

EEO PUBLIC FILE REPORT

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

Stations Included in Report: WHDT-TV, WPTV-TV

I. List of Recruitment Sources

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				15
C2	Internal Candidate / WorkLife				38
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			33
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	11
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		58
C130	Face-to-face Networking				10
C131	Agency/Search Firm				6
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		12
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	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	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	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1326	American Legion for Vets Post #222 - John Newstreet - 4250 NE 5th Avenue (legionpost222@comcast.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1327	Broward Community College - Deborah Hopkins - 225 East Las Olas Boulevard (dhopkins@broward.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1328	Business Services HUB - Tony Ash - 6301 Northwest 5th Way, Suite 3000 (eobregon@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1331	CareerSource Broward - Monique Wilson - 2610 West Oakland Park Boulevard (mwilson@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1332	CareerSource Broward - Steve Gustafson - 6301 NW 5th Way Suite 3000 (sgustafson@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1334	CareerSource Broward (Hollywood) - Madalyn McGoun (Veterans Representative) - 7550 Davie Road Extension (jtapscott@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1335	CareerSource Broward (Pompano Beach) - - 2301 West Sample Road, Building 4, Suite #7A (kmills@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1336	CareerSource Broward Central - Cynthia Carcillo - 2610 W. Oakland Park Blvd. (CCarcillo@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1337	CareerSource Broward Central - Keith Gerena - 2610 W. Oakland Park Blvd. (KGerena@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1338	CareerSource Broward South - Leo Marshall - 7550 Davie Rd. Extension (LMarshall@careersourcebroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1339	CareerSource Palm Beach County - Ellen Willington (Business Representative) - 3400 Belvedere Road (ckinsman@careersourcepbc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1340	CareerSource Palm Beach County (Belle Glade) (West Career Center) - Gerry Genovese (Veterans Representative) - 1085 South Main Street (ggenovese@careersourcepbc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1342	CareerSource Palm Beach County (West Palm Beach) (Central Career Center) - Jeffrey Rhody - 1951 North Military Trail, Suite D (ckinsman@careersourcepbc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1343	CareerSource Palm Beach County (West Palm Beach) (South Career Center) - Scot Frank (Veterans Representative #2) - 3400 Belvedere Road (sfrank@pbcalliance.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1344	CareerSource Research Coast - Michelle Glass - 584 Northwest University Boulevard, Suite 300 (mglass@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1345	CareerSource Research Coast - Rebecca Smith - 710 Southeast Central Parkway (rsmith@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1348	Division of Vocational Rehabilitation - Nancy Pritchard - 2223 South Kanner Hwy (nancy.pritchard@vr.fl DOE.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1349	Epilepsy Foundation of Florida - Roxana Galera - 512 NE 3rd Avenue (rgalera@efof.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1350	Epilepsy Foundation of Florida - Roxana Galera - 3222 Commerce Place Suite B (rgalera@efof.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1352	Gulfstream Goodwill Industries - Danna James-Cooper - 1715 Tiffany Dr East (djcooper@gulfstreamgoodwill.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1353	Hispanic Unity of Florida - - 5840 Johnson Street (jvictor08@gmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1356	Nova Southeastern University Career Services - Shari Saperstein - 3301 College Avenue - Nsu Main Campus (ssaperst@nova.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1357	Okeechobee ReEMPLOYment Services Center - - 209 SW Park Street (mtaylor@tcjobs.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1359	Palm Beach Habilitation Center, Inc - David Lin - 4522 South Congress Avenue (dlin@pbhab.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1360	Palm Beach State College (Career Center) - General College/University Contact Email - 4200 Congress Avenue (careercenter@palmbeachstate.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1361	The Dan Marino Foundation - Linda Diamond - 400 North Andrews Avenue (ldiamond@danmarinofoundation.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1362	Urban League of Broward County - - 3521 W. Broward Blvd. Suite 201 (jwest@ulbcbf.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1363	Urban League of Palm Beach County - N. Patterson - 1700 North Australian Avenue (npatterson@ulpbc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1367	WorkForce One Employment Solutions - Melanie Magill - 6301 NW 5th Way (mmagill@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1369	Workforce One Fort Lauderdale - Moliere Luders - 2610 West Oakland Park Boulevard (lmoliere@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1370	Workforce One North Broward - Luis Pelaez - 2301 West Sample Road (lpelaez@wflbroward.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1373	Workforce Solutions - Okeechobee - - 209 SW Park Street (jmcnamara@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1374	Workforce Solutions - St Lucie County Center - - 584 Northwest University Boulevard, Suite 300 (jtabar@careersourcerc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	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	
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	

