

EXHIBIT 5

**DOCUMENTATION OF PARTICIPATION IN SUPPLEMENTAL
OUTREACH ACTIVITIES**



Abby Serrano | HR Generalist

WTXL-Tallahassee

WSFL-Miami

O: 850 580 9542

C: 850 755 7109



From: Vanessa Chatman <Vanessa.Chatman@tcc.fl.edu>

Sent: Friday, November 12, 2021 2:59 PM

To: Serrano, Abigail <Abigail.Serrano@WTXL.tv>

Subject: TCC Career Fair

[EXTERNAL SENDER]

Hi Abigail,

Please see the attached invoice. We look forward to seeing you on Tuesday

Vanessa Chatman

Career Services & Internship Coordinator
Tallahassee Community College
444 Appleyard Drive
Tallahassee, FL 32304
Student Union, Room 235



[Click here to make an appointment with Career Services \[outlook.office365.com\]](https://outlook.office365.com)

From: Vanessa Chatman
Sent: Thursday, November 4, 2021 9:32 AM
To: Serrano, Abigail <Abigail.Serrano@WTLX.tv>
Subject: RE: TCC Career Fair

Hi Abigail,

Glad to e-meet you! The \$15 charge is just for lunch, so if they are just going to pop in and out, no need to register for additional roles. Once you complete the registration process online, our financial services office will create a formal invoice that has the credit card authorization and send it within 2 business days.

Vanessa Chatman

Career Services & Internship Coordinator
Tallahassee Community College
444 Appleyard Drive
Tallahassee, FL 32304
Student Union, Room 235



[Click here to make an appointment with Career Services \[outlook.office365.com\]](https://outlook.office365.com)

From: Serrano, Abigail <Abigail.Serrano@WTLX.tv>
Sent: Thursday, November 4, 2021 9:05 AM
To: Vanessa Chatman <Vanessa.Chatman@tcc.fl.edu>
Subject: TCC Career Fair

CAUTION: This email originated from outside of the college. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Goodmorning,

My name is Abby, I'm the HR Generalist at WTXL-Tallahassee. Our HR Business Partner Dev Montgomery forwarded me your email about the career fair opportunity on Nov 16.

A few things: I'm new to role and would love to create relationships with our local schools and be involved with your career center. However I can make that happen, please let me know! Also, I'm trying to register for the event, and was going to place it on a credit card if I can please receive the authorization form.

About the event, I see it says two representatives and a \$15 charge per additional person. Are we allowed to have any employees pop in or out to gain some exposure, or be that face that students may recognize or should we play it safe and pay for an additional?

Thank you and I hope to create connections with WTXL and TCC. I look forward to hearing from you.

Best regards,

Abby

HR Generalist at WTXL-Tallahassee and WSFL-Miami

Scripps Media, Inc., certifies that its advertising sales agreements do not discriminate on the basis of race or ethnicity. All advertising sales agreements contain nondiscrimination clauses.

Due to Florida's very broad public records law, most written communications to or from Tallahassee Community College employees regarding College business are public records, available to the public and media upon request. Therefore, this email communication and your response may be subject to public disclosure.

Tallahassee Community College
 444 Appleyard Drive
 Tallahassee, FL 32304
 850-201-8525



INVOICE

Date	Invoice Number
November 5, 2021	[REDACTED]
Payment Terms	Due Date
Net 30	December 5, 2021

Bill To:
 Scripps Media Corporation (dba) WTXL ABC 27
 Attn: Abigail Serrano
 1620 Commerce Blvd
 Midway, FL 32343
 United States of America

Remit To:
 Tallahassee Community College
 ATTN: Cashiers' Office
 444 Appleyard Drive
 Tallahassee, FL 32304
 United States of America

Description: Employer Fair Registration

Page 1 of 1

Purchase Order Number: [REDACTED]

Quantity/Unit of Measure	Item Description	Memo	Price Each	Amount
0	Employer Fair Registration	Employer Fair Registration-Nov 16	0.00	100.00

Net Amount:	100.00
Tax:	0.00
TOTAL	USD 100.00

Payments: Payments can be made by:
 (a) visiting the Cashier's Office (located in the Student Union Building on the 2nd floor),
 (b) mailing a check to the remit to address above (please include the invoice number or a copy of the invoice),
 (c) completing the credit card information below and returning it to the remit to address above or by faxing it to the Cashier's Office at (850) 201-8691.

Delinquent Accounts: Outstanding balances remaining after 90 days will be designated as delinquent and may be assigned to a collection agency. Once the delinquent account has been assigned to a collection agency, the outstanding balance must be paid directly to the collection agency. For all delinquent accounts assigned to a collection agency, the debtor is responsible for payment of any associated collection fees, currently 30% of the outstanding balance, in addition to the amount due to Tallahassee Community College. The collection agency also may report the delinquent account to the credit bureau.

Credit Card Type (please check one): VISA MasterCard American Express

Credit Card Number: _____ Expiration Date (MM/YY): _____

CSV#: _____

Card Holder Name (please print): _____ Signature: _____



From: Hughes, Ranata M. <ranata.hughes@famu.edu>

Sent: Wednesday, October 26, 2022 4:47 PM

To: Bradley, Vicki <vicki.bradley@wtxl.tv>

Subject: Re: Career Fair Details

External sender

This message came from outside of Scripps. If you were not expecting this message, please use caution before clicking any links or opening any attachments.

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Hi Vicki! No problem, here it is below. See you tomorrow!

Dear Career Fair Guest:

We are so excited you can be with us **Thursday, October 27, 2022**, from 11AM-5PM. Below, are the details for the day of arrival:

You will come to the FAMU School of Journalism & Graphic Communication (SJGC), and the career fair will be held in the SJGC Library on the 3rd floor, from 11AM-5PM. Setup opens at 9:30 a.m. for those who want to set up early.

As for **parking**, come directly to the front of the School of Journalism on Orr Drive where you will be met by our greeter and given a parking pass for the day. Also, feel free to unload your things in front of our school before you park. There will be reserved parking spaces behind our building, which are for the disabled. Otherwise, you should park in the parking deck past the FAMU Welcome Center on **Wahnish Way**. Park on the **very top of the parking deck**, which is reserved for all SJGC guests. If you get lost, park anywhere else you can find a legal parking space without a sign. **QUICK TIP:** Some employers either carpool over, take an Uber to campus, or have a friend drop them off; it's your choice.

When you enter the SJGC building, **take the elevator to the 3rd floor** and walk into the SJGC Library. When you walk in, you will be greeted and escorted to one of the tables of your choice, which are first-come-first-served. **We will provide a table, tablecloth and chairs for you. You are also welcomed to use your own "logo" tablecloth.** You may bring brochures, newspapers, magazines, newsletters, other printed documents, electronics for video footage, marketing souvenirs, candy/treats, business cards or anything else your company would like to use for promoting and recruiting.

Here is our address below:

**School of Journalism & Graphic Communication
Florida A&M University
510 Orr Drive
Tallahassee, FL 32307
Phone: 850-599-3379
Cell: 850-843-1514**

Looking forward to seeing you!

Ranata

From: Mahaney, Chip <chip@scripps.com>
Sent: Wednesday, March 29, 2023 8:59 AM
To: Bradley, Vicki <Vicki.Bradley@WTVX.tv>; Serrano, Abigail <Abigail.Serrano@WTVX.tv>
Subject: FW: Resume Book: UF Careers in Communications Fair

Vicki and Abby, how did it all go at the UF Fair yesterday?

Thank you so much for attending and representing WTVX and all of Scripps!

Below is a link to resumes of all the students. I'm going to forward this to our on-air and producer recruiters, but if you have any notes you'd like to share with our team, that would be wonderful.

Also, I need to get the tablecloth back as soon as possible, by early next week at the latest? I have to take it with me to another career fair in Vegas in a couple of weeks.

Thank you both!

Chip

Chip Mahaney | 513.432.6565

From: UFCareerCenter@csm.symplicity.com <UFCareerCenter@csm.symplicity.com>
Date: Wednesday, March 29, 2023 at 9:56 AM
To: Mahaney, Chip <chip@scripps.com>
Subject: Resume Book: UF Careers in Communications Fair

External sender

This message came from outside of our company. If you were not expecting this message, please use caution before clicking any links or opening any attachments.

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Good morning,

Thank you for attending yesterday's Spring Careers in Communications Fair here at the University of Florida. We had 343 students attend the fair. We hope you had an enjoyable and productive fair meeting with our candidates.

[Please take a few minutes to submit some feedback on your experience here. \[ufl.qualtrics.com\]](https://ufl.qualtrics.com)

As a reminder, you have access to the student opt-in resume book now through May 1st, 2023. You can access that anytime at this link here: [REDACTED]

Please be on the lookout for a save the date for our Fall 2023 Careers in Communication Fair that will take place in October.

Sincerely,

UF Career Events Team

Career Connections Center

ccccareerfairs@ufsa.ufl.edu

POWERED BY  **simplicity** [\[simplicity.com\]](https://simplicity.com)



Community Contribution Form

Name: Brady Marsh, Creative Services Director.

Date & Time: April 25th, 9am-11:40am.

Place: Bob Albertson Gymnasium on the campus of Florida State University Schools. 3000 School House Road, Tallahassee, FL 32311

Event Name: 2023 FSUS Career, Education and Employment Expo

Approx Size of Group: 500+ 9th-12th graders

What was your role:

I attended the FSUS career fair as a hiring manager. Accompanying me at the booth was our Sports Director and a part-time employee who we met at that school's career fair the year prior and later hired. I setup a WTXL booth at the career fair. Spoke with hundreds of students about opportunities available at our station and across our company. Discussed job shadowing opportunities, internships, part-time employment, and how to get a career started in broadcasting. We also provided general information about skills and education that can help prepare students for potential career fields in broadcast journalism.

