

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2020 - May 31, 2021

**Station Included in Report:** WMAR-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				7
C2	Internal Candidate / WorkLife				12
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			15
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	2
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		24
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				1
C131	Agency/Search Firm				2
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	
C177	AAJA	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	

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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	
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	

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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	

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C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C800	Aberdeen Workforce Center - Terri Kearney - 34 N Philadelphia Blvd, Room 303 (tkearney@swnetwork.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C801	Andrews Air Force Base (AFB) - Linda Logan - 1191 Menoher Dr (mfscjobs@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C802	Anne Arundel County Career Center - Jacquelyn Bauer - 7000 Arundel Mills Circle (jacquelyn.bauer@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C803	Anne Arundel One Stop Career Center - - 80 West Street, Suite A (isaac@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C804	Anne Arundel One Stop Career Center - - 7480 Baltimore-Annapolis Boulevard, Suite 100 (zella.brown@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C805	Anne Arundel One Stop Career Center - Annapolis, MD 21401 - 80 West Street, Ste A (isaac@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C806	Arbor Education and Training - - 9315 Largo Drive West (lhamptonholt2004@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C807	Baltimore County Office of Employment & Training - - 105 West Chesapeake Ave. Ste 300 (aharkness@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C808	Baltimore County Office of Workforce Development Center - Barry F - 105 W Chesapeake Avenue (barfwilliams@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C809	Baltimore County Workforce Dev. Center - Baltimore, MD 21224 - 7930 Eastern Blvd (eastpt@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C810	Baltimore County Workforce Development Center at Eastpoint - - 7930 Eastern Boulevard (jorge.cruz@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C811	Baltimore County Workforce Development Center at Hunt Valley - - 11101 McCormick Road, Suite 102 (huntvwdc@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C812	Baltimore County Workforce Development Center at the Liberty Center - - 3637 Offutt Road (lcwdrc@baltimorecountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C813	Baltimore Works Career Center - - 1100 North Eutaw Street, Room 101 (tfinney@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C814	Baltimore Works Career Center - Baltimore, MD 21201 - 1100 N Eutaw St, Ste 101 (crutledge@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C815	Baltimore Works Career Center - Keith Colston - 311 West Saratoga Street (tfinney@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C816	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C817	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C818	Bel Air Workforce Center - - 2 South Bond Street, Second Floor (richard.luzetsky@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C819	Bel Air Workforce Center - Bel Air, MD 21014 - 2 South Bond St, Second Floor (belair@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C820	BWI Thurgood Marshall Airport One Stop - - Main Terminal Concourse C, 401 Headquarters Dr., Ste 208, Millersville, MD 21108 (bfranz@aawdc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C821	CAREER CENTER - - 800 South Rolling Road, Room K-209K (Catonsville.CareerCenter@cchcmd.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C822	Caroline County Career Center - - 300 Market Street, P.O. Box 400 (denton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C823	Caroline County Career Center - - 300 Market Street, P.O. Box 400 (segerson@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C824	Caroline County Career Center - Denton, MD 21629 - 300 Market Street (gtheroux@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C825	Carroll County Business & Employment Resource Center - Westminster, MD 21157 - 224 North Center St (drickell@ccg.carr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C826	Carroll County Business and Employment Resource Center - - 224 North Center Street (info@carrollworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C827	Cecil County Workforce Center - - 1275 West Pulaski Highway (jcharles@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C828	Cecil County Workforce Center - Elkton, MD 21921 - 1275 West Pulaski Hwy (gbalog@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C829	Columbia Workforce Center - - 7161 Columbia Gateway Drive, Suite D (Columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C830	Columbia Workforce Center - - 7161 Columbia Gateway Drive, Suite D (ojones@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C831	Columbia Workforce Center - - 7161 Columbia Gateway Drive, Suite D (ojones@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C832	Columbia Workforce Center - Columbia, MD 21046 - 7161 Columbia Gateway Dr, Ste D (columbia@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C833	Cornerstone Montgomery - Nicholas Mozer - 1398 Lambertton Drive (nicholas.mozer@cornerstonemontgomery.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C834	Division of Southern Maryland Workforce Services - Waldorf, MD 20602 - 175 Post Office Rd (edowney@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C835	Eastside Career Center - Baltimore, MD 21205 - 3001 East Madison St (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C836	EMPLOY BALTIMORE - - 417 E. Fayette Street - 4th Floor (resumes@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C837	Fort George.G. Meade Army Post Civilian Personnel Advisory Office - Eric Pardue - Building 4432 Llewellyn (ftmeadepao@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C838	Frederick Co. Business & Employment Center - Frederick, MD 21703 - 5340 Spectrum Dr, Ste A (chunt@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C839	Frederick County Workforce Services at the Business and Employment Center - Christopher Watkins - 5340 Spectrum Drive (christopher.watkins@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C840	Goodwill Industries of Monocacy Valley - Cindy Freeman - 400 East Church Street (cfreeman@gimv.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C841	Jewish Social Service Agency - Jewish Vocational Services - Roberta Fagin - 9900 Georgia Avenue (jvs@jssa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C842	Jewish Social Service Agency - Marty Tillman (Employment Relations Specialist) - 200 Wood Hill Road (mtillman@jssa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C843	Kent County Career Center - - 601 High Street, c/o Shared Opportunities Service, Inc. (cdentinger@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C844	Kent County Career Center - Chestertown, MD 21620 - 601 High Street, 2nd Floor (lorem@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C845	Maryland Division of Rehabilitation Services-Baltimore Metro Area - Fred Keene - 2301 Argonne Drive (fkeene@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C846	Maryland Division of Rehabilitation Services-Eastern Maryland - Katie Lynn - 8221 Teal Drive (klynn@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C847	Maryland Division of Rehabilitation Services-Western Maryland - Meara Ziyad - 1004 Littlestown Pike (mziyad@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C848	Maryland Employment Network - Craig Dolan - 125 N. Main Street/Rear (cdolan@harfordmentalhealth.