### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>MMJ - Multimedia Journalist</td>
<td>1, 3, 5, 8-10, 15-17, 19-25, 27-29, 31-35, 37, 40-45, 48-51, 54-57</td>
<td>34</td>
</tr>
<tr>
<td>Digital Content Manager</td>
<td>1, 3, 5, 8-10, 12, 14-15, 19-35, 37-38, 40-45, 48-50, 52, 54-57</td>
<td>34</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3, 5, 8-10, 15, 19-25, 27-35, 37-38, 40-45, 48-51, 53-57</td>
<td>34</td>
</tr>
<tr>
<td>MMJ - Multimedia Journalist</td>
<td>1, 3, 5, 8-10, 15, 19-25, 27-29, 32-35, 37-38, 40-45, 48-51, 53-57</td>
<td>34</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-3, 5-6, 8-10, 15-16, 18-35, 37-45, 48-57</td>
<td>39</td>
</tr>
<tr>
<td>Promotion Manager</td>
<td>1-3, 5, 8-12, 15, 19-25, 27-35, 37-38, 40-45, 48-52, 54-57</td>
<td>12</td>
</tr>
<tr>
<td>Maintenance Engineer</td>
<td>1-3, 5, 8-10, 12, 14-16, 19-29, 31-35, 37-38, 40-45, 48-52, 54-57</td>
<td>26</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>1-5, 8-10, 12, 14-16, 19-35, 37-38, 40-46, 48-52, 54-57</td>
<td>12</td>
</tr>
<tr>
<td>Assistant News Director</td>
<td>1-3, 5, 8-10, 14-16, 19-25, 27-29, 31-35, 37-38, 40-45, 48-52, 54-57</td>
<td>16</td>
</tr>
<tr>
<td>Digital Sales Assistant</td>
<td>1-3, 5-6, 8-10, 13-15, 19-25, 27-35, 37-38, 40-44, 48-51, 54-57</td>
<td>34</td>
</tr>
<tr>
<td>Sports Producer</td>
<td>1-3, 5, 8-10, 12-16, 19-35, 37-46, 48-52, 54-57</td>
<td>30</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-5, 7-11, 13-16, 19-35, 37-46, 48-57</td>
<td>30</td>
</tr>
<tr>
<td>Accounting Manager</td>
<td>1-3, 5, 8-10, 12-15, 19-45, 47-52, 54-57</td>
<td>30</td>
</tr>
</tbody>
</table>
I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | 602 Communications  
1011 Lyndhurst Falls Lane  
Knightdale, North Carolina 27545  
Phone: 602-954-8373  
Email: slizik602@gmail.com  
Sandy Lizik | N | 0 |
| 2         | America’s Job Exchange  
200 Minuteman Road Suite 203  
Andover, Massachusetts 01810  
Phone: 866-926-6284  
Customer Care  
Manual Posting | N | 0 |
| 3         | Atlanta Press Club  
191 Peachtree St. N.E. Suite 3960  
Atlanta, Georgia 30303  
Phone: 404-577-7377  
Sheena Roetman  
Manual Posting | N | 0 |
| 4         | Better Jobs  
425 14th St. NW  
Atlanta, Georgia 30318  
Phone: 404-327-3149  
Job Board  
Manual Posting | N | 0 |
| 5         | Briggs & Assoc  
2300 Holcomb Bridge Road Suite 103, PMB 366  
Roswell, Georgia 30076  
Phone: 404-290-6868  
Email: cynthia@briggsassociates.org  
Cynthia Patterson | Y | 0 |
| 6         | Career Fair | N | 2 |
| 7         | Careerbuilder  
200 N. LaSalle Suite 1100  
Chicago, Illinois 60601  
Phone: 773-527-3600  
John Smith  
Manual Posting | N | 1 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 8         | Clark Atlanta University  