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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 https://www.military.com/	212-548-8395	
Local Sources					
L1	CA Chicano News Media Assoc.	CCNMA: Latino Journalist of California, ASUWalter 725 Arizona Ave, Ste 404 Santa Monica, CA 90401-1723	Sylvia Wells (424) 229-9482 www.ccnma.org	(424) 229-9482	
L2	Palm Beach County Office of Equal Opportunity	215 N. Olive Avenue, #130 West Palm Beach, FL 33401	Stefanie C. Rodriguez scrodriguez@pbcgov.org	(561) 355-4884	
L3	Brenau University Career Services	500 Washington Street SE Gainesville, GA 30501	George Bagel, Director Career Services gbagel@brenau.edu	(770) 534-6265	
L4	Urban League of Palm Beach	1700 N. Australian Avenue West Palm Beach, FL 33401	Rev. Henry Fuse, Lydia Callender, Kendrey Latson, Carla St. Louis lcallender@ulpbc.org	(561) 833-1461	
L5	Central Florida Assn of Black Journalists & Broadcasters	PO Box 1745 Orlando, FL 32802-1745	Chet Glover chetglover@cfl.rr.com	(800) 804-8478	
L7	Lynn University	Eugene M. and Christine E. Lynn College of Int'l C 3601 N. Military Trail Boca Raton, FL 33431	Sharon Robinson srobinson@lynn.edu	(561) 237-7098	
L8	National Hispanic Media Coalition	55 S. Grand Avenue Pasadena, CA 91105	Tatiana Arizaga, Communications Coordinator	(213) 746-6988	
L9	Alabama State University Department of Communications	PO Box 271 Montgomery, AL 36101-0271	Dr. Simone Byrd lbyrd@alasu.edu www.alasu.edu	(334) 229-4493	
L10	University of South Carolina, School of Journalism and Mass Comm.*	800 Sumter Street Columbia, SC 29208	Shirisha Mudunuri Mudunuri@mailbox.sc.edu	803.777.3347	
L11	University of Florida, College of Journalism and Communications	Knight Division Gainesville, FL 32611	Alexandria Wilkerson	(352) 392-3261	
L13	Central Career Center*	3400 Belvedere Road West Palm Beach, FL 33406	Stephen Sosu ssosu@careersourcepbc.com www.careersourcepbc.com	(561) 340-1060 x2615	
L15	Howard University Career Planning & Placement Service	525 NW Bryant Street #206 Washington, D.C., 20059	Joan Browne http://howard-csm.symplicity.com/employers	(202) 806-7513	
L16	University of South Florida Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Marsha Stein adefonzo@cas.usf.edu	(813) 974-2591	
L17	Graeme Newell's Promotions Newsletter	602 Communications 1011 Lyndhurst Falls Ln Knightdale, NC 27545	Graeme Newell gnewell@602communications.com www.602communications.com	(919) 217-4438	
L18	Florida A & M University School of Journalism	510 Orr Drive Room 4003 Tallahassee, FL 32307	Dr. Ann Kimbrough sjgc@famu.edu	(850) 599-3379	
L19	TVB	120 Wall Street 15th Floor New York, NY 10005-3908	Emma Jehle emma@tvb.org	(212) 891-2243	

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L20	Broadcast Employment Service/TVJobs.com	PO Box 4116 Oceanside, CA 92052	Mark C. Holloway admin@tvjobs.com TVJobs.com	800-374-0119	
L21	JobNews USA	4801 S. University Ave. Ste. 2030 Davie, FL 33328	Tiffany Price ftlauderdale@jobnewsusa.com www.jobnewsusa.com	954-252-6640 x10700	
L22	Other-unspecified Job Fair/seminar/conference				
L23	Other-unspecified talent agent				
L25	Tampa Bay Association of Black Journalists*	PO Box 172092 Tampa, FL 33672	Rod Carter, President TampaBayABJ@gmail.com	(813) 419-2490	
L26	Handshake	660 4th street #113 San Francisco, CA 94107	handshake@mail.joinhandshake.com		
L27	Florida Gulf Coast University*	School of Journalism 10501 FGCU Blvd S. Fort Myers, FL 33965-6565	Judd Cribbs, Internship Coordinator jcribbs@fgcu.edu		
Total Number of Interviewees Referred:					187

