning possibilities to students interested in developing leadership skills before leaving their high school years. Another goal is to share with the students the many career possibilities in the local area.</p> <p>9/14/23 Leadership Cape Coral station tour. This is a proactive 13 week program designed to help community leaders learn about the infrastructure that drives the city and tour facilities not open to the general public in order to learn how to support our community and form a network with other community members. Participants toured the facility and spoke to leaders about their roles, the broadcast industry and the role of the station in the local community.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>6/5/23 - 8/11/23: Student in Junior year at FGCU hired for 10 week Sales Summer Internship. Experience focused on learning the sales process including the use of data and analytics in sales, how to prospect, perform client needs analysis, utilize research for sales presentations with customized client solutions, broadening communication skills, agency and transactional processes, and negotiation.</p>

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

WFTX employees have access to pursue career advancement through online training with Local On-line Open Knowledge (LOOK) leadership, all things management, leading a team, operations, marketing, ad operations and sales. The company also has the learning platform for all employees Leading at any Distance: Resources for Managing Employees. In this program employees can select learning courses from psychological safety, empathy, team culture and trust. Employees can also access our LinkedIn learning library and can search topics that are relevant to their career and interests in developing certain skills to advance their career. This eLearning systems is also used for EEO training and other mandatory compliance trainings.

The Company has partnered with Google to offer Google Career Certificate Programs in Project Management, Google UX Design, Google Analytics and Google IT Support to all WFTX employees.

The Company provides an Educational Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$4000 per year. During this reporting period, one employee utilized this benefits and completed a Meteorology degree.

The Company provides new Sales Employees with a 5 week long course which includes a combination of interactive online classes, on-the-job application and coaching.

Three WFTX managers participated in Company's Manager Essentials Program, a focused manager development program, that includes three months of two, 90-minute virtual learning sessions and one 60-minute peer circle session plus two additional 60-minute monthly peer circle sessions. Participants were educated on 1) Team performance & development 2) Communication skills 3) Conflict management 4) Performance management 5) Delegation and 6) Self-awareness.

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<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 sent to the National Hispanic Media Coalition. NHMC is a civil rights organization that was founded to eliminate hate, discrimination, and racism towards the Latinx community. <a href="https://www.nhmc.org/mission/">https://www.nhmc.org/mission/</a></p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All people managers participate in annual compliance training related to equal opportunity hiring and promotion practices.</p>
	<p>Scripps provided virtual classroom training for all new station employees and managers for unconscious bias, equity and inclusion training. The purpose of this training is to further ingrain concepts and practices into how we work, how we interact, and how we communicate. the goal was for the staff to have a common language when discussing equity, diversity, and inclusion, and for us to have eyes wide open to how our differences can and should unite us. Training was facilitated by Scripps employees and representatives of BRBS, SEEK Research, and the Kneeland Institute for training on Inclusive Journalism.</p>
	<p>From August 14 - 18, Scripps held an EDI Symposium with virtual sessions where speakers shared insights on belonging, inclusion and allyship. Throughout the week participants heard from guests about the art of community and belonging, the power of inclusive leadership, disabling ableism and more. Sessions included, The Great Power of Inclusive Leadership: How We Can Be Better Leaders, Understanding Workplace Barriers for People with Visible Disabilities, Silent, Intellectual and Developmental Disabilities in the Workplace, Cultivating Disability Advocates: The Power of Inclusion, and Mental Health and Well-being in the Workplace: The Role of EDI, Leadership and Diversity: How Leaders Can Help Eliminate Organizational Bias and more. These sessions as well as many others from past events, are archived on the Company's intranet.</p>

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

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.

Public Service Announcement: The station has created a public service announcement which is broadcast twice a week on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization receive notices of job opportunities as they become available.