# 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 Hriee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance Engineer</td>
<td>1-9, 15-16, 19-26, 28-30, 32-37, 39-40, 42, 44, 46-60</td>
<td>16</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-5, 7-9, 14-16, 19, 21-25, 28-30, 32-34, 36, 39-44, 47-55, 57-58, 60</td>
<td>16</td>
</tr>
<tr>
<td>Digital Media Account Executive</td>
<td>1, 3-9, 19, 21-22, 24-26, 28, 30, 33-34, 36-37, 39-40, 42, 47, 49-53, 57-58, 60</td>
<td>6</td>
</tr>
<tr>
<td>Anchor/Reporter - Meteorologist</td>
<td>1-5, 7-9, 14-15, 19-25, 28-30, 32-37, 39-42, 44, 47-55, 57-60</td>
<td>41</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>1, 3-9, 16, 19, 21-26, 28, 30, 33-34, 36-37, 39-40, 47, 49-53, 57-58, 60</td>
<td>52</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-5, 7-9, 16, 19, 21-25, 28, 30, 32-34, 36-37, 39-40, 42-43, 47, 49-53, 57-58, 60</td>
<td>16</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-5, 7-9, 16, 19, 21-25, 28, 30, 32-34, 36-37, 39-40, 42-43, 47, 49-53, 57-58, 60</td>
<td>36</td>
</tr>
<tr>
<td>Video Editor</td>
<td>1, 3-9, 11, 14-16, 19, 21-26, 28-30, 32-34, 36-37, 39-40, 42, 44, 47-58, 60</td>
<td>26</td>
</tr>
<tr>
<td>Technical Producer</td>
<td>1, 3-5, 7-9, 13, 19, 21-26, 28, 30-31, 33-34, 36-37, 39-40, 42, 45, 47, 49-53, 57-58, 60</td>
<td>26</td>
</tr>
<tr>
<td>Anchor/Reporter</td>
<td>1, 3-5, 7-9, 19, 21-25, 28, 30, 33-34, 36-37, 39-42, 47, 49-53, 57-58, 60</td>
<td>41</td>
</tr>
<tr>
<td>MMJ - Multimedia Journalist</td>
<td>1, 3-5, 7-9, 16, 19, 21-25, 28, 30-31, 33-34, 36-37, 39-40, 42, 47, 49-53, 57-58, 60</td>
<td>16</td>
</tr>
<tr>
<td>Promotions Coordinator</td>
<td>1, 3-5, 7-10, 14-16, 19-26, 28-31, 33-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>58</td>
</tr>
<tr>
<td>Sports Producer</td>
<td>1-3, 5-9, 14-16, 18-26, 28-30, 33-40, 42, 44, 47-55, 57-60</td>
<td>36</td>
</tr>
<tr>
<td>VP, General Manager WGCL/WPCH</td>
<td>17</td>
<td>17</td>
</tr>
<tr>
<td>Technical Producer</td>
<td>1-5, 7-9, 11, 14-16, 19-26, 28-30, 33-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>26</td>
</tr>
<tr>
<td>Motion &amp; Graphic Designer</td>
<td>1-5, 7-10, 14-15, 19-25, 28-30, 33-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>36</td>
</tr>
<tr>
<td>Investigative Producer/Reporter</td>
<td>1, 3-5, 7-9, 14-16, 19-25, 27-30, 33-37, 39-42, 44, 47-55, 57-60</td>
<td>41</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1, 3-5, 7-9, 12, 14-15, 19-26, 28-30, 33-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>26</td>
</tr>
</tbody>
</table>
| Anchor/Reporter                        | 1, 3-5, 7-9, 14-15, 19-25, 28-30, 33-37, 39-42, 44, 47-55, 57-60 | 41
I. VACANCY LIST

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

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<tbody>
<tr>
<td>Photojournalist</td>
<td>1, 3-5, 7-9, 14-15, 19-26, 28-30, 33-37, 39-42, 44, 47-55, 57-60</td>
<td>36</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>1, 3-9, 14-15, 19-26, 28-30, 32-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>6</td>
</tr>
<tr>
<td>Director of Engineering</td>
<td>1, 3-5, 7-9, 11, 14-16, 19-25, 28-30, 33-37, 39-40, 42, 44, 46-49, 51-55, 57-60</td>
<td>16</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-5, 7-9, 11, 14-15, 19-25, 28-30, 33-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>11</td>
</tr>
<tr>
<td>Reporter</td>
