

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2015 - September 30, 2016

**Station Included in Report:** WFTS-TV

**I. List of Recruitment Sources**

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

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

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				76
C2	Internal Candidate / WorkLife				57
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			235
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	34
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	3

<b>Code</b>	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone</b>	<b>Number of Interviewees Referred</b>
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	4
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	4
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	62
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C88	Poynter Career Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		6
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		68
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		1
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	7
C112	IRE (Investigative Reporters/Editors)	138 Neff Annex Columbia, MO 65211	Stephanie Sinn jobpostings@ire.org	573-882-2042	
C113	National Association of Broadcasting	1771 N St NW Washington, DC 20036	Nate Mann nmann@nab.org	202-429-5498	

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				12
C131	Agency/Search Firm				15
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			1
C133	News Blues	8895 NW 187th Lane Reddick, FL 32686	www.newsblues.com		1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		16
C135	Daily Clips				1
C136	Jobing.com		www.jobing.com		1
C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C147	testing once more	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
<b>Local Sources</b>					
L1	Florida Association of Broadcasters	800 N. Calhoun Street Tallahassee, FL 32303	Karen Hickey	800-825-5322	
L2	Tampa Urban League	1405 Tampa Park Plaza Tampa, FL 33605		813-229-8117	
L3	Centre For Women	305 S. Hyde Park Avenue Tampa, FL 33606		813-251-8437	

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
L4	Tampa Housing Authority	1800 N. Rome Avenue Tampa, FL 33607		813-253-0551	
L5	University of South Florida	4202 E. Fowler Avenue Tampa, FL 33620	mtooke@admin.usf.edu		
L6	Talent Agency - Napoli Management	8844 West Olympic Blvd, S Beverly Hills, CA 90211			
L7	American Woman in Radio & TV	1760 Old Meadow Road McLean, VA 22102			
L8	Media Recruiter	6457 S. University Blvd #30 Highlands Ranch, CO 80126	Art Scott		1
L9	Erwin Job Placement	2010 E. Hillsborough Ave. Tampa, FL 33610	Jessica Vega	813-231-1815	
L10	Florida Southern College	111 Lake Hollingsworth Drive Lakeland, FL 33801	Saul Reyes	863-680-4390	
L11	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	www.sbe.org	317-816-9000	4
L12	Division of Vocational Rehabilitation *	Florida Department of Education 1313 North Tampa Street Tampa, FL 33602			
L13	St. Petersburg College*	13805 58th Street N. Clearwater, FL 33733-3489	Mark Quinzi quinzi.mark@spcollege.edu spcollege.edu	7273988241	1
L14	National Association of Black Journalist	490 1st Ave South St. Petersburg, FL 33701			
L15	National Job Board for Military Veterans	6800 Gulfport Blvd Suite 285 St. Petersburg, FL 33707			
L16	Talent Agency - Napoli Management	8844 West Olympic Blvd, S Beverly Hills, CA 90211			

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
L17	TV Jobs	Po Box 4116 Oceanside, CA 92052			
L18	Navy Wounded Warrior Safe Harbor	James A. Haley Veteran's Hospital 13000 Bruce B. Downs Blvd-Human Resources Tampa, FL 33612			
L19	TV News Check	238 Crosshill Road Wynnewood, PA 19096			
L20	TVNewsGigs.com	318 SE Jackson Street Lee's Summit, MO 64063			
L21	Careerbuilder	200 N. LaSalle St, #1100 Chicago, IL 60600			
L22	Alliance for Women in Media	2365 Harrodsburg Rd A325 Lexington, KY 40504-3366			
L23	Florida International University	3000 NE 151st St Miami, FL 33181	Kyra Spence <a href="https://fiu-csm.symplicity.com/employers/index.php">https://fiu-csm.symplicity.com/employers/index.php</a>	305-348-2423	
L24	Florida A&M University	100 Student Union Plaza Tallahassee, FL 32307	Joan Sweet careercenter@famuedu	850-599-3700	
L25	University of Florida-College of Journalism & Communications	PO Box 118400 Gainesville, FL 32611	Charles J. Harris Jr., Director charris@jou.ufl.edu	352-392-0289	
L26	Carreer Shift		careershift.com		
L27	The Ladders		theladders.com		1
L28	Lynn University Job Board				
L29	No Whinning Talent				1
<b>Total Number of Interviewees Referred:</b>					<b>621</b>

## II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C97, C116, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C97
Assignment Editor	C1, C2, C3, C5, C37, C49, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1
Assoc News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C97, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Content Coord III	C1, C2, C3, C5, C97, C136, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C3
Digital Content Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C91, C97, C130, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26	C3
Digital Content Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C91, C97, C130, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26	C2
Digital Content Producer II	C1, C2, C3, C19, C88, C95, C100, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C3
Director III	C1, C2, C3, C8, C9, C10, C11, C12, C13, C14, C15, C49, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C3
Director III	C1, C2, C3, C5, C49, C97, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Director III	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Evening Anchor, MMJ	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C27, C49, C98, C131, C135, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C131

## 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]
Exec Producer	C1, C2, C3, C26, C49, C95, C97, C98, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Local Sales Manager	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29	C2
Maintenance Engineer III	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C97
Multimedia Journalist	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C27, C49, C97, C100, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L28, L29	C131
Multimedia Journalist	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29	C3
Multimedia Journalist	C1, C2, C3, C5, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29	C2
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C27, C49, C97, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C3
News Producer	C1, C2, C3, C49, C97, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C27, C49, C97, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1