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C849	Maryland Employment Service-Charles County - Levon Roane - Workforce Services (lroane@careernet.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C850	Maryland Employment Service-Prince George - Jeffrey Swilley - 1100 Mercantile Lane Suite 120 (pwhite@pgcedc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C851	Maryland School For The Deaf - Eva Staubitz - PO Box 250 (staubiev@msd.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C852	Maryland State Department of Education - Division of Rehabilitation Services - - 2301 Argonne Drive (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C853	Maryland Works, Inc - Robert Hoffman - 10270 Old Columbia Road (info@mdworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C854	Mayor`s Office of Employment Development/Eastside Career OneStop Center - Miss Holland - 3001 East Madison Street (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C855	Mayor's Office of Employment - Baltimore, MD 21205 - 3001 E Madison St (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C856	Mayor's Office of Employment Development/Eastside Career OneStop Center - - 3001 East Madison Street (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C857	MD Division of Rehabilitation Services - - 2301 Argonne Drive (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C858	MD Division of Rehabilitation Services - Annapolis - - 2001-A Commerce Park Dr., Suite 2 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C859	MD Division of Rehabilitation Services - Columbia - - 7161 Columbia Gateway Drive Suite D (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C860	MD Division of Rehabilitation Services - Frederick - - 100 E. All Saints St., Room 201 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C861	MD Division of Rehabilitation Services - Townson - - 113 Towsontown Blvd., Suite A (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C862	MD Division of Rehabilitation Services - Westminster - - 1004 Littlestown Pike Suite B1 (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C863	MD Division of Rehabilitation Services - Wheaton - - 11002 Veirs Mill Road (jboone@dors.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C864	Minority Access, Inc. - Bonnie Gray (Internship Coordinator - National Diversity & Inclusion Internship Program) - 5214 Baltimore Ave. (Bgray@minorityaccess.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C865	MONTGOMERY COUNTY COMMISSION FOR WOMEN - COUNSELING and CAREER CENTER - - 401 N. Washington St, #100 (nancie.kenney@montgomerycountymd.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C866	Montgomery Works One Stop Center - Tara Assi - 11002 Veirs Mill Road (wheaton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C867	Montgomery Works One Stop Workforce Center - Wheaton, MD 20902 - 11002 Veirs Mill Rd, 1st Floor (wheaton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C868	Montgomery Works One Stop Workforce Center - - 11002 Veirs Mill Road, 1st Floor (rpelletier@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C869	Morgan State University - Career Development Center - - Montevallo Complex C224 (EARLENE.GOODSON@MORGAN.EDU)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C870	Morgan State University - Center for Career Development - William Carson - Wing C-224 Montevallo Complex (william.carson@morgan.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C871	Northwest Career Center - Beverly Gill - 2401 Liberty Heights Avenue, Suite 302 (Mondawmin Mall) (clewis@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C872	Northwest Career Center - William Carnes (Business Representative) - 2401 Liberty Heights Avenue, Suite 302 (Mondawmin Mall) (bcarnes@oedworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C873	Perry Point VA Medical Center - - Circle Drive (katherine.eastridge@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C874	Prince George's American Job Center - Jeffrey Swilley - 1801 McCormick Drive (largo@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C875	Prince George's One Stop Career Center - - 1100 Mercantile Lane, Suite 100 (hbrooks@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C876	Prince George's One Stop Career Center - Largo, MD 20774 - 1100 Mercantile Lane, Ste 100 (hbrooks@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C877	Queen Anne's County Career Center - Thomas Rider - 125 Comet Drive (queenannes@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C878	Queen Anne's County Career Center - - 125 Comet Drive (cdentinger@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C879	Queen Anne's County Career Center - - 125 Comet Drive (queenannes@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C880	Queen Anne's County Career Center - Centreville, MD 21617 - 125 Comet Dr (chestertown@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C881	Southern Maryland JobSource - Alan Crawley (Labor Exchange Administrator) - 175 Post Office Road (alan.crawley@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C882	Southern MD JobSource -Waldorf - Yvette Turner - 175 Post Office Road (waldorf@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C883	Susquehanna Workforce Center - Bel Air - Linda Newman - 2 South Bond Street (richard.luzetsky@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C884	Talbot Career Center - Arthur Reeside - 301 Bay Street (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C885	Talbot Career Center - - 301 Bay Street, Suite 301 (aereside@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C886	Talbot Career Center - - 301 Bay Street, Suite 301 (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C887	Talbot Career Center - Easton, MD 21601 - 301 Bay Street, Ste 301 (easton@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C888	The Baltimore American Indian Center - John Simermeyer - 113 S Broadway (john.g.simermeyer@live.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C889	Transcen Inc - Sue Ellen - 451 Hungerford Drive (inquiries@transcen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C890	Transcen Inc. - - 451 Hungerford Drive Suite 700 (inquiries@transcen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C891	Waldorf One Stop Career Center - - 175 Post Office Road (charlescjs@dllr.state.md.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C892	Waldorf One Stop Career Center - - 175 Post Office Road (michelle.singleton@maryland.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C893	Waystation Inc - Robert Simpson - 249-251 West Patrick Street (rsimpson@waystationinc.org)	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	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	1
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	2
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	
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	