<td>1, 3-5, 7-9, 14-15, 19-25, 28-30, 32-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>36</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>1, 3-5, 7-9, 14-16, 19-25, 28-30, 32-37, 39-40, 42, 44, 47-55, 57-60</td>
<td>16</td>
</tr>
<tr>
<td>Receptionist</td>
<td>1, 3-5, 7-9, 14-15, 19-26, 28-30, 32-37, 39-40, 42, 44, 47-60</td>
<td>24</td>
</tr>
</tbody>
</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         | Agnes Scott College  
141 East College Ave  
Atlanta, Georgia 30030  
Phone: 404-471-6397  
Email: mdumas-patterson@agnesscott.edu  
Misty Patterson | 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         | Careerbuilder  
200 N. LaSalle Suite 1100  
Chicago, Illinois 60601  
Phone: 773-527-3600  
John Smith  
Manual Posting | N | 11 |
| 7         | Clark Atlanta University  
223 James P. Brawley Drive, SW  
Atlanta, Georgia 30314  
Phone: 404-880-8000  
Email: amckinney@cau.edu  
Andre McKinney | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>Collective Talent&lt;br&gt;1721 Richardson Place&lt;br&gt;Tampa, Florida 33606&lt;br&gt;Phone: 813-254-9695&lt;br&gt;Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>&lt;br&gt;Michael Billie</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Connecticut School of Broadcasting Atlanta, LLC&lt;br&gt;1755 North Brown Rd, Suite 175&lt;br&gt;Lawrenceville, Georgia 30034&lt;br&gt;Phone: 678-205-2210&lt;br&gt;Email: <a href="mailto:mhessing@gocsb.com">mhessing@gocsb.com</a>&lt;br&gt;Michael Hessing</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>Creative Hot List&lt;br&gt;110 Constitution Dr.&lt;br&gt;Menlo Park, California 94025&lt;br&gt;Phone: 650-815-4290&lt;br&gt;Job Board&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Current Employee</td>
<td>N</td>
<td>5</td>
</tr>
<tr>
<td>12</td>
<td>Current Intern</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>Cynopsis&lt;br&gt;9211 Corporate Blvd 4th Floor&lt;br&gt;Rockville, Maryland 20850&lt;br&gt;Phone: 301-354-2000&lt;br&gt;Trish Pihonak&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>14</td>
<td>Davidson College&lt;br&gt;405 North Street&lt;br&gt;Davidson, North Carolina 28036&lt;br&gt;Phone: 704-894-2000&lt;br&gt;George Hatalowich&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Emory University&lt;br&gt;201 Dowman Drive&lt;br&gt;Atlanta, Georgia 30332&lt;br&gt;Phone: 404-727-6123&lt;br&gt;Laura Garcia&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>Employee Referral</td>
<td>N</td>
<td>19</td>
</tr>
<tr>
<td>17</td>
<td>Exigent Circumstances</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</table>
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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>
| 18        | Facebook  
1 Hacker Way  
Menlow Park, California  
Phone: 404-327-3149  
Laurel Berenguer | N | 1 |
| 19        | Full Sail University  
3300 University Blvd.  
Winter Park, Florida 32792  
Phone: 407-671-2240  
Email: rnicolson@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 Druif Hills Drive NE Suite 330  
Atlanta, Georgia 30329  
Phone: 770-395-7200  
Email: mlewis@gab.org  
McKenzie Lewis | N | 0 |
| 24        | Glassdoor Inc.  
100 Shoreline Highway Building A  
Mill Valley, California 94941  
Phone: 415-944-6967  
Kristen Smith  
Manual Posting | N | 8 |
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<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>
