

EEO PUBLIC FILE REPORT

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

Station Included in Report: WPTV-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				16
C2	Internal Candidate / WorkLife				23
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			104
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
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	
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	1
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	
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	

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C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
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	
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	
C44	JournalismJobs.com	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		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		16
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				13
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		12
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

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L1	CA Chicano News Media Assoc.	CCNMA: Latino Journalist of California, ASUWalter 725 Arizona Ave, Ste 404 Santa Monica, CA 90401-1723	Sylvia Wells (424) 229-9482 www.ccnma.org	(424) 229-9482	
L2	Palm Beach County Office of Equal Opportunity	215 N. Olive Avenue, #130 West Palm Beach, FL 33401	Stefanie C. Rodriiguez	(561) 355-4884	
L3	Brenau University Career Services	500 Washington Street SE Gainesville, GA 30501	George Bagel, Director Career Services gbagel@brenau.edu	(770) 534-6265	
L4	Urban League of Palm Beach*	1700 N. Australian Avenue West Palm Beach, FL 33401	Rev. Henry Fuse , Lydia Callender, Kendrey Latson, Carla St. Louis lcallender@ulpb.org	(561) 833-1461	
L5	Central Florida Assn of Black Journalists & Broadcasters	PO Box 745 Orlando, FL 32802	Chet Glover chetglover@cfl.rr.com	(800) 804-8478	
L7	Lynn University*	Eugene M. and Christine E. Lynn College of Int'l C 3601 N. Military Trail Boca Raton, FL 33431	Sharon Robinson srobinson@lynn.edu	(561) 237-7098	
L8	National Hispanic Media Coalition	55 S. Grand Avenue Pasadena, CA 91105	Tatiana Arizaga, Communications Coordinator	(213) 746-6988	
L9	Alabama State University Department of Communications	PO Box 271 Montgomery, AL 36101-0271	A. David Okeowo, Ph.D, Professor & Dept. Chair www.alasu.edu	(334) 229-4493	
L10	University of South Carolina, School of Journalism and Mass Comm.*	800 Sumter Street Columbia, SC 29208	Katie Bullard kbullard@sc.edu	(803) 777-0169	
L11	University of Florida, College of Journalism and Communications	Knight Division Gainesville, FL 32611	Alexandria Wilkerson	(352) 392-3261	
L12	Florida Gulf Coast University*	10501 FGCU Blvd., South Ft. Myers, FL 33965-6565	Katie McEwan, Executive Assistant kmcewan@fgcu.edu	(239) 590-7263	
L13	Central Career Center*	3400 Belvedere Road West Palm Beach, FL 33406	Stephen Sosu ssosu@careersourcepb.com www.careersourcepb.com	(561) 340-1060 x2615	
L15	Howard University Career Planning & Placement Service	525 NW Bryant Street #206 Washington, D.C., 20059	Joan Browne http://howard-csm.symplicity.com/employers	(202) 806-7513	
L16	University of South Florida Mass Communications	4202 East Fowler St. MP CIS-1040 Tampa, FL 33620	Marsha Stein adefonzo@cas.usf.edu	(813) 974-2591	
L17	Graeme Newell's Promotions Newsletter	602 Communications 1011 Lyndhurst Falls Ln Knightdale, NC 27545	Graeme Newell gnewell@602communications.com www.602communications.com	(919) 217-4438	
L18	Florida A & M University School of Journalism	510 Orr Drive Room 4003 Tallahassee, FL 32307	Dr. Ann Kimbrough sjgc@famu.edu	(850) 599-3379	
L19	TVB	120 Wall Street 15th Floor New York, NY 10005-3908	Emma Jehle emma@tvb.org	(212) 891-2243	

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L20	Broadcast Employment Service/TVJobs.com	PO Box 4116 Oceanside, CA 92052	Mark C. Holloway admin@tvjobs.com TVJobs.com	800-374-0119	
L21	JobNews USA	4801 S. University Ave. Ste. 2030 Davie, FL 33328	Tiffany Price ftlauderdale@jobnewsusa.com www.jobnewsusa.com	954-252-6640 x10700	
L22	Other-unspecified Job Fair/seminar/conference				
L23	Other-unspecified talent agent				
L25	Tampa Bay Association of Black Journalists	PO Box 172092 Tampa, FL 33672	Rod Carter, President TampaBayABJ@gmail.com	(813) 419-2490	