## 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]
News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C27, C49, C95, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C49
Non-News Talent	C1, C2, C3, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Office Services Clerk III	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1
Photographer II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C96, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1
Photographer II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C96, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C3
Photographer II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C96, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C3
Photographer II	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C96, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1
Photographer II	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C44, C49, C69, C97, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1
Photographer III	C1, C2, C3, C5, C6, C8, C9, C11, C12, C13, C14, C15, C37, C49, C95, C97, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C5
Photographer III	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29	C130

## II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer III	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29	C130
Photographer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29	C1
Producer, Programming	C1, C2, C3, C5, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C130
Programming Photographer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25, L26, L27, L28, L29	C130
Reporter/Multimedia Journalist	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C131, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Sr Analyst, System Admin/Eng	C1, C2, C3, C97, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Sr Dir, Sales (TV)	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C97, C116, C130, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2
Sr IT Broadcast Engineer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C49
Traffic Copy/Log Editor Local	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C3
Traffic Copy/Log Editor Local	C1, C2, C3, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C2

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Transmitter Engineer IV	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C37, C49, C95, C96, C97, C100, C112, C113, C130, C131, C132, C133, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C100
Website Designer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C97, C131, L27	C49
Weekend Anchor, MMJ	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C19, C49, C95, C96, C97, C100, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21, L22, L23, L24, L25	C1

### III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	JobNewsUSA.com Job Fair February 2 2016 from 10-2....Employees who attended were HR Director, Production Director, Chief Photographer and Local Sales Manager.
	JobNewsUSA.com Job Fair April 12 2016 from 10-2....Employees who attended were HR Director, News Director, Local Sales Manager and Community Service Director.
	Florida Consortium of Metropolitan Research Universities Virtual Fair.....Universities involved were University of Central Florida, Florida International University and University of South Florida.....Employees who attended were HR Director and IT Manager.
	University of South Florida Job Fair, September 21, 2016.... Employees who attended were HR Director and Production Director.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The Station's 2016 intern program ran from 6/6/16 to 8/12/16. During this period, the Station employed 3 interns: one from University of South Florida and The E.W. Scripps Company's intern program in news; and two from the University of Florida who worked in production and sales.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	The Station's HR Director partnered with the University of South Florida to promote outreach to its students about opportunities in employment in the broadcasting industry.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	The Station's parent company, The E.W. Scripps Company, has long maintained a major scholarship/internship program to encourage and support minority students seeking to pursue degrees and careers in journalism, including broadcast journalism. The Station participated in this program during the reporting period through its Community Service Director's participation in Scripps Day at Florida International University and by hosting a company intern during the summer.
Establishment of a mentoring program for station personnel.	Established a mentoring/buddy system to encourage existing employees to extend their job skills and prepare them for training/management level opportunities. Program began on 9/26/2016.

<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>The Station's Community Service Director joined the Leadership Council of the Kopenhaver Center for the Advancement of Women in Communication at FIU School of Journalism and Mass Communication.</p>
	<p>A Station news anchor visited students on the yearbook staff at Steinbrenner High School on 7/27/16 and discussed interviewing, news gathering, and writing skills.</p>
	<p>On April 15, 2016, the Station's Planning Editor, Operations Manager, and Community Affairs Director spoke to the University of South Florida Chapter of the Public Relations Student Society of America about the mechanics of pitching story ideas and writing press releases, and described the variety of production, producer and assignment editor jobs available in newsrooms. 20 student members of this organization toured the Station and were able to sit in on an afternoon news planning meeting attended by the Nightbeat executive producer, the 11pm news producer, an assignment editor, Nightbeat reporters, the Planning Editor, the News Director and others. The students then toured the Station's control and feed rooms, and viewed a live broadcast of the 5:00 PM news, followed by a final Q&amp;A session.</p>
	<p>The Station's Community Service Director and Production Director worked with a group of six students and a professor from the University of South Florida's School of Communications and Marketing to create a shadowing experience during the 6 weeks of the Station's Fall 2015 "Taking Action Against Domestic Violence" campaign. The students observed the production and off-camera work involved in putting the DV campaign together. With an emphasis on production, editing, producing, writing, web producing, field producing - the shadowing experience gave students a broader understanding of the different job opportunities that exist in newsrooms. The students helped conduct interviews and helped with event logistics. They also observed the filming and editing process of the Station's DV Campaign Public Service Announcements and stories-seeing firsthand how the Station used the raw video to create a one-hour documentary. The primary focus of the experience was on the various production jobs that are involved in broadcasting - line producers, editors, photojournalists, show directors, writers for broadcast vs. webpage, social media editors, etc. A secondary focus was showing how Creative Services, Community Affairs, Sales, News and Operations/Production departments all work together - and the different career opportunities involved in each area of the company.</p>

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Station Department Heads and Hiring Managers completed the company's mandatory EEO and Lawful Hiring training. Employees that completed this training include the Station's General Manager, Creative Services Director, News Director, Production Director, Sales Director, Local Sales Manager, Digital Manager, Executive Producer, Assistant News Director, Chief Photographer, Executive Producer, News Producer, Executive Producer, Traffic Hub Manager, Digital Sales Manager, Managing Director of Graphics, HR Director, and Design Scheduling Manager.