

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2016 - September 30, 2017

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
Common Sources					
C1	Employee Referral				39
C2	Internal Candidate / WorkLife				31
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			123
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	12
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	2
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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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	
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	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	7
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	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
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		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		69
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5

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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				20
C131	Agency/Search Firm				14
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		43
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	
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Local Sources

L1	Florida Association of Broadcasters*	201 South Monroe St Suite 201 Tallahassee, FL 32301	Lindsey Varn intern@fab.org www.fab.org	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	Alice Thompson athompson@thecentre.org www.thecentre.org	813-251-8437	
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	careerservices@usf.edu www.usf.edu	813-974-2171	
L6	Talent Agency - Napoli Management	8844 West Olympic Blvd, S Beverly Hills, CA 90211			

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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	Natalie Aleman naleman@flsouthern.edu www.flsouthern.edu	863-680-4390	
L11	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	Scott Jones www.sbe.org	317-816-9000	
L12	Division of Vocational Rehabilitation	Florida Department of Education 1313 North Tampa Street Tampa, FL 33602		813-233-3600	
L13	St. Petersburg College*	6605 5th Ave North St Petersburg, FL 33733	Mark Quinzi quinzi.mark@spcollege.edu spcollege.edu	7273988241	
L14	National Association of Black Journalist	490 1st Ave South St. Petersburg, FL 33701	Eric Deggan		
L15	National Job Board for Military Veterans	6800 Gulfport Blvd Suite 285 St. Petersburg, FL 33707			
L18	Navy Wounded Warrior Safe Harbor	James A. Haley Veteranâ€™s Hospital 13000 Bruce B. Downs Blvd-Human Resources Tampa, FL 33612		360-315-2645	
L19	TV News Check	24 West Lancaster Ave Suite 205 Ardmore, PA 19003	Patty Hersh phersh@newscheckmedia.com www.mediajobcenter.com	610-420-6003	
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*	11200 SW 8th St Room SASC 305 Miami, FL 33199	Carmen Rosado rosadadoc@fiu.edu career.fiu.edu	305-348-7285	
L24	Florida A&M University*	1610 University Commons Suite 104 Tallahassee, FL 32307	Shereada Harrell melony.washington@famu.edu www.careercenter@famu.edu	850-599-3700	

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L25	University of Florida-College of Journalism & Communications	PO Box 118400 Gainsville, FL 32611	Charles J. Harris Jr., Director charris@jou.ufl.edu	352-392-0289	
L30	Media Line*	1209 Wood Valley Road Augusta, GA 30909	Rich Everett rich@medialine.com www.medialine.com	706-364-7564	
Total Number of Interviewees Referred:					368

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [12547]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C97 Start Date: 2017-05-08
Account Exec, Integrated [12671]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C134 Start Date: 2017-02-13
Account Exec, Integrated [12671]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-05-01
Account Manager [12682]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-02-13
Assignment Editor [13220]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C134 Start Date: 2017-08-16
Assoc Producer [12681]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-06-12
Content Coord III [12612]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C2 Start Date: 2017-03-13
Content Coord III [12612]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2017-04-17
Content Planner [12662]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2017-02-27
Dir, Engineering [12894]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-06-05
Dir, HR Business Partner [12721]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134	Code Number: C134 Start Date: 2017-06-26
Director II [12202]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C146, C147, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2016-10-10
Director II [12202]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C146, C147, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2016-12-05

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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]
Graphics Hub Artist [11783]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C5 Start Date: 2017-03-13
Maintenance Engineer III [12850]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-06-30
Meteorologist, Weekend [13166]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-08-14
Mgr, Maintenance Engineering [12446]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2017-03-27
Morning Anchor, MMJ [13200]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-08-21
Multimedia Journalist [12482]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C131 Start Date: 2017-02-13
Multimedia Journalist [12596]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2017-02-13
Multimedia Journalist [12637]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C16, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2017-03-20
Multimedia Journalist [12942]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C39, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-05-01
Multimedia Journalist [13104]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C134 Start Date: 2017-08-21
News Producer [11933]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2016-11-07
News Producer [12101]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2016-10-10
Photographer II [12795]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-04-24

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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]
Photographer II [12930]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C100, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C95 Start Date: 2017-08-21
Photographer II [12980]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-06-26
Photographer II (P) [12667]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2017-04-10
Photographer II (P) [12667]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2017-04-03
Photographer II (P) [12667]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C130 Start Date: 2017-03-20
Producer [13238]	C1, C2, C3, C5, C19, C69, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C3 Start Date: 2017-08-14
Reporter [12636]	C1, C2, C3, C5, C6, C9, C10, C11, C13, C16, C69, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C1 Start Date: 2017-03-13
Reporter [12720]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-02-27
Sales Assistant - TV [12247]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L9, L10, L11, L12, L13, L14, L15, L18, L19, L20, L21, L22, L23, L24, L25	Code Number: C3 Start Date: 2016-12-19
Sales Support Asst III [12778]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-04-17
Web Designer [12715]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-06-19
Weekend Anchor, MMJ [12822]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C19, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-06-05

