

EXHIBIT 2A

EEO PUBLIC FILE REPORT:

October 1, 2021-September 30, 2022

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2021 - September 30, 2022

Station Included in Report: WTXL-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 | | | | 24 |
| C2 | Internal Candidate / WorkLife | | | | 14 |
| C3 | Scripps.com | 312 Walnut St Ste 2800 Cincinnati, OH 45202 | | | 19 |
| C5 | Google | 1600 Amphitheatre Pkwy Mountain View, CA 94043 | www.google.com | 650-253-6000 | 7 |
| C69 | Yahoo | 701 First Avenue Sunnyvale, CA 94089 | www.yahoo.com | | |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 37 |
| C100 | Tvjobs.com | PO Box 4116 Oceanside, CA 92052 | www.tvjobs.com | 760-754-8177 | 2 |
| C130 | Face-to-face Networking | | | | 6 |
| C131 | Agency/Search Firm | | | | |
| C132 | Bing | One Microsoft Way Redmond, WA 98052-7329 | | | |
| C134 | Indeed | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | www.indeed.com | | 11 |
| 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 | |
| C180 | rtdna | 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 | 2 |
| 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 | |

| EEO PUBLIC FILE REPORT | | | | | |
|------------------------|--------------------------|-----------------------------|-----------------------------------------------------------------------------------|--------------|--|
| C203 | JobInventory.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C204 | CareerAlerts.com | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C205 | Employment Crossings | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C206 | Jobs Trovit | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C207 | EARN | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C208 | US Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C209 | African American Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C210 | African American Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C211 | Asian Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| 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 | |

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|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-----------------------------------------------------------------------------------|--------------|---|
| C223 | USD Hispanic Workforce | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C224 | Hispanic Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C225 | Native American Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C226 | American Indian Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C227 | Senior Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C228 | Senior Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C229 | USD Working Women | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C230 | Womans Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C231 | Womens Jobs | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C232 | US Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C233 | US Diversity | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C234 | RecruitABILITY | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C235 | LinkedIn | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | 1 |
| C236 | Kimble Group | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C237 | David Careers | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C238 | Jobcase | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C914 | CareerSource Capital Region (Tallahassee) - Tom Cappellino (Veterans Representative) - 2525 South Monroe St., Ste. 3-A, Town South Plaza (tom.cappellino@wfplus.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C918 | CareerSource Capital Region (Crawfordville) - Brenda Davis (Business Representative) - 3278 Crawfordville Hwy, Unit G (brenda.davis@careersourcecapitalregion.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C919 | CareerSource Capital Region (Crawfordville) - General Email for Workforce/Career Center (Veteran Representatives) - 3278 Crawfordville Highway, Unit G (wfp@wfplus.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C920 | CareerSource Capital Region (Quincy) - Brenda Davis (Business Representative) - 1140 West Clark Street (brenda.davis@careersourcecapitalregion.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