Total Number of Interviewees Referred: 201

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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 [12643]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L15, L16, L18, L25	Code Number: C134 Start Date: 2017-02-13
Assignment Editor [12368]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C1 Start Date: 2017-02-13
Assignment Editor [13158]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C3 Start Date: 2017-09-11
Chief Photographer [12820]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C1 Start Date: 2017-08-14
Commercial Producer [12835]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C130 Start Date: 2017-05-08
Commercial Production Tech IV [12228]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C130 Start Date: 2017-04-10
Content Coord III [12516]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C134 Start Date: 2017-01-02
Meteorologist, Morning [12168]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C146, C147, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C130 Start Date: 2016-10-03
Multimedia Journalist [12254]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L15, L16, L18, L25	Code Number: C3 Start Date: 2016-10-24
Multimedia Journalist [12469]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C131 Start Date: 2016-12-19
Multimedia Journalist [12919]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C69, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C3 Start Date: 2017-07-17
News Producer [12099]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L22, L25	Code Number: C1 Start Date: 2017-01-02
Photographer II [11866]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C37, C43, C44, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L22, L25	Code Number: C2 Start Date: 2017-07-03

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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 [11866]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C37, C43, C44, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L22, L25	Code Number: C130 Start Date: 2017-03-27
Photographer II [11866]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C37, C43, C44, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L22, L25	Code Number: C1 Start Date: 2017-07-03
Photographer II [11866]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C37, C43, C44, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L22, L25	Code Number: C3 Start Date: 2017-08-28
Producer [12609]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C3 Start Date: 2017-06-05
Producer [12748]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L15, L16, L18, L20, L21, L25	Code Number: C97 Start Date: 2017-04-17
Producer [12794]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C3 Start Date: 2017-07-10
Producer [12794]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C100 Start Date: 2017-05-22
Reporter/Multimedia Journalist [12093]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C100, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C130 Start Date: 2016-10-24
Specialty MMJ [11977]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L25	Code Number: C131 Start Date: 2016-10-17
Sr Reporter [12920]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C3 Start Date: 2017-07-03
Traffic Copy Editor, Local [12464]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, L2, L3, L4, L5, L7, L8, L9, L10, L11, L12, L13, L15, L16, L18, L20, L21, L25	Code Number: C3 Start Date: 2016-12-19

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>The Human Resources Director represented WPTV at two local Diversity Job Fairs organized by JobNews USA in West Palm Beach on December 1, 2016 and April 4, 2017. These job fairs are sponsored in part by WPTV and are held multiple times each calendar year. Prior to each job fair, a representative from JobNews USA appears on our morning news to talk about the event and encourage local job seekers to attend.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WPTV employed a summer intern from North Carolina Agricultural and Technical State University majoring in Journalism and Mass Communication from June 5, 2017 through August 11, 2017.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WPTV gives employees the opportunity to begin training in other positions to advance and grow their careers (cross training) while in their current positions. In this reporting period, WPTV has trained and promoted employees into higher level full-time positions such as Creative Services Director, Digital Multimedia Journalist, Steadicam Operator/Photojournalist, Photojournalist, Sr. Reporter, Specialty Producer, Associate Producer, and Audio Technician.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>On August 23, 2017, all hiring managers were assigned the online learning module "EEO and Lawful Hiring." The content is as follows: 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.</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>On April 17-19, National Sales Manager David Griscavage was a speaker at Howard University for the Scripps Howard Foundation Visiting Professors in Media Ad Sales Program.</p>
	<p>WPTV wrote and produced a:20 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 WPTV's commitment to hiring local talent through local organizations. The spot is running currently and at varied times throughout the month. As of the end of August, the PSA has run 284 times during this reporting period.</p>