

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2017 - September 30, 2018

**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				25
C2	Internal Candidate / WorkLife				44
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			88
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	9
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
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	

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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	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	1
C38	Asian American Journalists Association (AAJA)	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	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		50
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	7
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				23
C131	Agency/Search Firm				11

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C132	Bing		One Microsoft Way Redmond, WA 98052-7329					1
C134	Indeed		6433 Champion Grandview Way Building 1 Austin, TX 78750		www.indeed.com			28
C139	Rick Gevers & Assoc		PO Box 477 Zionsville, IN 46077		Rick Gevers rick@rickgevers.com	317-769-7900		
C163	JobCase.com		SmartPost job board aggregator		Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055		
C165	Jobtome.com		SmartPost job board aggregator		Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055		
C167	Symphony Talent Job		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		Kimberly Kitchen kkitchen@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 Post Through Handshake	813-974-2171		
L6	Talent Agency - Napoli Management		8844 West Olympic Blvd, S Beverly Hills, CA 90211					
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		Career Center Post jobs through Handshake	863-680-4390		

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L11	Society of Broadcast Engineers	9102 North Meridian Street Indianapolis, IN 46260	Scott Jones www.sbc.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	spcollege.edu		
L14	National Association of Black Journalist	490 1st Ave South St. Petersburg, FL 33701	Eric Deggan		1
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 Veteran'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 Post Through Handshake	305-348-7285	
L24	Florida A&M University*	1610 University Commons Suite 104 Tallahassee, FL 32307	Shereada Harrell Post Through Handshake	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	
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: 298**

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**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>
Account Exec, Integrated [14075]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C3 Start Date: 2018-06-25
Account Exec, Integrated [14244]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C97 Start Date: 2018-06-18
Assignment Editor [14203]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C5 Start Date: 2018-06-18
Assoc Producer [14628]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C139, C165, C167, L1, L3, L5, L10, L13, L14, L23, L24, L30	Code Number: L14 Start Date: 2018-09-04
Digital Sales Support Assoc [13685]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C37, C69, C97, C116, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C97 Start Date: 2018-03-05
Exec Producer [14407]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, L1, L3, L5, L10, L13, L23, L24	Code Number: C2 Start Date: 2018-08-13
Inventory Control Specialist [13706]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C130 Start Date: 2018-02-26
Inventory Control Specialist [13706]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C2 Start Date: 2018-01-29
Inventory Control Specialist [13706]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C2 Start Date: 2018-02-12
Inventory Control Specialist [13706]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C2 Start Date: 2018-01-29
Inventory Control Specialist [13706]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C5 Start Date: 2018-02-12
Inventory Control Specialist [14262]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C1 Start Date: 2018-07-16
Mgr, Digital Sales [13753]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C97 Start Date: 2018-03-19

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**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>
Mgr, Enterprise Content [14046]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24	Code Number: C130 Start Date: 2018-09-10
Morning Anchor, MMJ [14315]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C15, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C2 Start Date: 2018-06-18
Multimedia Journalist [13527]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C3 Start Date: 2018-02-05
News Manager Apprentice [14385]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, L1, L3, L5, L10, L13, L23, L24	Code Number: C3 Start Date: 2018-06-01
Producer [13406]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C26, C69, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C2 Start Date: 2017-10-23
Producer [13406]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C26, C69, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C2 Start Date: 2018-01-15
Producer [13821]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C97 Start Date: 2018-02-19
Producer [14111]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C39, C69, C97, C100, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C2 Start Date: 2018-06-04
Producer [14428]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C131 Start Date: 2018-07-30
Producer, Creative Services [13970]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, C163, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C134 Start Date: 2018-04-30
Reporter [13165]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-10-09
Sports Anchor [13603]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C19, C26, C38, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C1 Start Date: 2017-12-18
Supv, Bureau Producer [13805]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-01-29

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**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>
Web Designer [13339]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C134 Start Date: 2017-10-16
Weekend Anchor, MMJ [13335]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C69, C97, C100, C130, C131, C132, C134, L1, L3, L5, L10, L13, L23, L24, L30	Code Number: C1 Start Date: 2017-12-18

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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.