| EEO PUBLIC FILE REPORT | | | | | |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|--------------------------------------------------------------------------------|--------------|---|
| C922 | CareerSource Capital Region (Quincy) - General Email for Workforce/Career Center (Veteran Representatives) - 1140 West Clark Street (veterans@wfplus.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C923 | CareerSource Capital Region (Quincy) - Tom Cappellino - 1140 W. Clark Street (tom.cappellino@wfplus.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C924 | CareerSource Capital Region (Tallahassee) - Brenda Davis (Business Representative) - 2525 South Monroe Street, Suite #3-A, Town South Plaza (brenda.davis@careersourcecapitalregion.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C926 | CareerSource Capital Region (Tallahassee) - General Email for Workforce/Career Center (Veteran Representatives) - 2525 South Monroe Street, Suite #3-A, Town South Plaza (veterans@wfplus.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C927 | CareerSource Chipola - Kenny Griffin - 16908 Northeast Pear Street, (kennyg@careersourcechipola.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C928 | CareerSource Chipola (Blountstown) - Kenny Griffin (Veterans Representative) - 16908 Northeast Pear Street, Suite 2 (kennyg@careersourcechipola.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C929 | Division of Blind Services - David Hand - 1320 Executive Center Drive, Atkins Building, Ste 201 (david.hand@dbs.fl DOE.org) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C930 | Epilepsy Association of the Big Bend - - 1215 Lee Avenue Suite M-4 (eabbcem@embarqmail.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C932 | FL GOVERNOR'S COUNCIL ON INDIAN AFFAIRS, INC. - Joe A. Quetone - 1341 Cross Creek Circle (quetonej@fgcia.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C933 | Goodwill Industries - Career Training Center - Dee Austin - 300 Mabry Street (daustin@goodwillbigbend.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C934 | Miami Dade Business Leadership Network - Leslie Wilson - C/O Wilson Resources (lesliew@wilres.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C935 | Refuge House - Bobbi Moffet - PO BOX 20910 (info@refugehouse.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C936 | Tallahassee Community College - General College/University Contact Email - 444 Appleyard Drive (careercenter@tcc.fl.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C937 | Tallahassee Community College Career Center - Jamina Scipio - 444 Appleyard Dr (careercenter@tcc.fl.edu) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C938 | Tallahassee Urban League - - 923 Old Bainbridge Road (ywhitehead4@yahoo.com) | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |
| C939 | The Able Trust - Guenevere Crum - 3320 Thomasville Road, Suite 200 (guenevere@abletrust.org) | 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 | 1 |
| C2389 | Veterans Families United | eQuest job board aggregator | Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com | 925-786-9066 | |

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|------------------------|-----------------------------------------------------------------|-----------------------------|-----------------------------------------------------------------------------------|--------------|--|
| 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 | |
| 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 | |

| EEO PUBLIC FILE REPORT | | | | | |
|------------------------|------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------|--|
| 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 | Keiser University | 1700 Halstead Blvd Tallahassee, FL 32309 | www.degrees.keiseruniveristy.edu | 866-534-7379 | |
| L2 | Philip Merrill College of Journalism - UMD | 3107C Knight Hall University of Maryland College Park, MD 301-405-23 | Karen Kenny kdenny12@umd.edu merrill.umd.edu | 301-405-2429 | |
| L3 | University of Florida | 1389 Stadium Road Gainesville, FL 32611 | https://ufl-csm.symplicity.com/employers/ | 352-392-3261 | |
| L4 | Valdosta State University | 1500 N Patterson St Valdosta, GA 31698 | https://app.purplebriefcase.com/pb/account/login?s=Valdosta | 229-333-5800 | |
| L5 | Media Match | 1001 Imperial Hwy #2267 La Habra, CA 90632 | https://www.media-match.com/usa/media/login.php | | |
| L6 | Media Recruiter | 5702 Spicewood Harlingen, TX 78552 | art@mediarecruiter.com | 303-400-5150 | |
| L7 | Alabama A&M University | 4900 Meridian St N Huntsville, AL 35811 | www.aamu.edu | 256-372-5000 | |
| L8 | Auburn University | 23 Samford Hall Auburn, AL 36849 | www.auburn.edu | 334-844-4000 | |
| L9 | Barry University | 11300 NE 2nd Ave Miami Shores, FL 33161 | www.barry.edu | 305-899-3000 | |
| L10 | Bethune-Cookman University | 640 Dr. Mary McLeod Bethune Blvd Daytona Beach, FL 32114 | www.cookman.edu | 386-481-2000 | |
| L11 | Central Michigan University | 1200 S Franklin St Mount Pleasant, MI 48859 | www.cmich.edu | 989-774-4000 | |
| L12 | Columbia University | 116th and Broadway New York, NY 10027 | www.columbia.edu | 212-854-1754 | |
| L13 | Florida Agricultural and Mechanical University | 1601 S Martin Luther King Jr Blvd Tallahassee, FL 32307 | www.famu.edu | 850-599-3000 | |
| L14 | Florida International University | 11200 SW 8th St Miami, FL 33199 | www.fiu.edu | 305-348-2000 | |
| L15 | Florida State University | 937 W Jefferson St Tallahassee, FL 32306 | www.fsu.edu | 850-644-2288 | |
| L16 | Georgia State University | 33 Gilmer St SE Atlanta, GA 30303 | www.gsu.edu | 404-413-2000 | |
| L17 | Jacksonville University | 2800 University Blvd N Jacksonville, FL 32211 | www.ju.edu | 904-256-8000 | |
| L18 | Morehouse College | 830 Westview Dr SW Atlanta, GA 30314 | www.morehouse.edu | 470-639-0999 | |
| L19 | Stanford University | 450 Jane Stanford Way Stanford, CA 94305 | www.stanford.edu | 650-723-3058 | |
| L20 | University of Alabama | 619 19th St S Birmingham, AL 35249 | www.ua.edu | 205-934-6249 | |
| L21 | University of Georgia | 210 S Jackson St Athens, GA 30602 | www.uga.edu | 706-542-3000 | |
| L22 | University of Miami | 1305 Stanford Dr Coral Gables, FL 33124 | welcome.miami.edu | 305-284-2211 | |
| L23 | University of Michigan | 500 S State St Ann Arbor, MI 48109 | umich.edu | 734-764-1817 | |
| L24 | University of South Florida | 4202 E Fowler Ave Tampa, FL 33620 | www.usf.edu | 813-974-2011 | |
| L25 | Valparaiso University | Chapel Drive Valparaiso, IN 46383 | www.valpo.edu | 219-464-5000 | |
| L26 | The City University of New York | 119 W 31st St New York, NY 10001 | https://brooklyncollege-csm.symplicity.com/employers | 212-652-2869 | |
| L27 | Tallahassee Community College Career Center | 444 Appleyard dr Tallahassee, FL 32304 | Jamie Scippio careercenter@tccfl.edu | 850-201-6200 | |
| L28 | Employ Florida Marketplace | 2601 Blairstone Rd Building C, Suite 200 Tallahassee, FL 32301 | www.employflorida.com | 850-922-0023 | |
| L29 | Society for Broadcast Engineers | | https://sbe.org/resources/jobs/ | | |
| L30 | Augusta University | 1120 15th Street Augusta, GA 30912 | Jessica Carroll https://app.joinhandshake.com | 706-737-1604 | |
| L31 | Flagler College | 74 King St St. Augustine, FL 32084 | flagler.edu | 904-304-4208 | |
| L32 | University of North Georgia | 82 College Circle Dahlonega, GA 30597 | https://app.joinhandshake.com | 706-864-1400 | |