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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

Summer News Intern participated in a 10 week paid internship at WFTS from 6/5/17 - 8/11/17. This student was immersed in our digital team; producing, writing and editing content for our web, social media and mobile platforms. The Digital Producer learned skills in engaging writing, search engine optimization, video editing/live streaming and how to optimize social media posts. Students who successfully complete this residency position will be strongly considered for open positions within our Tampa station as well as other positions within Scripps-owned stations.

News Intern participated in a 10 week paid internship at WFTS from 8/21/17 - 11/3/17. This student was immersed in our digital team; producing, writing and editing content for our web, social media and mobile platforms. The Digital Producer learned skills in engaging writing, search engine optimization, video editing/live streaming and how to optimize social media posts. Students who successfully complete this residency position will be strongly considered for open positions within our Tampa station as well as other positions within Scripps-owned stations.

Summer Production Intern - The News Production Internship is a 10 week paid internship at WFTS from 6/5/17 - 8/11/17. This student gained real-world experience and was provided a unique insight into studio, control room, and newsroom operations. This included learning alongside management, directors, photographers, producers, and studio personnel. The intern was directly involved in the preparation and execution of a LIVE newscast each day.

Fall Production Intern - The News Production Internship is a 10 week paid internship at WFTS from 9/12/17 through 11/17/17. This student gained real-world experience and was provided a unique insight into studio, control room, and newsroom operations. This included learning alongside management, directors, photographers, producers, and studio personnel. The intern was directly involved in the preparation and execution of a LIVE newscast each day.

Fall Sales Intern - The Sales internship is a 10 week paid internship at WFTS from 8/14/17 - 10/27/17. This student gained real-world experience and was provided a unique insight into sales operations. This includes learning alongside sales management, account executives, research, programming and digital salespeople.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Key Talent Program - 2 employees (Executive Producer, National Content Sharing and Sr Director, Regional Sales) participated in a program designed to focus on professional development, particularly learning a process for innovation and applying it to a current business challenge. This program also included an intensive workshop in Cincinnati and the ability to have a mentor from a Key Talent alumni member. This program ran from 9/16 - 7/17.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>7/5/17 - One of WFTS' News Anchors partnered with Wayne Garcia, professor at the University of South Florida to put together an instructional learning tool for their online course: Beginning reporting (course number: JOU2100.) The class teaches students the basics about how to go out, find information and construct a news story which is an essential skill to have when preparing for a career in journalism. Our anchor and Professor Garcia filmed a video interview that addressed the following questions that was used as a learning tool for the class. (1) How did you learn how to interview? (2) How is a television interview different from newspaper? (3) What was your most challenging interview? (4) How do you prepare for an interview?</p> <p>4/3/17 - WFTS' Production Manager attended a networking event & etiquette dinner sponsored by the University of South Florida. This event challenged student athletes to meet and greet professionals in various industries and to learn about various professional fields, including broadcasting. During the dinner, WFTS had an opportunity to discuss with students what a career in broadcasting looks like and how to prepare for this path.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All management level employees are required to take the following two training courses which are aimed at ensuring equal opportunity and preventing discrimination. EEO & Lawful Hiring: As a manager, it is essential to use recruitment strategies that attract the right candidates. But just as important is the avoidance of discrimination, both intentional and unintentional. In this course, you will learn about the Equal Employment Opportunity laws that guide your employer's recruiting efforts and how to help ensure your hiring practices are fair and lawful. A Managers Guide to Diversity, Inclusion & Accommodation: Leading and managing employees in an increasingly diverse workplace can be both rewarding and challenging. What are the expectations of employees? What legislation applies to managing people and their requests? What are the consequences of failing to comply? Managers must operate with sensitivity in handling accommodations for disabilities, religious practices, and medical leave. This requires a basic understanding of anti-discrimination and disability legislation, as well as the employer's policies. This course provides an overview of the Americans with Disabilities Act (as amended), the Family and Medical Leave Act, and other legislation that affects employers' responsibilities in these areas. The course will help managers identify the situations where these laws come into play so that they can respond appropriately to specific requests.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>WFTS wrote and produced a :15 Public Service Announcement which encourages viewers seeking employment and agencies who want to receive our job vacancies to contact Human Resources. The spot specifically details the station's commitment to equal opportunity employment as well as demonstrating WFTS's commitment to hiring local talent through local organizations. The spot is running currently and at varied times throughout the month. As of mid-September, the PSA has run 190 times during this reporting period.</p>