Please attach documentation and forward to Abby Serrano





Community Contribution Form

Name: Michael German

Date & Time: 11/30/21 3:30-5:30pm

Place: Florida State University, Diffenbaugh Building

Event Name: Speaking to a Communications and Advertising Class

Approx Size of Group: 30

What was your role: Advertising, communications and presentation discussion. Presentation judging.

Please attach documentation and forward to Abigail Serrano.

Could you join us at 3:30 p.m.? I would think the presentation with Q&A and feedback would likely run to about 4:30. The class officially concludes at 5, so we have time if it runs beyond that a bit.

The address and building location are below. I have also provided a link to what I believe to be a good visitor's parking lot for you. It is at College and Macomb Street. There are several visitors lots in the immediate area, though. The next best one I might suggest is the St. Augustine garage.

If you text me when you arrive (904-254-3002), I will walk out and meet you. That, I think, would be easiest for you in terms of navigating to the classroom.

I think that's all. Again, I can't thank you enough for joining us. Please let me know if you have any questions and look forward to seeing you soon! Kelly

CLASS MEETING DETAILS

Where: Room 232 Diefenbaugh Building

When: Tuesday, Nov. 30, 3:30 p.m.

Address: 625 University Way

Link to interactive campus map: [here \[map concept3d.com\]](#)

Link to visitors parking at College and Macomb: [here \[map concept3d.com\]](#)

On October 17, 2022, Florida Agricultural and Mechanical University's School of Journalism & Graphic Communication hosted E.W. Scripps and WTXL for a Career Day. The day-long event consisted of a classroom lecture on media ethics, interviews, and a newscast review. ABC 27's GM/VP, Matt Brown, Senior News Director, Vicki Bradley, and HR Generalist, Abby Serrano attended the event alongside corporate leaders Chip Mahaney, Emerging Talent Leader, and Karen Hite, Senior Director of Talent Acquisition. Students and graduating seniors were interviewed for upcoming summer internships and open jobs throughout our company.

 **Vicki Bradley** • 1st
Innovative News Leader. Teacher. Community Servant.
11mo • Edited • 

 days  school visits recruiting with [Chip Mahaney](#) for [WTXL ABC 27](#) and [The E.W. Scripps Company](#).

There is so much passion, heart and desire to be change makers within our journalism programs in Florida.

I'm always so impressed with students at [University of Florida](#)  and [Florida A&M University](#) 

Happy to be back on the UF campus today as I get ready to teach Personal Branding again in the Spring   
[#recruiting](#) [#studentjournalists](#)





Vicki Bradley • 1st
 Innovative News leader, Teacher, Community Serv...
 11mo • Edited

2 days 2 school visits recruiting with **Chip Mahaney** for **WTXL ABC 27** and **The E.W. Scripps Company**.

There is so much passion, heart and desire to be change makers within our journalism programs in Florida.

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Happy to be back on the UF campus today as I get ready to teach Personal Branding again in the Spring

👍👍👍
#recruiting #studentjournalists

👍❤️ 51 3 comments • 1 repost

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Add a comment...

From: Bradley, Vicki <Vicki.Bradley@WTXL.tv>
 Date: Monday, September 19, 2022 at 11:21 AM
 To: Mahaney, Chip <chip@scripps.com>, Brown, Matt <matt.brown@wtxl.tv>, Serrano, Abigail <Abigail.Serrano@WTXL.tv>
 Cc: Hite, Karen <Karen.Hite@scripps.com>
 Subject: RE: FAMU and UF recruiting visit - October 17/18

Hello!

I will meet you all on campus when you come to FAMU. Brady Marsh oversees production here and he will likely also come with me. I think he's been in touch with Ranata in the past.

As for UF – Chip I'd like to work the booth with you like we did last time, if that still works for you.

From: Mahaney, Chip <chip@scripps.com>
 Sent: Friday, September 16, 2022 11:56 AM
 To: Brown, Matt <matt.brown@wtxl.tv>, Bradley, Vicki <Vicki.Bradley@WTXL.tv>, Serrano, Abigail <Abigail.Serrano@WTXL.tv>
 Cc: Hite, Karen <Karen.Hite@scripps.com>
 Subject: FAMU and UF recruiting visit - October 17/18

Hi Matt, Vicki and Abby!

Just wanted to give you a heads up that Karen and I are booked to visit FAMU Monday, October 17, to meet candidates for our internships and a few graduating seniors too.