| 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 | 41 |
| 27        | IRE  
            141 Neff Annex  
            Columbia, Missouri 65211  
            Phone: 573-884-1444  
            Amy Johnston  
            Manual Posting | N | 0 |
| 28        | Jewish Family Career Service  
            4549 Chamblee-Dunwoody Rd.  
            Atlanta, Georgia 30338  
            Phone: 770-677-9300  
            Email: jobs@atlantajcc.org  
            Faye Dresner | N | 0 |
| 29        | John Hopkins University  
            242 Garland Hall  
            Baltimore, Maine 21218  
            Phone: 410-516-8000  
            Career Coaches  
            Manual Posting | N | 0 |
| 30        | Kennesaw State University  
            1000 Chastain Road  
            Kennesaw, Georgia 30133  
            Phone: 770-423-6555  
            Robin Knight  
            Manual Posting | N | 0 |
| 31        | Latin American Association  
            2665 Buford Highway  
            Atlanta, Georgia 30324  
            Phone: 404-982-6894  
            Denisse Williams  
            Manual Posting | N | 0 |
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<tr>
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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>
<tbody>
<tr>
<td>32</td>
<td>LinkedIn&lt;br&gt;2029 Stierlin Court&lt;br&gt;Mt. View, CA 94043&lt;br&gt;Phone: 650-687-3600&lt;br&gt;Katie Ferrick&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>17</td>
</tr>
<tr>
<td>33</td>
<td>MediaBistro&lt;br&gt;825 8th Ave 29th Floor&lt;br&gt;New York, NY 10019&lt;br&gt;Phone: 800-205-7792&lt;br&gt;Email: <a href="mailto:alexandra@mediabistro.com">alexandra@mediabistro.com</a>&lt;br&gt;Alex Spignesi</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Medialine&lt;br&gt;1209 Wood Valley Rd&lt;br&gt;Augusta, GA 30903&lt;br&gt;Phone: 706-364-7564&lt;br&gt;Rich Everitt&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td>Mediavest&lt;br&gt;P.O. Box 48220&lt;br&gt;Los Angeles, CA 90048&lt;br&gt;Laurel Berenguer&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td>Meredith&lt;br&gt;425 14th St. NW&lt;br&gt;Atlanta, GA 30318&lt;br&gt;Phone: 404-327-3149&lt;br&gt;Email: <a href="mailto:laurel.berenguer@cbs46.com">laurel.berenguer@cbs46.com</a>&lt;br&gt;Laurel Berenguer</td>
<td>N</td>
<td>31</td>
</tr>
<tr>
<td>37</td>
<td>Meredith Other Website&lt;br&gt;425 14th St. NW&lt;br&gt;Atlanta, GA 30318&lt;br&gt;Phone: 404-327-3149&lt;br&gt;Email: <a href="mailto:laurel.berenguer@cbs46.com">laurel.berenguer@cbs46.com</a>&lt;br&gt;Laurel Berenguer</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>38</td>
<td>Monster Worldwide, Inc.&lt;br&gt;133 Boxton Post Road&lt;br&gt;Weston, MA 02493&lt;br&gt;Phone: 800-666-7837&lt;br&gt;Matthew Mund&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
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</table>
| 39        | Morehouse College  
830 Westview Drive, SW  
Atlanta, Georgia 30314  
Phone: 404-215-2703  
Bridgett Baggett  
Manual Posting | N | 0 |
| 40        | 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 |
| 41        | Non-Employee Referral | N | 14 |
| 42        | Partnership for Community  
3597 Covington Hwy  
Atlanta, Georgia 30032  
Phone: 404-929-2448  
Email: heather.smith@pcaction.org  
Brittany Eubanks | N | 0 |
| 43        | Rick Gevers  
355 E Ohio St Ste 303  
Indianapolis, Indiana 46204  
Phone: (317) 635-7912  
Url: Rickgevers.com  
Rick Gevers  
Manual Posting | N | 0 |
| 44        | Rollins College  
1000 Holt Ave  
Winter Park, Florida 32789  
Phone: 407-646-2000  
Shirley Haberjan  
Manual Posting | N | 0 |
| 45        | Salesjobs  
360 Spear Street  
San Francisco, California 94105  
Phone: 415-460-0599  
Eric Ruiz  
Manual Posting | N | 0 |
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</tr>
</thead>
</table>
| 46        | Society of Broadcast Engineers  
9102 N Meridian St #150  
Indianapolis, Indiana 46260  
Phone: 317-846-9000  
Chris Scherer  
Manual Posting | N | 3 |
| 47        | Spelman College  
350 Spellman Lane SW  
Atlanta, Georgia 30314  
Phone: 404-681-3643  
Email: tireland@spelman.edu  
Toni Ireland | N | 0 |
| 48        | Stevenson College  
1525 Greenspring Valley Rd  
Stevenson, Maine 21153  
Phone: 877-468-6852  
Jill Pajak  
Manual Posting | N | 0 |
| 49        | Talent Dynamics  
600 Las Colinas Blvd Suite 100  
Irving, