

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2017 - September 30, 2018

Station Included in Report: WFTX-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				12
C2	Internal Candidate / WorkLife				28
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			55
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C25	NABEF-Broadcast Career Link	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		26
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				7
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
Local Sources					
L1	American Broadcasting School *	712 N. Watson Road, STE 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	Bates Technical College *	2320 South 19th St. Tacoma, WA 98405	Ken Witkoe, Broadcast Instructor kwitkoe@bates.ctc.edu	253-680-7761	
L3	Career and Service Centers of Southwest Florida	4150 Ford St. Extension Ft Myers, FL 33916	Beth Barger bbarger@sfwdb.org	239-931-8200 ext 11170	

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L4	Central Michigan University *	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PH.D. orlik1pb@cmich.edu	989-774-3851	
L5	Emerson College *	113 Gray St. Arlington, MA 02476	Mary Sullivan https://app.joinhandshake.com/	781-646-1077	
L6	National Hispanic Media Coalition	55 S Grand Avenue Pasadena, CA 91105	Brenda Rivas brivas@nhmc.org	(626) 792-6462	
L7	Ohio & Illinois Centers for Broadcasting *	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	216-503-5900 X1104	
L8	University of North Texas *	PO Box 310589 Denton, TX 76203	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L9	University of South Florida-Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Dr. Jay Friedlander, Kristin Arnold Ruyle efriedla@usf.edu, karnold@usf.edu	813-974-2591	
L10	University of Wisconsin-Oshkosh Radio, TV & Film *	800 Algoma Blvd Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	(920) 424-3133	
L11	Florida Gulf Coast University		https://fgcu-csm.symplicity.com/employers/		
L12	Florida International College -Hodges University*		http://www.collegecentral.com/CCNEngine/SELogi n.CFM?UnivCode=INT		
L13	University of Florida Gator Career Link		https://ufl-csm.symplicity.com/employers/index.php?s=home		
L14	Collective Talent*	1721 Richardson Place Tampa, FL 33606	Michael Bill bille@michaelsmedia.com	813-254-9695	
L15	University of Central FL		https://app.joinhandshake.com/		
L16	University of South Florida - St Petersburg		https://app.joinhandshake.com/		
L17	National Association of Black Journalists	1100 Knight Hall, Suite 3100 College Park, MD 20742	Heidi Stevens hstevens@nabj.org www.nabj.org	717-574-0694	
L18	Florida International University				

Total Number of Interviewees Referred: 150

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [13415]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C97 Start Date: 2017-10-30
Account Exec, Integrated [13415]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C3 Start Date: 2017-11-13
Account Exec, Integrated [13415]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16	Code Number: C3 Start Date: 2017-11-13
Account Exec, Integrated [14425]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C3 Start Date: 2018-08-20
Account Exec, Integrated [14611]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C97 Start Date: 2018-07-30
Assignment Editor [13842]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17	Code Number: C2 Start Date: 2018-02-12
Dir, Engineering [13274]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L6, L7, L8, L9, L10, L11, L12, L13, L14	Code Number: C2 Start Date: 2017-10-09
Director II [13404]	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2017-10-09
Director II [13404]	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C3 Start Date: 2017-10-16
Director II [13404]	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C3 Start Date: 2017-10-30
Local Sales Manager [14344]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-06-04
Maintenance Engineer III [14403]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-06-04
Media Prep Technician [14215]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-05-21

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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]
Media Prep Technician [14215]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-05-21
Media Prep Technician [14494]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-07-16
Multimedia Journalist [13558]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C19, C25, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C3 Start Date: 2018-01-02
Multimedia Journalist [13791]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C3 Start Date: 2018-07-30
Process Engineer [14402]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C27, C69, C97, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C1 Start Date: 2018-07-30
Process Engineer [14636]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C97 Start Date: 2018-08-13
Producer [14523]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C3 Start Date: 2018-08-06
Producer [14523]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C97 Start Date: 2018-08-13
Producer [14627]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-08-13
Producer [14627]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C1 Start Date: 2018-08-27
Sr Dir, News [13929]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-04-23
Sr Dir, Sales [14171]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2018-05-07
Supv, Production [13564]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L18	Code Number: C2 Start Date: 2017-11-20

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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>11/14/17 HRBP attended the Hispanic Chamber of Commerce Job Fair in Ft Myers, FL</p> <p>6/15/18 HRBP attended the Hispanic Chamber of Commerce Job Fair in Ft Myers, FL</p> <p>8/29/18 General Manager and News Director attended the Job News USA Job Fair in Ft Myers, FL</p> <p>7/31/18 - 8/3/18 News Director and General Manager attended the National Association of Black Journalists in Detroit. 4 hires were made into our Journalism Career Program (JCP). Candidates were interviewed for the JCP roles as well as other station openings.</p>
<p>Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.</p>	<p>11/14/17 WFTX was a sponsor of the Hispanic Chamber of Commerce Job Fair held in Ft Myers, FL. We spoke about the event during our newscasts and posted information about the fair on our social media platforms. The Southwest Florida Hispanic Chamber of Commerce (SWFLHCC) is a non-profit, non-sectarian, and non-partisan organization for the purpose of promoting, advocating, and facilitating the economic advancement of its members and communities of Southwest Florida. The SWFLHCC is the only regional Hispanic business organization in Southwest Florida.</p> <p>6/15/18 WFTX was a sponsor of the Hispanic Chamber of Commerce Job Fair held in Ft Myers, FL. We spoke about the event during our newscasts and posted information about the fair on our social media platforms. The Southwest Florida Hispanic Chamber of Commerce (SWFLHCC) is a non-profit, non-sectarian, and non-partisan organization for the purpose of promoting, advocating, and facilitating the economic advancement of its members and communities of Southwest Florida. The SWFLHCC is the only regional Hispanic business organization in Southwest Florida.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WFTX had a summer intern for a 10 week program from 6/4/18 - 8/10/18 in our News Department. The intern was afforded an opportunity to shadow multiple areas of the news process including Chief Photographer, MMJs and Producers.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WFTX employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WFTX employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.</p>

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	<p>WFTX participates in the Scripps Journalism Career Program (JCP) where 4 individuals are hired as Producers and MMJs to spend one year of intensive on the job training before transitioning to a second Scripps station. These hires are brand new college graduates just starting out their careers. 4 employees worked at WFTX from 9/17 - 9/18 and another 4 employees joined the JCP at WFTX for a second year of the program on 9/19/18.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All Hiring Managers within Scripps receive an annual Equal Employment Opportunity policy compliance course which includes an acknowledgement of understanding of the Scripps Equal Employment Opportunity policy and agreement to adhere to it. This launched on August 21, 2018 for this reporting period.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>1/23/18 National Reading Day - Anchor, Chris Shaw, visited the Boys and Girls Club of Immokalee, FL to read with the children. During the visit, he also reviewed his job responsibilities, spoke about broadcasting careers and answered questions.</p>
	<p>3/5/18 - WFTX hosted a group of students, teachers and mentors on from the Big Brothers Big Sister Beyond School Walls Program. The group was given a station tour, listened to our staff (Anchors, Meteorologist, and MMJs) discuss their education and career path, participated in conducting a mock newscast (studio and control room), learned about conducting a live shot and listened to presentations from various members of our leadership team discuss the careers and education they have had that led them to their roles.</p>
	<p>6/21/18 - HRBP and General Manager hosted a team of individuals from the career development office of Florida Gulf Coast University (FGCU). FGCU has a Broadcast media option in their communication department. The team was given a tour of the station and we talked about qualities and skill set that we look for in our employees that will help them further our recruiting options.</p>