Also, the following day, Tuesday, October 18, is UF's fall Careers in Communication fair. 10a-2pm. I'll attend that as well. You're welcome to join me at the Scripps booth, or you may consider setting up your own booth next to ours. I'll be inviting the other Florida stations too. Here's the event page: <https://uf.csm.symbols.com/Events/641390c59b1f82670b08e094e8721/overview>

We expect to arrive at TLH Monday at 9:25am, so we should be on campus ready to start at 10:30am.

How would you like to participate with us that day? We're just now setting things up with our friend Ranata Hughes. We have options!

Thank you all!

Chip Mahaney
 Emerging Talent Leader | The E. W. Scripps Company | Cincinnati OH USA
chip@scripps.com | 513-433-6969
scripps.com/careers | LinkedIn | Twitter | Instagram

Fwd: FAMU SJGC Visit

Mahaney, Chip <chip@scripps.com>
 To: Hite, Karen; Serrano, Abigail; Bradley, Vicki; Brown, Matt

If there are problems with how this message is displayed, click here to view it in a web browser.

Chip Mahaney 513-433-6969

👍 Reply 🗨️ Reply All ➔ Forward 📧 ⋮

Sun 10/16/2022 3:32 AM

Begin forwarded message:

From: "Hughes, Ranata M" <ranata.hughes@famu.edu>
 Date: October 18, 2022 at 1:08:08 AM EDT
 To: "Mahaney, Chip" <chip@scripps.com>
 Subject: FAMU SJGC visit

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 This message came from outside of Scripps. If you were not expecting this message, please use caution before clicking any links or opening any attachments.

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Hi Chip!

Below, you will find links to the documents you will need on Monday. Let me know if you need anything else, a ride to campus, a cup of coffee, etc., I will be glad to assist you. Oh, and be sure to have a heavy breakfast because we won't pause to snack until 1:35 p.m. You all will be interviewing a total of 26 students. Some are still working with their work schedules and will place their name in an interview slot today and upload their things.

Today's Full Itinerary:
<https://www.google.com/documents/d/1C0WvY7DuMfP8DUuQZt35tL8fMTA9NEMJ26Acv2A4e8tUose=sharing?lous.google.com>

Interview Schedule:
https://www.google.com/documents/d/1n382ze-emuRfP4_MCMaDd4k38ouu-w8fCv4kAqd8t3eay=sharing?lous.google.com

Dropbox Folders for Interviews:
<https://www.dropbox.com/in/zwqwe6A93M42/AAD8u0F3C4F7Y?restrictQa7=0&dropbox.com>

Thanks, see you at 10:30 a.m.

Safe travels!

RH

Ranata M. Hughes
 Internship Coordinator/Educator
 School of Journalism & Graphic Communication
 Florida Agricultural and Mechanical University
 510 Orr Drive
 Suite 403B
 Tallahassee, FL 32307
 Ph: 904-412-5395
 E: ranata.hughes@famu.edu



Community Contribution Form

Name: Matt Brown

Date & Time: Oct 31, 2022 @ 10:30a & 1:30p (ET)

Place: Oklahoma State University - StratCom Classes, via Zoom

Event Name: Q&A w/ Matt Brown w/ StratCom Classes

Approx Size of Group: 50 total

What was your role:

I moderated a Q&A session w/ me & students, answering questions about journalism, broadcast TV & professional growth.

Please attach documentation and forward to Abigail Serrano.

Brown, Matt

From: Hodgson, Jack <jack.hodgson@okstate.edu>
Sent: Monday, October 31, 2022 4:16 PM
To: Brown, Matt
Subject: Thank you!

External sender

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Thanks again, Matt!


I really appreciate you spending a few hours talking to my two classes today. I'm sure the students got a lot out of it.






Best wishes,

Jack

Jack Hodgson, Associate Professor
jack.hodgson@okstate.edu
School of Media & Strategic Communications
206 Paul Miller Building
Oklahoma State University
Stillwater, OK 74078-4053
O: 405-744-8282 F: 405-744-7104

Thank you! - NSU Guest Speaker

 Chase Gaiefsky <chasegaiefsky@gmail.com>
To:  Sereno Abigal
Cc:  chasegaiefsky@nova.edu
[If there are problems with how this message is displayed, click here to view it in a web browser.](#)

 Reply  Reply All  Forward   Mon 1/9/2023 3:34 PM

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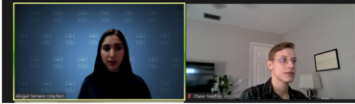
Good evening Abigail,

Thank you for contributing to today's BUS-1000 class session on Human Resources, it was wonderful hearing your experience as an HR professional and gaining further insight into the sector.

Should your company ever have internship or job opportunities aimed at undergraduate or graduating students, I would be happy to pass them along.

[Here is the link](#) to the recorded session, I just ask that you do not share this publicly as there are students' names associated with the recording.

Thank you and have a great week!



Best,

Chase Alexander Gaiefsky, MSRED

Land Acquisitions Manager - Lennar
Adjunct Professor - NSU Florida
Principal - Chase Alexander, LLC
Cell: 954-612-6462
LinkedIn: [Click Here \[LinkedIn.com\]](#)
Email: ChaseGaiefsky@gmail.com

WTXL News Internship 2022- 2023

WTXL hired a News intern for Scripps' summer internship program. The internship was a full-time, 10-week program from June 5, 2023 to August 11, 2023 offered to college juniors or seniors who are seeking skills needed for broadcast employment opportunities. WTXL hired a Senior, majoring in Broadcast Journalism at Florida International University. The internship connects the news intern with corporate and local leadership. Corporate and local assignments expose the intern to all the different areas in a news department. The news intern shadowed multimedia journalists, photographers, editors, producers, worked the assignment desk, and more. All WTXL interns receive compensation.



Mahaney, Chip

Reply Reply all Forward

To: [REDACTED]; Frampton, Channing; Bradley, Vicki; Serrano, Abigail

Fri 5/12/2023 2:44 PM

Hi all!

We're just three weeks away from the start of our Scripps summer internships. Our WTXL intern, [REDACTED] will start Monday, June 5.

[REDACTED] please meet Channing Frampton, anchor and managing editor. He will be your day-to-day supervisor at WTXL. Vicki Bradley is the news director, and Abby Serrano is the human resources leader for the station.

Further, I will be with you and all our interns all summer long. I'll be your formal supervisor for purposes of timesheets and payroll, and I'll manage weekly programming for all our interns. You can expect to meet some special guests and have chances to bond with Scripps interns in other cities. I'm available to you anytime this summer, via phone/text or email.

[REDACTED] the WTXL team will be in touch with specific instructions for your first day at the station. We all look forward to a great summer together.

Best,
Chip

Chip Mahaney

Emerging Talent Leader | The E. W. Scripps Company | Cincinnati OH USA

chip@scripps.com | 513.432.6565 | @chipmahaney

Jobs: scripps.com/careers

Serrano, Abigail <Abigail.Serrano@WTVL.tv>

To: [REDACTED]

Cc: Frampton, Channing; Bradley, Vicki

  Reply  Reply all  Forward   

Thu 6/1/2023 10:34 AM

 I9 Documents.pdf
370 KB

Hi [REDACTED]

Welcome to ABC 27! We are so excited for you to join our team as our Summer News Intern! As you prepare to join our team on Monday, 6/5, please see the information below:

- **When to arrive:** Monday, 6/5 at 9:00am
- **Where to go:** The station is located at 1620 Commerce Blvd. Midway, FL. Please call Managing Editor/Anchor, Channing Frampton, when you arrive in the parking lot at 850-210-3463.
- **Where to park:** Anywhere in the front of the building, parking spots are not assigned. An ID card for accessing our secure area will be issued to you in your first week.
- **What to wear:** Dress code is business casual.
- **What to bring:** documents to complete your I9 form (2 forms of ID). I have attached a list of acceptable forms of ID for your reference.

We look forward to seeing you next week. Please feel welcome to reach out to me, Channing, or Vicki if you have any questions before then.

See you soon!

[Redacted]

To: Serrano, Abigail <Abigail.Serrano@wtxl.tv>

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Tue 9/5/2023 6:09 PM

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Hello Abby,

Today officially marks a month since my internship has ended and while I went by your office to say my goodbyes on my last day, sadly you weren't there. As I am reflecting on the time I spent at WTXL I just wanted to say thank you for being so warm and welcoming since day one. You always made me feel extremely comfortable and never hesitated to answer any of my questions.

Thank you for being a wonderful and kind person. I miss our break room run-ins. I hope you enjoy the rest of the work week and have a wonderful weekend when it comes.

Best,

[Redacted]

WTXL News and Sales Internship 2021-2022

WTXL hired a News intern for Scripps' summer internship program. The internship was a full-time, 10 week program from June 6, 2022 to August 12, 2022 offered to college juniors or seniors who are seeking skills needed for broadcast employment opportunities. WTXL hired a Senior, majoring in Broadcast Journalism at Florida Agricultural and Mechanical University, an HBCU (Historically Black Colleges & Universities). The internship connects the news intern with corporate and local leadership. Corporate and local assignments expose the intern to all the different areas in a news department. The news intern shadowed multimedia journalists, photographers, editors, producers, worked the assignment desk, and more. All WTXL interns receive compensation



Mahaney, Chip

😊 ↩ Reply ↩ Reply all → Forward 📎 P v 📧 📅 ...

To: [REDACTED]; Brown, Matt; Bradley, Vicki; Serrano, Abigail <Abigail.Serrano@WTXL.tv>; +1 other Wed 3/2/2022 3:35 PM

[REDACTED] this is a long-awaited note of introduction to WTXL ABC 27, the station where you'll intern this summer.

Matt Brown is VP and general manager (and a long-time news leader).

Vicki Bradley is news director with a distinct passion for developing journalists and future leaders.

Abigail Serrano and Dev Montgomery are our human resources leaders, who will be a key part of your journey.

Matt, Vicki, Abigail and Dev, please meet [REDACTED] a student at Florida A&M, one of our Scripps partner universities for this internship program.

[REDACTED] WTXL is a station with strong leadership and a stable and energetic work environment. I've known Matt and Vicki for years, and I know you will learn well in this newsroom.

An update on the process: I'm currently working with [REDACTED] and our other Scripps summers to get them to apply in Workday. I will process those applications through the hire stage, and I will remain their supervisor of record through the summer. I will handle all the Workday tasks.

We start our summer program Monday, June 6. As in previous years, our internships will go 10 weeks, through Friday August 12.

This year, we're offering on-site internships. [REDACTED] I think you're all set for housing, right? Remember, in addition to your hourly wage, we'll be putting that one-time stipend into your first paycheck, which will come in the second or third week of your internship.

Please let me know of any questions!

Chip

Chip Mahaney

Emerging Talent Leader | The E. W. Scripps Company | Cincinnati OH USA

chip@scripps.com | 513.432.6565

scripps.com/career | LinkedIn: @chipmahaney



Mahaney, Chip

To: Brown, Matt; Bradley, Vicki; Montgomery, Dev; Serrano, Abigail

Reply Reply all Forward

Wed 4/13/2022 11:06 AM

Hi WTXL team,

Your Scripps-funded summer intern, [REDACTED] has been officially hired and is now in Workday. Reminder that I'm the hiring manager for her. I'll forward along any Onboarding emails I get from Workday. Meantime, would you let your IT specialist know about [REDACTED] so they won't be confused if/when they receive emails about her?

Meantime, I'll be back with all of you in May, to discuss more about our plans for the summer.

Best,
Chip

Chip Mahaney

Emerging Talent Leader | The E. W. Scripps Company | Cincinnati OH USA

chip@scripps.com | 513.432.6565

[Scripps.com/careers](https://scripps.com/careers) | LI IG FB TW: @chipmahaney

WTVL hired a Sales intern for Scripps' summer internship program. The internship was a full-time, 10 week program from June 6,2022 to August 12,2022 offered to college juniors or seniors who are seeking skills needed for broadcast employment opportunities. WTVL hired a senior at Florida State University majoring in Professional Sales. The internship connects the sales intern with corporate and local leadership. Corporate and local assignments expose the intern to all the different areas in a sales department. The sales intern completed our Scripps Sales Process, a PXT assessment, joined our Account Executives on Sales calls, attended a creative shoot, pitched sales packages to corporate leadership, shadowed our digital strategist, and more. All WTVL interns receive compensation.

Sales Intern



German, Michael

To: Mahaney, Chip

Cc: Serrano, Abigail

Reply Reply all Forward

Fri 6/10/2022 5:02 PM

Good afternoon Chip,






I could not find the link to the shared file and wanted to give you an update on our sales intern, [REDACTED] first week here at ABC 27. We had her running this week. She viewed all her compliance videos, shadowed the news room, took her PXT assessment, spent quality time with her AE mentor and wrapped up the week with a commercial shoot in Apalachicola, Florida. I attached her first week's schedule for reference.

I am very impressed with [REDACTED] She is very engaged and asks great questions. I included pictures of her standing in front of the station on her first day as well as a pictures of her during her news shadow. Thank you for making this program available to us. Please call with any questions.

German, Michael

To: Mahaney, Chip

Cc: Serrano, Abigail <Abigail.Serrano@WTXL.tv>


  Reply  Reply all  Forward     

Fri 6/24/2022 10:07 AM



2 attachments (152 KB)  Save all to OneDrive - The E.W. Scripps Company  Download all

Good morning Chip,

I wanted to send you a quick update.  is progressing very well. She is driven and has the talent to make a fine AE. She has participated in sales ride-alongs, helped out at video shoots and this past week participated in our monthly sales team service day where we serve meals to some of the areas homeless population.

I attached her itinerary for the last two weeks. Thanks for letting us participate in this program. Please call with any questions.

Thank you,

Michael

Michael German | Sr. Director of Sales – ABC 27

Tel: (850) 580-9506 | Mob: (850) 510-2563 | Fax: (850) 576-1202 | michaelgerman@wtxl.tv

1620 Commerce Boulevard Midway, Florida 32343

Scripps Marketing Solutions <https://www.scrippsmarketingsolutions.com/services/>

Serrano, Abigail

To: [REDACTED]

Cc: German, Michael

  Reply  Reply all  Forward    

Tue 5/31/2022 12:07 PM



Hi [REDACTED]

Welcome to ABC 27. We are so excited for you to join our team as a Scripps Sales Intern at WTXL! As you prepare to join our team Monday, please see the information below:

- **When to arrive:** Monday, June 6th at 8:30am.
- **Where to go:** The station is located at 1620 Commerce Blvd, Midway, FL. Please call Michael when you arrive in the parking lot at (850) 580 9506.
- **Where to park:** Anywhere in the front of the building, parking spots are not assigned. An ID card for accessing our secure area will be issued to you in your first week.
- **What to wear:** For your first day dress code is business casual. Masks are currently optional while inside the building if you are fully vaccinated. If you are not fully vaccinated, you are required to always wear a mask while inside the building. More will be reviewed during day 1.
- **What to bring:** documents to complete your I9 form (2 forms of ID). I have attached a list of acceptable forms of ID for your reference.

We look forward to seeing you next Monday. Please feel welcome to reach out to me or Michael if you have any questions until then.

We'll see you soon!

Abby Serrano | HR Generalist

WTXL-Tallahassee

WSFL-Miami

O: 850 580 9542

C: 850 755 7109

All WTXL employees have access to a new resource called 'Career Hub'. This tool provides employees ways to explore possible careers within Scripps, build career development plans, as well as expand their network by finding or serving as a mentor.

The screenshot shows a Workday announcement page for WTXL. The header includes the WTXL logo, 'WORKLIFE LAUNCHPAD', a search bar, and links for 'Our Company' and 'My Info'. The main heading is 'Explore and Career Hub | Sign up for new resources for your professional growth and development'. The announcement is dated Monday, Sept. 18, 2023, by Christina Twiss. The text describes two new resources: 'Explore', a series of interactive 'for all' courses, and 'Career Hub', a tool for exploring careers and expanding networks. A large 'EXPLORE' graphic is featured on the right. The announcement includes a 'Sign up today' section with dates for September workshops and a 'Coming soon' section for October and November workshops.

Monday, Sept. 18, 2023 - Christina Twiss

One of our core values at Scripps is curiosity, and the HR team is excited to invite you to indulge your own curiosity with two new resources: **Explore** and **Career Hub**. They're available to ALL employees and will help put you in the driver's seat for your professional growth and development.

Explore is a series of interactive 'for all' courses created with the understanding that your time is limited and you need flexibility when considering how to grow your career. We've taken a micro-workshop approach through 55-minute offerings with a learn-by-doing approach. All workshops are offered through a virtual platform, and prior knowledge and prerequisites are not required.

Career Hub is a tool housed within Workday that gives you a way to explore possible careers within Scripps, as well as expand your network by finding or serving as a mentor. You can connect with co-workers who have common interests or are in roles you're curious about. You also can find learning opportunities within LinkedIn Learning and explore potential next moves based on your skills and interests. Career Hub uses the data in your talent profile to provide personalized insights and help you plan your career. You can build development plans, view jobs and your job applications and sign up for job alerts. You can even view an Opportunity Graph that shows how others in your role have grown their careers. To explore the Career Hub, go to **Workday > Menu > Career Hub** and begin **mapping your next step**.

Sign up today

Explore courses cover a new topic every month. Seats are limited to 50 participants per session to create space for group interaction. Simply register for the workshop that best fits your schedule and interests. Registration is open for September workshops. [Click here to sign up for Career Development: Leveraging Career Hub.](#)

- Thursday, Sept. 7, 10-10:55 a.m. Eastern
- Thursday, Sept. 14, 12-12:55 p.m. Eastern
- Thursday, Sept. 21, 2-2:55 p.m. Eastern
- Thursday, Sept. 28, 4-4:55 p.m. Eastern

Coming soon

October workshops will cover **Career Development: Leveraging Career Planning Tools**, and in November participants will learn about **Personal Development: Building Your Personal Brand**. As we hear feedback from participants, we'll adapt our offerings to meet your needs.

W alex walker

Career Hub

- Suggestions for You
- Plan
- Explore

Explore Your Career Future
Discover your upcoming career moves and learn new skills to grow and improve your career suggestions.

Featured Next Move

HR Generalist - 12115
1 current opening for this role
Matches 0 of your skills
21% of people from your role moved to this role

Explore Other Moves

- Sr Dir, Functional HRBP - 14553**
21% of people from Dir, HR Business Partner moved here
- Talent Management Partner - 14436**
7% of people from Dir, HR Business Partner moved here
- Dir, Employee Experience - 14306**
7% of people from Dir, HR Business Partner moved here

Job Openings That Match Your Skills

Learn New Skills

Skills to Help You Grow in Your Role

Browse All

- Compassion**
Save to Skill Interests
- People Management**
Save to Skill Interests
- Communication**
Save to Skill Interests

Skills to Help You Work Towards Your Job Interests



No Suggestions Yet

Try updating your Job Interests to help us make suggestions.

Edit Job Interests

Skills Your Company Is Hiring For

Browse All

- Broadcasting Media**
Mentioned in 112 open jobs
- Communication**
Mentioned in 102 open jobs
- Insurance**
Mentioned in 87 open jobs

Career Hub

- Suggestions for You
- Plan
- Explore

Terri Morelock
Dir, HR Business Partner
Skill Interest (1) Skills (0)
Human Resources (HR)

Networking
Meet an Available Mentor

- Jason Combs**
Chief Financial Officer
Cincinnati, Walnut Street
Knows About: Finance, Finance Analytics, People Management, 2,008
- Candace Anderson**
SVP, Chief Human Resources Officer
Cincinnati, Walnut Street
Knows About: Human Resources (HR), Talent Management, Strategic Human Resources Leadership, 1,008
- Kim Mazur**
VP, Programming and Business Operations
Atlanta, Piedmont Road
Knows About: Finance, Finance Analytics, Leadership Management, 2,008

Connect With a Coworker

Career Hub

- Suggestions for You
- Plan**
- Explore
- Quick Links
 - Development Items
 - My Job Applications
 - Opportunity Graph
 - My Mentorship Preferences

Items for Your Career Development

To Do Pending Completed

Displaying 0 items



Use this space to add development opportunities from Suggestions for You, or create your own

Terri Morelock
 Director Business Partner
 LinkedIn

Networking
 Meet an Available Mentor

Jessie Garcia
 HR Business Partner
 Consultant, Human Capital
 HR & Talent
 LinkedIn

Caroline Anderson
 HR Business Partner
 Consultant, Human Capital
 HR & Talent
 LinkedIn

Kim Masour
 HR Business Partner
 Strategic Partner, HR
 HR & Talent
 LinkedIn

Connect With a Coworker

No Suggestions Yet
 Try updating your skills to help us make suggestions.
 Add Skills

Learning
 Learn Something New

WTXL implemented a drone pilot training and certification program for select employees. WTXL pays the cost of training and drone pilot certification examination and requires the employee to study during scheduled hours. This will increase news gathering capabilities.

Four WTXL employees (creative services producer, photographer, lead director, broadcast director) participated/sample of agreement regarding Drone Pilot Certification shown below. Signed copies on file.



1620 Commerce Blvd, Midway, FL 32343

To: [REDACTED]
From: Brady Marsh, Creative Services Director
Date: 2/24/2023
Re: Drone pilot Certification

Dear Roger,

Congratulations on being selected to complete drone pilot training for ABC 27! Your interest and role have opened this opportunity for you and the station in expanding our news gathering capabilities. Let's talk a bit more about what this involves.

ABC 27 will pay the cost of training to prepare you for the drone pilot certification examination. You will receive study materials by (3/7/2023). We anticipate prep time to involve 15 to 25 hours of study time for the next 6 to 8 weeks and ask you to please work with your manager to schedule study time during your shift each week. Studying should take place during your scheduled hours, however if overtime is needed it must be approved by your manager. If additional questions come up, please reach out to me (Brady).

You should plan register to take the examination by the week of April 26, 2023. ABC 27 will pay the cost of the drone pilot certification examination. If you do not pass, you may take it again within at your own cost. *Please note that based on the expense, ABC 27 will only pay for one drone pilot certification exam for each enrollee.*

Our follow up after examination will focus on how we can gather and use drone footage regularly in our newscasts and promotions. We will meet to discuss during Q2 2023.

We are excited for this opportunity and look forward to working with you as a certified drone pilot!

Sincerely,

Brady Marsh, Creative Services Director

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.

Educational assistance program 2022-2023

- [REDACTED]
- [REDACTED]
- [REDACTED]

SCRIPPS EDUCATION ASSISTANCE

A. Purpose

The company believes that an employee's pursuit of higher education is of mutual benefit to the company and the employee. This program provides financial support for eligible employees choosing to pursue such education.

B. Scope

This policy applies to all full-time and part-time (normally scheduled to work at least 20 hours per week) employees of the E.W. Scripps Company and its subsidiaries and affiliates. This policy does not apply to employees designated by the company as seasonal or temporary employees. This policy also does not apply to employees covered by a collective bargaining agreement unless that agreement expressly permits participation in this program.

C. Policy

Program Details

For work completed at an accredited, degree-granting college or university, educational assistance is available for:

- Graded course(s) that will maintain and improve the skills related to your current position and/or those that may be associated with future growth within the company;
- Graded course(s) required as part of a business degree or any other job-related degree; and
- The purchase of books required for the pre-approved course(s).

This program will reimburse 100 percent of books and tuition, up to \$4,000 per calendar year, exclusive of the cost of any fees, for pre-approved courses provided that the required paperwork has been submitted (using the process and link provided below) and a grade of "C" or better has been earned.

It is important to note that the successful completion of an approved course(s) does not guarantee an increase in compensation or responsibility, nor does it automatically qualify you for a promotion.