| EEO PUBLIC FILE REPORT | | | | | |
|-----------------------------------------------|--------------------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--|
| L33 | University of West Florida | 11000 university parkway Pensacola, FL 32514 | uwf.edu | 850-474-2000 | |
| L34 | Full Sail University | 3300 University Blvd Winter Park, FL 32792 | Renaldo Pena www.fullsail.edu | 800-757-5105 | |
| L35 | Tallahassee Urban League | 923 Old Bainbridge Road Tallahassee, FL 32303 | Y Whitehead ywhitehead@yahoo.com | 850-222-6111 | |
| L36 | VET service | 107 E Madison St Ste B30 Tallahassee, FL | ADVET Ronnie Carter carter.ronnie@dol.gov | 850-386-5109 | |
| L37 | Florida Govenor's Council on Indian Affairs, Inc | 1341 Cross Creek Circle Tallahassee, FL | Joe A Quetone quetonej@fgcia.com | 850-488-0730 | |
| L38 | LinkedIn | | LinkedIn https://www.linkedin.com/feed/ | | |
| L39 | Worksource Georgia | | JobBoard https://www.worksourcegeaportal.com/vosnet/ContactUs.aspx?tab=2 | 404-982-7985 | |
| L40 | CareerSource Capital Region | 2601 Blair Stone Road, Bldg C #200 Tallahassee, FL 32301 | https://www.careersourcecapitalre gion.com/employers/recruit | | |
| Total Number of Interviewees Referred: | | | | 125 | |

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] |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Account Exec, Local [JR027290] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C97 Start Date: 2021-12-14 |
| Account Exec, Local [JR027720] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L27, L35 | Code Number: C134 Start Date: 2022-03-28 |
| Broadcast Engineer [JR026932] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C201 Start Date: 2021-11-15 |
| Broadcast Engineer [JR027425] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L2, L27, L35 | Code Number: C2 Start Date: 2021-11-29 |
| Broadcast Engineer [JR029198] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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 | Code Number: C2 Start Date: 2022-08-15 |