223 James P. Brawley Drive, SW  
Atlanta, Georgia 30314  
Phone : 404-880-8000  
Email : amckinney@cau.edu  
Andre McKinney | N | 0 |
| 9         | Collective Talent  
1721 Richardson Place  
Tampa, Florida 33606  
Phone : 813-254-9695  
Email : bille@michaelsmedia.com  
Michael Billie | Y | 0 |
| 10        | Connecticut School of Broadcasting Atlanta, LLC  
1755 North Brown Rd. Suite 175  
Lawrenceville, Georgia 30034  
Phone : 678-205-2210  
Email : mhessing@gocsb.com  
Michael Hessing | N | 0 |
| 11        | Creative Hot List  
110 Constitution Dr.  
Menlo Park, California 94025  
Phone : 650-815-4290  
Job Board  
Manual Posting | N | 0 |
| 12        | Current Employee | N | 13 |
| 13        | Dakota State University  
820 N Washington Ave  
Madison, South Dakota 57042  
Phone : 605-256-5123  
Debra M Roach  
Manual Posting | N | 0 |
| 14        | Davidson College  
405 North Street  
Davidson, North Carolina 28036  
Phone : 704-894-2000  
George Hatalowich  
Manual Posting | N | 0 |
**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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<thead>
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</thead>
</table>
| 15        | Emory University  
201 Dowman Drive  
Atlanta, Georgia 30332  
Phone: 404-727-6123  
Laura Garcia  
Manual Posting | N                                                         | 0                                                   |
| 16        | Employee Referral                                                  | N                                                         | 14                                                 |
| 17        | Former Employee                                                    | N                                                         | 2                                                  |
| 18        | Former Intern                                                      | N                                                         | 1                                                  |
| 19        | Full Sail University  
3300 University Blvd.  
Winter Park, Florida 32792  
Phone: 407-671-2240  
Email: rnicholson@fullsail.com  
Risa Nicholson | Y                                                         | 0                                                  |
| 20        | Full Sail University  
3300 University Blvd.  
Winter Park, Florida 32792  
Phone: 407-671-2240  
Email: wdavis@fullsail.com  
Wynn Davis | Y                                                         | 0                                                  |
| 21        | GA Dept of Labor/South Metro Career Center  
2636-14 MLK Jr. Drive  
Atlanta, Georgia 30311  
Phone: 404-699-6900  
Tabatha Burks  
Manual Posting | N                                                         | 0                                                  |
| 22        | GA State University  
260 University Cntr Courtland Street  
Atlanta, Georgia 30303  
Phone: 404-413-1820  
Email: gsuhr@gsu.edu  
Ramona Simien | N                                                         | 0                                                  |
| 23        | Georgia Assn. of Broadcasters  
6 West Druit Hills Drive NE Suite 330  
Atlanta, Georgia 30329  
Phone: 770-395-7200  
Email: mlewis@gab.org  
McKenzie Lewis | N                                                         | 1                                                  |
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</thead>
</table>
| 24        | Glassdoor Inc.  
100 Shoreline Highway Building A  
Mill Valley, California 94941  
Phone: 415-944-6967  
Kristen Smith  
Manual Posting | N                                               | 11                                                  |
| 25        | Herzing University-Atlanta Campus  
3393 Peachtree Road, NE Suite 1003  
Atlanta, Georgia 30326  
Phone: 404-816-4533  
Email: ayevans@herzing.edu  
Ayana Evans | Y                                               | 0                                                   |
| 26        | Indeed  
470 West Ave. Suite 2002  
Stamford, Connecticut 6902  
Phone: 800-475-4361  
Lindsay Wong  
Manual Posting | N                                               | 53                                                  |
| 27        | Jewish Family Career Service  
4549 Chamblee-Dunwoody Rd.  
Atlanta, Georgia 30338  
Phone: 770-677-9300  
Email: jobs@atlantajcc.org  
Faye Dresner | N                                               | 0                                                   |
| 28        | John Hopkins University  
242 Garland Hall  
Baltimore, Maine 21218  
Phone: 410-516-8000  
Career Coaches  
Manual Posting | N                                               | 0                                                   |
| 29        | Kennesaw State University  
1000 Chastain Road  
Kennesaw, Georgia 30133  
Phone: 770-423-6555  
Robin Knight  
Manual Posting | N                                               | 0                                                   |
| 30        | LinkedIn  
2029 Stierlin Court  
Mountain View, California 94043  
Phone: 650-687-3600  
Katie Ferrick  
Manual Posting | N                                               | 46                                                  |
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</thead>
</table>
| 31        | MediaBistro  
825 8th Avenue 29th Floor  
New York, New York 10019  
Phone: 800-205-7792  
Url: https://www.medibistro.com/  
Alex Spignesi  
Manual Posting | N | 1 |
| 32        | Medialine  
1209 Wood Valley Road  
Augusta, Georgia 30909  
Phone: 706-364-7564  
Rich Everitt  
Manual Posting | N | 0 |
| 33        | Mediamatch  
P.O. Box 48220  
Los Angeles, California 90048  
Laurel Berenguer  
Manual Posting | N | 0 |
| 34        | Meredith  
425 14th St. NW  
Atlanta, Georgia 30318  
Phone: 404-327-3149  
Email: laurel.berenguer@cbs46.com  
Laurel Berenguer | N | 30 |
| 35        | Meredith Other Website  
425 14th St. NW  
Atlanta, Georgia 30318  
Phone: 404-327-3149  
Email: laurel.berenguer@cbs46.com  
Laurel Berenguer | N | 10 |
| 36        | Monster Worldwide, Inc.  
133 Bostom Post Road  
Weston, Massachusetts 2493  
Phone: 800-666-7837  
Matthew Mund  
Manual Posting | N | 1 |
| 37        | Morehouse College  
830 Westview Drive, SW  
Atlanta, Georgia 30314  
Phone: 404-215-2703  
Bridgett Baggett  
Manual Posting | N | 0 |
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</table>
| 38        | National Academy of Television Arts & Sciences  
            1697 Broadway Suite 404  
            New York, New York 10019  
            Phone: 212-586-8424  
            Paul Pillitteri  
            Manual Posting | N                                   | 0                                                   |
| 39        | Non-Employee Referral                                  | N                                   | 7                                                   |
| 40        | Partnership for Community                             | N                                   | 0                                                   |
|           | 3597 Covington Hwy  
           Atlanta, Georgia 30032  
           Phone: 404-929-2448  
           Email: heather.smith@pcaction.org  
           Brittany Eubanks |                                       |                                                       |
| 41        | Rollins College                                       | N                                   | 0                                                   |
|           | 1000 Holt Ave  
           Winter Park, Florida 32789  
           Phone: 407-646-2000  
           Shirley Haberjan  
           Manual Posting |                                       |                                                       |
| 42        | Spelman College                                       | N                                   | 0                                                   |
|           | 350 Spellman Lane SW  
           Atlanta, Georgia 30314  
           Phone: 404-681-3643  
           Email: tireland@spelman.edu  
           Toni Ireland |                                       |                                                       |
| 43        | Stevenson College                                     | N                                   | 0                                                   |
|           | 1525 Greenspring Valley Rd  
           Stevenson, Maine 21153  
           Phone: 877-468-6852  
           Jill Pajak  
           Manual Posting |                                       |                                                       |
| 44        | Talent Dynamics                                       | N                                   | 0                                                   |
|           | 600 Las Colinas Blvd Suite 100  
           Irving, Texas 75039  
           Phone: 214-640-3139  
           Email: heding@talentdynamics.com  
           Christina Hedding |                                       |                                                       |
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 45        | The Art Institute of Atlanta  
6600 Peachtree Dunwoody RD, NE 100 Embassy Row  
Atlanta, Georgia 30328  
Phone: 770-689-5017  
Email: vibolling@aii.edu  
Vickey Bolling | Y | 0 |
| 46        | The Ladders  
137 Varick St Ste 8  
New York, New York 10013  
Phone: 866-800-4640  
Vanessa Janowski  
Manual Posting | N | 0 |
| 47        | TV News Check  
24 West Lancaster Ave. Suite 205  
Ardmore, Pennsylvania 19003  
Phone: 817-578-6324  
Paul Greeley  
Manual Posting | N | 0 |
| 48        | TVJobs  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 760-754-8177  
Job Board  
Manual Posting | N | 5 |
| 49        | University of Georgia  
Room 209, Journalism Bldg.  