**Local Sources**

L1	WMAR Website	6400 York Road Baltimore, MD 21212	Darlene Dorman www.abc2news.com	410-377-2222	
L4	American University Career Center	4400 Massachusetts Ave, NW Washington, DC 20016	Elaine Salisbury aucareerweb.com	202-885-1852	
L7	Baltimore City Community College	2901 Liberty Heights Avenue Baltimore, MD 21215	Vincent Whitmore vwhitmore@bcc.edu	410-462-8534	
L10	Baltimore Urban League	512 Orchard Street Baltimore, MD 21201	Kaite Hamilton khamilton@diversitytalentnetwork.org www.bul.org	410-523-8150 866-405-8048	
L23	IBEW Local 1200	201 International Circle Suite 230 Hunt Valley, MD 21030	Bob Riddle bob.riddle@ibew1200.org	410-891-5850	
L26	Jewish Community Services	5750 Park Heights Avenue Baltimore, MD 21215	employerservices@jcsbaltimore.org www.jcsbaltimore.org/employers	410-466-9200	
L32	MD/DC/DEL Broadcasters Assoc	106 Old Court Road Baltimore, MD 21208	Gail Summerville mdcd.com	410-653-4122	
L36	Morgan State University	1700 E. Cold Spring Lane Baltimore, MD 21251	Victoria Valentine victoria.valentine@morgan.edu	443-885-3505	
L39	National Assoc of Multicultural Media Exec.	7950 Jones Branch Drive McLean, VA 22102	www.namme.org	703-854-7178	
L42	National Council of Negro Women	633 Pennsylvania Ave NW Washington, DC 20004	Michelle Holder mholder@ncnw.org	202-737-0120	
L44	Northwest Career Center	2401 Liberty Heights Ave Suite 302 Baltimore, MD 21215	Cynthia Dugger cdugger@oedworks.com	410-523-0970	
L48	SAG-AFTRA	7735 Old Georgetown Road #950 Bethesda, MD 20814	Anne Rosenblatt anne.rosenblatt@sagaftra.org	301-657-2560	