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] |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Broadcast Technician [JR028700] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C1 Start Date: 2022-05-02 |
| Broadcast Technician [JR029954] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L8, L10, L13, L20, L24 | Code Number: C1 Start Date: 2022-08-29 |
| Digital Content Producer [JR026962] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C97 Start Date: 2021-12-06 |
| Digital Content Producer [JR028787] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L10, L13, L14, L20, L38 | Code Number: C97 Start Date: 2022-06-13 |

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 [JR027735] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L27, L35 | Code Number: C1 Start Date: 2022-01-10 |
| Director II [JR028261] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35, L38 | Code Number: C1 Start Date: 2022-05-31 |
| Director II [JR029677] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L8, L10, L20, L24 | Code Number: C134 Start Date: 2022-08-22 |
| Exec Producer [JR027045] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C130 Start Date: 2022-03-14 |

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] |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| HR Generalist [JR026422] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C180, 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C97 Start Date: 2021-10-25 |
| Media Prep Technician [JR027594] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L27, L35 | Code Number: C2 Start Date: 2022-02-05 |
| Media Prep Technician [JR027987] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424 | Code Number: C2 Start Date: 2022-02-05 |
| Meteorologist [JR029126] | C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L27, L35 | Code Number: C2 Start Date: 2022-07-16 |
| Morning News Anchor [JR026993] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C2 Start Date: 2021-12-13 |

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 [JR026660] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C3 Start Date: 2022-02-14 |
| Multimedia Journalist [JR027806] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L27, L35 | Code Number: C3 Start Date: 2022-05-23 |
| Photographer II [JR026290] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C1 Start Date: 2021-10-18 |
| Photographer II [JR028296] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L27, L35 | Code Number: C5 Start Date: 2022-04-11 |
| Photographer II [JR029086] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L27, L35 | Code Number: C134 Start Date: 2022-05-16 |

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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] |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Producer [JR026050] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C97 Start Date: 2021-10-04 |
| Producer [JR026810] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C1 Start Date: 2022-01-04 |
| Producer [JR027294] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L2, L27, L35 | Code Number: C2 Start Date: 2021-11-22 |
| Traffic Copy Editor, Local [JR027231] | 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, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L27, L35 | Code Number: C2 Start Date: 2022-01-24 |
| Weekend Sports Anchor [JR029348] | C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C914, C918, C919, C920, C922, C923, C924, C926, C927, C928, C929, C930, C932, C933, C934, C935, C936, C937, C938, C939, 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, L2, L7, L8, L10, L20, L24 | Code Number: C100 Start Date: 2022-08-29 |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| <p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p> | <p>On November 16, 2021 WTXL-ABC 27 attended a job fair at Tallahassee Community College(TCC)located at 444 Appleyard Dr Tallahassee, FL. Brady Marsh, Dir Creative Services and Abigail Serrano, HR Generalist, attended the event. Engaged about 25 students about open positions at ABC27 and how to get started in a career in broadcast.</p> |
| | <p>On April 14th, 2022 WTXL-ABC27 attended a Career fair at Florida State University Schools (FSUS) located at 3000 School House Road Tallahassee, FL 32311. FSUS is a grades K-12 school with a tv production program. Brady Marsh, Dir of Creative Services and Abigail Serrano, HR Generalist attended the event. We engaged with about 60 students grades 9-12.</p> |
| | <p>In March 2022, WTXL's Senior News Director, Vicki Bradley, attended the University of Florida's 'Careers in Communication' Spring Career Fair. Chip Mahaney, Emerging Talent Leader, for Scripps was also in attendance.</p> |
| | <p>On October 28,2021 WTXL-ABC 27 attended a Job Fair at FAMU school of Journalist & Graphic Communication(510 Orr Drive, Tallahassee, FL 32307). Vicki Bradley, Sr Director of News, Brady Marsh, Dir Creative Services, and Abigail Serrano, HR Generalist were present. Spoke to about 30 students about our open positions.</p> |
| <p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p> | <p>On May 25, 2022, WTXL's Senior news Director, Vicki Bradley, was a guest speaker on a Freelance MasterJourno Panel for the Chicago Journalists Association on branding yourself as a freelance journalist. She discussed platforms journalists should be active on to reach their desired audience, sharing and celebrating your positive work, making meaningful professional connections on LinkedIn, and how to be transparent about mistakes.</p> |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>On May 24th, 2022, WTXL's Senior news Director, Vicki Bradley, was a guest speaker on Keonte Coleman's, Youtube show 'Breaking News with Media Leaders'. The show provides media and journalism career advice from industry and educational leaders. "Breaking News with Media Leaders" is a Q&A style show that aims to help students, mid-career professionals, faculty members, and mid-level managers get the knowledge needed to advance or pivot in their careers. Vicki discussed our open positions at ABC27, the value of representation in leadership, advice on pursuing growth opportunities in the industry, and shared stories on her internship days and how they shaped her career in journalism.</p> |
| | <p>WTXL's Senior News Director, Vicki Bradley, attended the National Associate of Black Journalists and National Association of Hispanic Journalists Conference in Las Vegas from 8/3/22-8/7/22. Vicki attended the conference along with Sean McLaughlin, VP of News, Ed Fernandez, VP of Local Media Operations, and Marcus Riley, Senior Director of Content Strategy and Inclusive Journalism. There were roughly 4000 people in attendance.</p> |
| <p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> | <p>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.</p> |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>WTVX 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. WTVX 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 WTVX interns receive compensation.</p> |
| <p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> | <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>WTVX 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,</p> |
| | <p>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.</p> |

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| Establishment of a mentoring program for station personnel. | Antony Sherrod, our Specialty Photographer, works with our photographers and multimedia journalists on a quarterly basis. He works with them on their shooting and editing, gives them assignments on the spot, and provides feedback on their assignment. |
| | WTVX has an on-boarding program (Scripps One) where each new hire is partnered with an on-boarding buddy. Follow up check-ins at 1-3 week and 4-6-week intervals into their employment. In addition, WTVX has a committee dedicated to serving as a resource and support for all new hires and sharing Scripps values and culture. They also serve as a resource to assist in building the employee's network of colleagues. |
| Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. | On October 13, 2021, ABC27 VP and General Manager, Matt Brown met via zoom with Jack Hodgson's 'Media Style and Structure' Class at Oklahoma State University's School of Media & Strategic Communications. He spoke to approximately 19 students for 90 minutes about the industry, our company, employment opportunities, how best to prepare yourself, and answered questions. Matt is a graduate of Oklahoma State University. |
| | On November 30, 2021, ABC27's Director of Sales, Michael German visited Kelly Kelly's "Communications and Advertising Class" at Florida State University. He spoke to a class of 30 students for 2 hours about our industry, how to best prepare yourself for a job in sales or advertising, communications, and creating presentations. He also listened and provided feedback for the students' presentations. |
| | On March 8th, 2022, ABC27's Director of Sales, Michael German, invited a group of 9 college Seniors from Florida State University's 'Professional Sales Class' to tour ABC27. The students were able to meet our station's senior leadership, tour the station, watch our newscast live, meet with our employees, and ask questions. Abigail Serrano, HR Generalist and a Florida State graduate, spoke about job opportunities at ABC27 and throughout our company as well as her experience after graduating FSU and becoming a Scripps employee. |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>On April 12, 2022, ABC27's Director of Sales, Michael German, visited Kelly Kelly's "Communications and Advertising Class" at Florida State University. He spoke to a class size of 30 students from approximately an hour. Michael helped train students on preparing and presenting a marketing solution to clients, followed by a Q & A session. He also provided business cards so student's can reach out who may be seeking opportunities at ABC27 or in broadcasting.</p> |
| Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. | <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>All management personnel were enrolled in and completed two digital courses on EEO and lawful hiring - '2022 Compliance: EEO and Lawful Hiring' and 'Skillsoft: EEO and Lawful Hiring.</p> |
| | <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>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> |