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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, Local [JR029836]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C3 Start Date: 2022-10-24
Account Exec, Local [JR031517]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2023-06-21
Assoc Account Exec, Local [JR030062]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C5 Start Date: 2023-02-20
Chief Photographer [JR030216]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2022-10-24

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Client Content Producer/Host [JR030079]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C97 Start Date: 2023-02-13
Content Coord III [JR030544]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2023-01-25
Content Coord III [JR031253]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2023-05-01
Content Coord III [JR031634]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C181, C2424, L10, L18, L25, L27	Code Number: C2 Start Date: 2023-06-19
Digital Content Producer [JR030618]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2023-01-23

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]
Director II [JR029765]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2022-10-10
Director II [JR030311]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C97 Start Date: 2022-11-01
Director II [JR030312]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C3 Start Date: 2022-10-12
Director II [JR030426]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C5 Start Date: 2023-01-23

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]
Director II [JR030830]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C1 Start Date: 2023-02-06
Director II [JR031435]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2023-05-15
Director II [JR031923]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C2424, L10, L13, L25, L27	Code Number: C3 Start Date: 2023-08-28
Director III [JR030142]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2022-10-10
Exec Producer [JR030143]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2022-10-03

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]
Lead Broadcast Engineer [JR031313]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C5 Start Date: 2023-06-19
Media Prep Technician [JR030008]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C97 Start Date: 2023-01-09
Meteorologist [JR030324]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C131 Start Date: 2022-12-30
Multimedia Journalist [JR030646]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C130 Start Date: 2023-03-29

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR031056]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L11, L18, L27	Code Number: C131 Start Date: 2023-07-10
Multimedia Journalist [JR031442]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C1 Start Date: 2023-07-17
Multimedia Journalist [JR031500]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C5 Start Date: 2023-08-09
Photographer II [JR031135]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C2 Start Date: 2023-04-03

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [JR031291]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2023-06-12
Photographer III [JR031633]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C181, C2424, L10, L18, L25, L27	Code Number: C2 Start Date: 2023-06-19
Producer [JR029496]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2022-10-17
Producer [JR030144]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2022-10-10
Producer [JR030865]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, 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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C1 Start Date: 2023-06-05

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]
Producer [JR031133]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C5 Start Date: 2023-07-03
Producer [JR031301]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L10, L13, L25, L27	Code Number: C97 Start Date: 2023-09-05
Real-Time Editor [JR031052]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C2 Start Date: 2023-04-01
Real-Time Editor [JR031229]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L18, L25, L27	Code Number: C97 Start Date: 2023-05-22
Real-Time Editor [JR031312]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L10, L18, L25, L27	Code Number: C3 Start Date: 2023-05-15
Reporter [JR029243]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C130 Start Date: 2022-10-24

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sales Support Asst II [JR030412]	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, C1326, C1327, C1328, C1331, C1332, C1334, C1335, C1336, C1337, C1338, C1339, C1340, C1342, C1343, C1344, C1345, C1348, C1349, C1350, C1352, C1353, C1356, C1357, C1359, C1360, C1361, C1362, C1363, C1367, C1369, C1370, C1373, C1374, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L10, L13, L25, L27	Code Number: C134 Start Date: 2022-12-05
Sr Producer, Creative Services [JR031305]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C2424, L10, L13, L25, L27	Code Number: C2 Start Date: 2023-06-05

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Galean Stewart Represented WPTV during Scripps Day at FIU Biscayne Bay Campus on Jan 24, 2023
Hosting at least one job fair.	Galean Stewart was the Recruiter for Scripps at NABJ in Birmingham, Alabama on Aug 2 through 5 of 2023
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	Galean Stewart attended on April 22, 2023 NABJ South Florida Career Fair recruiter and Roundtable Panelist: Black Women in Media Navigating a Career in Management
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.	Galean Steart attended NAACP Freedom Fund Gala at Mariott Hutchinson Island Resort on March 11, 2023
	Represented WPTV during the Kravis Centers unveiling of community programing for the 2023-2024 season. T.A. Walker on Sept 11, 2023.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The stations hosted a news intern from June 5, 2023 - August 11, 2023. The intern worked primarily finding stories and disseminating news, and was given exposure to multiple positions in the newsroom.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The company provides an Educational Assistance Program to enable all part-time and full-time employees the opportunity to pursue higher education. The program reimburses employees for the cost of books and tuition up to \$4000 per calendar year.
	WPTV employees have access to pursue career advancement through free Linked In learning courses, Google Career Certificates in the fields of digital marketing and e-commerce, IT support, data analytics, project management and UX design.