Athens, Georgia 30602  
Phone: 706-542-2006  
Aaron Brown  
Manual Posting | N | 0 |
| 50        | University of Miami  
Sanford Drive  
Coral Gables, Florida 33124  
Phone: 305-284-2211  
Richard Combs  
Manual Posting | N | 0 |
| 51        | University of South Florida  
4202 E. Fowler Ave  
Tampa, Florida 33620-6930  
Phone: 813-974-2171  
Employer Relations  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 52        | University of Virginia  
400 Ray C Hunt Dr  
Charlottesville, Vermont 22902  
Phone: 434-924-0311  
Benjamin Klotz  
Manual Posting | N | 0 |
| 53        | Unknown (source not adequately identified upon inquiry by SEU) | N | 10 |
| 54        | West GA Technical College  
1 College Circle  
La Grange, Georgia 30240  
Phone: 706-756-4628  
Email: dawne.white@westgatech.edu  
Dawne White | N | 0 |
| 55        | WGCL TV Website/CBS46.com  
425 14th St. NW  
Atlanta, Georgia 30318  
Phone: 404-325-4646  
Wesley Gohcen  
Manual Posting | N | 0 |
| 56        | www.mediagignow.com  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |
| 57        | Young Harris College  
1 College Street  
Young Harris, Georgia 30582  
Phone: 800-241-3754  
Email: ssinfo@yhc.edu  
SSC Info | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 208
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/13/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>UGA Intern for a Day</td>
<td>10</td>
<td>HR Director Assignment Desk Manager  Director of Engineering Local Sales Manager</td>
</tr>
<tr>
<td>12/14/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>UGA Students</td>
<td>10</td>
<td>HR Director Assignment Desk Manager  Executive Producer Local Sales Manager</td>
</tr>
<tr>
<td>2/7/2019</td>
<td>Co Sponsoring Job Fairs</td>
<td>UGA Grady Journalism and Mass Comm Career Day</td>
<td>2</td>
<td>HR Director VP/General Manager</td>
</tr>
<tr>
<td>2/8/2019</td>
<td>Participation in Job Fairs</td>
<td>Participation in Full Sail Career Day</td>
<td>2</td>
<td>HR Director</td>
</tr>
<tr>
<td>3/7/2019</td>
<td>Establishment of training programs for station personnel</td>
<td>Various programs, including, but not limited to NICAR, Career Builder, Excel, and ATSC</td>
<td>26</td>
<td>Special Projects Producer Sr. Engineer Engineer Local Sales Manager</td>
</tr>
<tr>
<td>3/20/2019</td>
<td>Provision of training to management</td>
<td>Recruitment/Onboarding training, Equal Opportunity Awareness, NAB Leadership</td>
<td>45</td>
<td>Station Manager HR Director VP/GM News Director</td>
</tr>
<tr>
<td>4/22/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Host to UGA Students participating in Intern for a Day program</td>
<td>10</td>
<td>HR Director Assistant News Director Local Sales Manager</td>
</tr>
<tr>
<td>4/26/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Host to UGA Students participating in Intern for a Day program</td>
<td>10</td>
<td>HR Director Director of Engineering Digital Content Manager Station Manager</td>
</tr>
<tr>
<td>7/29/2019</td>
<td>Provision of training to personnel of unaffiliated non-profit organizations</td>
<td>In conjunctions with WorkSource Atlanta, provided a planned, structured learning experience for participants with opportunities for career exploration and skills development in broadcast media.</td>
<td>1</td>
<td>Production Supervisor HR Director</td>
</tr>
<tr>
<td>8/1/2019</td>
<td>Participation in Job Fairs</td>
<td>AAJA 2019 Career Fair</td>
<td>3</td>
<td>HR Director News Director Assistant News Director</td>
</tr>
<tr>
<td>8/7/2019</td>
<td>Participation in Job Fairs</td>
<td>NABJ Convention / Career Fair</td>
<td>2</td>
<td>VP/GM News Director</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
<th>Date</th>
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<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/11/2019</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Annual internship program</td>
<td>4</td>
<td>HR Director&lt;br&gt;Assignment Desk Manager&lt;br&gt;Assistant News Director&lt;br&gt;Local Sales Manager</td>
</tr>
</tbody>
</table>