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L51	State of MD Dept. of Labor	1100 N. Eutaw Street Baltimore, MD 21201	Greg Styles	410-767-20 21	
L53	Towson University Career Center	8000 York Road Towson, MD 21252	Lizette Pearson www.towson.edu	410-704-46 59	
L61	Bowie State University	14000 Jericho Park Road Bowie, MD 20715-9465	Rosetta Price careerdevelopment@bo wiestate.edu www.bowiestate.edu	301-860-40 00	
L62	University of Baltimore	Career and Professional Development Center 1420 N. Charles Street, SC 206 Baltimore, MD 21201	Charles Jennings, Jr. cjennings2@ubalt.edu www.ubalt.edu	410-837-54 76	
L63	Coppin State University	2500 West North Avenue Baltimore, MD 21216	Linda Bowie careerservices@coppin. edu www.coppin.edu	410-951-39 15	
L69	Washington College	300 Washington Ave Chestertown, MD 21620	career_center@washcoll .edu https://www.washcoll.ed u/	410-778-28 00	
L70	Loyola University Maryland	4501 N Charles St Baltimore, MD 21212	thecareercenter@loyola. edu https://www.loyola.edu/	410-617-22 32	
L71	Stevenson University	1525 Greenspring Valley Rd Stevenson, MD 21153	careerservices@stevens on.edu http://www.stevenson.ed u/career-success/	443-352-44 77	
L72	McDaniel College	2 College Hill Westminster, MD 21157	ceo@mcdaniel.edu https://ceo.mcdaniel.edu /	410-871-33 05	
L73	University of Delaware	401 Academy Street Newark, DE 19716	udcareers@udel.edu http://www.udel.edu/CS C/	302-831-23 92	
L74	Howard University	2397 6th St NW Washington, DC 20059	careerservices@howard. edu https://careerservices.ho ward.edu/	202-806-75 13	
L75	George Washington University	2121 Eye Street, NW Washington, DC 20052	gwcareercenter@gwu.e du https://www.gwu.edu/	202-994-64 95	
L76	Georgetown University	37th and O Streets NW Washington, DC 20057	careercenter@georgeto wn.edu https://georgetown.edu/	202-687-34 93	
L77	Gettysburg College	300 N Washington St Gettysburg, PA 17325	career@gettysburg.edu www.gettysburg.edu	717-337-66 16	
L78	George Mason University	4400 University Drive Fairfax, VA 22030	careers@gmu.edu https://careers.gmu.edu/	703-993-23 70	
L79	University of the District of Columbia	4200 Connecticut Avenue Northwest Washington, DC 20008	careerservices@udc.edu www.udc.edu	202-274-69 20	
L80	The Catholic University of America	620 Michigan Ave NE Washington, DC 20017	careers@cua.edu https://careers.cua.edu	202-319-56 23	
L82	Baltimore County Dept of Aging	611 Central Avenue Towson, MD 21204			
<b>Total Number of Interviewees Referred:</b>					<b>82</b>

**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>
Assignment Editor [JR024433]	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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L53, L61, L63, L69, L70, L71, L72, L73, L74, L75, L77, L78, L79, L80, L82	Code Number: C2388 Start Date: 2021-02-08
Digital Strategist [JR024807]	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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L44, L53, L61, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80	Code Number: C2 Start Date: 2021-04-05

**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]
Maintenance Engineer II [JR025053]	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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L44, L53, L61, L63, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80	<b>**ERROR**</b> Source Not Defined
Meteorologist [JR023304]	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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L44, L53, L61, L63, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80	Code Number: C131 Start Date: 2020-06-29

**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 [JR024497]	C1, C2, C3, C5, C69, C97, C100, 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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L26, L44, L53, L61, L63, L69, L70, L71, L72, L73, L74, L76, L78, L79, L80	Code Number: C3 Start Date: 2021-05-03
Photographer II [JR024132]	C1, C2, C3, C5, C69, C97, C100, 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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L53, L61, L63, L69, L70, L72, L73, L74, L75, L76, L77, L78, L79	Code Number: C100 Start Date: 2021-01-18

**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 [JR023359]	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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L44, L53, L61, L63, L69, L72, L73, L74, L75, L77, L78, L79, L80	Code Number: C2 Start Date: 2020-06-06
Producer [JR023647]	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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L44, L53, L61, L63, L69, L70, L71, L72, L73, L74, L75, L77, L78, L79, L80	Code Number: C134 Start Date: 2020-09-08

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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>
Promotions Asst II [JR024634]	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, C800, C801, C802, C803, C804, C805, C806, C807, C808, C809, C810, C811, C812, C813, C814, C815, C816, C817, C818, C819, C820, C821, C822, C823, C824, C825, C826, C827, C828, C829, C830, C831, C832, C833, C834, C835, C836, C837, C838, C839, C840, C841, C842, C843, C844, C845, C846, C847, C848, C849, C850, C851, C852, C853, C854, C855, C856, C857, C858, C859, C860, C861, C862, C863, C864, C865, C866, C867, C868, C869, C870, C871, C872, C873, C874, C875, C876, C877, C878, C879, C880, C881, C882, C883, C884, C885, C886, C887, C888, C889, C890, C891, C892, C893, 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, L4, L7, L44, L61, L63, L69, L70, L71, L72, L73, L74, L75, L76, L77, L78, L79, L80	Code Number: C97 Start Date: 2021-04-26