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	<p>The company partnered with Google to launch Scripps Journalism Journey Initiative to transition experienced journalists with primarily print news backgrounds into broadcast news careers. Journalists will be hired into full-time career positions in Scripps local and national media newsrooms. The program provides mid-career transitions into video-driven storytelling through training and support, including mentoring, job shadowing, hands-on work and individual coaching. Additional learning opportunities may include professional conferences, programs through the Google News Initiative, Poynter, journalism school programs, National Association of Broadcasters or Society of Professional Journalists. The jobs are available for internal employees and external applicants.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Tours of WPTV: February 2023: Feb. 3, 2023 Home Schoolers 22 students ages 10 to 14 and 18 parents and guardians from Boca Raton, Lake Worth, Royal Palm Beach, Boynton Beach, Margate and Coral Springs were given a tour of the station plus a weather demonstration for WPTV Meteorologist Kahtia Hall March 2023: Mar 1, 2023 Wholehearted Homeschoolers 28 students ages 7 to 15 and 12 parents/chaperones were given a tour of the station. April 2023: April 4, 2023 Plumosa School of the Arts 10 student ages 11 to 14 and two teachers/chaperones were given a tour of the station and able to see the technical news production/studio. May 2023: May 4, 2023 Classical Conversations SALT Community West Palm Beach 15 students ages 14 to 17 and 7 teachers were given a tour of the station. Jul7 2023: July 26, 2023 City of Riviera Beach Summer Camp 12 campers ages 9 to 14 and three chaperones were given a tour of the station. August 2023: August 3, 2023 Auction item winners the Wieland family including two children ages 4 to 6 and two parents and two Marcus family members a parent and a 17 year old were given a tour of the station and met the talent.</p> <p>Hosted station tour for Seminole Ridge High School TV production academy students Stephanie Susskind on April 13, 2023.</p>

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	<p>Spoke to Wellington Landing Middle School TV and drama students for career day Stephanie Susskind on Feb 24, 2023.</p>
	<p>Emcee for the Delray Chamber Education Foundation breakfast, supporting Delray Beach schools Stephanie Susskind on Aug 24, 2023</p>
	<p>Stephanie Susskind on April 11, 2023, Highland Elementary School TV production team visit to the station.</p>
	<p>WPTV hosted its Weather Academy once a month from January to June: Steve Villanueva: January 24, 2023 FAU Kahtia Hall: February 3, 2023 at WPTV Kahtia Hall: March 1, 2023 at WPTV Kate Wentzel: April 5, 2023 at The Benjamin School Jennifer Correa: May 4, 2023 at Egret Lake Elementary Steve Weagle: June 13, 2023 Harbour Ridge</p>
<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>Scholar Career Coaching awards ceremony. Joel Lopez presented scholarships while celebrating 10 years of helping junior and seniors in Title I high schools prepare and succeed in college on June 12, 2023.</p>
	<p>AAUW Tech Trek Florida Professional Women in Stem Dinner in Jupiter. Presented to 8th girls who aspire to become STEM professionals my education and career experience in meteorology, Jennieffer Correa June 21, 2023.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Scripps requires all employees to complete 'SEEK Hispanic Research' and 'SEEK "Experiencing News as an African American/Black Person" live screening and discussion training. These trainings expose employees to what it's like to experience the news as a person of color in America. Training provides a series of short documentaries based on SEEK research of people in the Hispanic community and Black community to gain a deeper understanding of how they experience local news and discuss ways our sales team can connect and support this community.</p>
	<p>Management personnel completed a mandatory 'Equity, diversity, and inclusion strategy' digital course. The course provided a deeper understanding of equity, diversity and inclusion (EDI) concepts and how Scripps incorporates EDI into workplace culture, content strategy and hiring practices.</p>

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	<p>Scripps provides mandatory, virtual, classroom training for unconscious bias and microaggressions. This training aims to develop a common language to describe equity, diversity and inclusion. The training defines implicit bias, or the different experiences and points of view we all come to work with and provide ways to recognize and mitigate it.</p>
	<p>All management personnel were enrolled in and completed two digital courses on EEO and lawful hiring - '2023 Compliance: EEO and Lawful Hiring' and 'Skillsoft: EEO and Lawful Hiring.</p>