2017 Summer 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.

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.

Summer Digital Intern participated in a 10 week paid internship at WFTS from 5/14/18 - 7/20/18. This student worked closely with the digital team to write, shoot, edit original content for our digital platforms. This student learned to effectively edit video, edit photos, market content on social platforms, etc. They were exposed to all aspects of digital and tv media, including reporter shadowing.

Summer Sales Intern - The Sales internship is a 10 week paid internship at WFTS from 5/21/18 - 7/27/18. 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.

2018 Summer News Intern participated in a 10 week paid internship at WFTS from 5/14/18 - 7/20/18. 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.



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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>Scripps partnered with NAB Education Foundation (NABEF) to host a Broadcast Engineering intern from 6/4/18 - 7/27/18. Participation in this program helps to provide high-tech students with an opportunity to receive hands-on training. The goal of the program is to increase the number of technology and engineering graduates entering the field of broadcasting and contributing fresh perspectives and innovative ideas for the industry.</p> <p>In May, 2018 Scripps Corporate launched a News Manager Apprentice Program. The News Manager Apprentice position is focused on learning newsroom leadership responsibilities and developing the skills needed for news management. On-the-job developmental assignments and duties allow for optimum preparation while serving as a significant newsroom contributor. Once trained, the hope and expectation is to relocate to another Scripps-owned station elsewhere in the country to be responsible for directing gathering, production and distribution of news content on multiple platforms. As of this writing, the newly hired News Manager Apprentice is training at WFTS.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>In December, 2017 WFTS officially launched their mentor program. This program provides a great opportunity for our newer employees to gain experience and exposure to the organization by being paired with someone experienced in their field. It also provides mentors the opportunity to coach, develop and help grow our talent within the station. While the mentoring program is open to all employees in our organization (to be mentors or mentees) it is intended primarily for new hires joining the company (mentees) and experienced employees (mentors).</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>In November 2017, several of our staff members (Anchors, Digital Producers, Reporters, Meteorologists, etc...) participated in the Great American Teach-In. Employees visited schools around the greater Tampa Bay area including schools in Pinellas, Pasco, Hillsborough &amp; Polk counties. During this event, employees spoke to students about their careers and how their early educational experiences relate to their current life and career path.</p>
<p></p>	<p>On November 8 &amp; 9, 2017 our News Director spoke to 4 journalism classes at Oklahoma State University via Skype. The topics of the session included: - How to prepare for a career in journalism - Lessons learned in his career - Countering the effects of "fake news" - Aspects of candidates we look for when hiring</p>

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>On January 25, 2018 one of our MMJ/Reporters participated in the annual journalism symposium at the University of Kentucky. She guest lectured Media Law and Ethics class about some of her open records experiences. Then, answered questions regarding her career path and the journalism profession. She was then on of a panel of seven who talked about their careers, their internships, and lots of other aspects of being a journalist.</p> <p>On February 20, 2018 one of our Investigative Reporters conducted three different 50 minute sessions for high school juniors and seniors as part of the school's annual Career Day. The topics of the sessions included: - What an investigative reporter does and the type of education and training needed to pursue a career in that field. - Examples of stories and the effort required to produce them and live newscasts every day. - Discussed what an average day is like, getting news tips, what it takes to produce a story from the first idea to the final product. - Encouraged students interested in pursuing a career in journalism to focus on writing, photography, editing and other skills that will help them compete for jobs.</p> <p>Over the course of the FCC plan year, our Morning Meteorologist has visited over 50 elementary schools. Each of these school visits feature a segment on steps to becoming a Meteorologist.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</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>All management level employees are required to complete training courses which are aimed at ensuring equal opportunity and preventing discrimination.</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. The PSA has run 72 times during this reporting period.</p>