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

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Internship Program for college students: WMAR-TV's Internship Program is offered to college juniors, seniors and graduate students interested in a career in broadcasting. Students receive credit for their participation in the program and are evaluated by the assigned department manager upon completion. Internships are available during the summer and include aspects of news production, promotions, newsroom operations, sports, community affairs, website/digital, sales and research. One student from Hampton University participated in the program during the summer and a student from Montgomery College interned with our weather department also during the summer. The Internship Program provides students real-world experience and a unique insight into newsroom operations. This includes learning alongside newsroom management, reporters, photographers, producers and assignment desk editors. Digital provides students real-world experience into the operations of a website and other social media platforms at a television news station. Includes learning along side newsroom management, web producers, reporters, photographers, producers and assignment desk editors. All of WMAR interns receive compensation. During this reporting period, it was the first time we have virtually hosted an intern.

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

WMAR 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. Another on-line learning tool for managers is Axcel5 which offers business essentials, managing others and managing self. The company recently introduced a new 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.

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.

**EEO PUBLIC FILE REPORT**

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

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

April 8, 2021: News Director Kelly Groft was guest speaker for the "Career Assistance Program" at Berkshire Elementary School. Ms. Groft's presentation included a description of the many career positions in the media, the requirements, how to produce a news cast and also a virtual tour of the newsroom.

January 22, 2021: The E. W. Scripps Company partnered with the News Literacy Project, a nonpartisan national education non-profit to help the next generation of news consumers discern credible information from misinformation in today's media. In that effort, WMAR partnered with the journalism class of Kenwood High School. Anchor/reporter Christian Schaffer virtually met with 60 students in the journalism class at Kenwood High School. They discussed the elements of news gathering and production of newscasts as well as the jobs and roles associated with broadcast media.

May 12, 2021: Meteorologist Patrick Pete was guest speaker at a virtual event for students of Parkville High School. Patrick discussed his career choice to enter the field of meteorology, his academic background, subsequent experience in forecasting weather and also talked about other careers in the broadcast media.

Meteorologist Lynette Charles is the Weather Ambassador at the Windsor Hills Elementary/Middle School. In this role, Ms. Charles schedules virtual meetings with students participating in various activities such as career fairs and mentoring. In this reporting period, Ms. Charles met with the students on November 9, December 7 and December 21, 2020.

April 14, 2021: Reporter Megan Knight participated in Parkville High School's "Lunch Bunch" session where she talked to students about her career as a reporter and career opportunities in the media/broadcasting field.

**EEO PUBLIC FILE REPORT**

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

<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.</p>	<p>Military Officers Association of America, November 18, 2020: Reporter Erin MacPherson was the invited guest speaker at the monthly meeting of this organization. At this virtual meeting, Erin discussed her role as a reporter, the station's Voice for Veterans advocacy initiative, and opportunities for veterans in the media.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>April 22, 2021: WMAR TV, Management and the Law training session: The company recognizes its responsibility to enforce EEO/Sexual and Other Unlawful Harassment policies as well as its obligation to reinforce the company's EEO obligations and philosophy and to exercise fairness in employment decisions. The four hour training session was led by in-house counsel Danyelle Wright and Heather Muzumdar. All managers and supervisors of WMAR-TV must be familiar with, educate team members about, and apply EEO laws and company policy in all employment decisions. The company believes that EEO, along with company policy, provides the mandatory framework for all employment decisions by managers. The session also included discussion on protected classes, interview guidelines, and employment documentation.</p>
	<p>April 19, 2021: Hiring managers attended a presentation provided by the regional veteran employment manager of the Maryland Department of Labor. The representative discussed the hiring of military veterans, challenges faced by veterans returning to a civilian workforce, best practices and resources for employers and she also discussed hiring practices as they related to equal employment opportunities including avoidance of discrimination based on protective classes.</p>
	<p>Scripps provided virtual classroom training for all station employees for unconscious bias, equity and inclusion training. Training was facilitated by Scripps employees and representatives of BRBS World CEO Janet Reid, Sara Fahim from SEEK Research who created content for Experiencing the news as a Black/African American, and Kevin Benz from Kneeland Institute for training on Inclusive Journalism.</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.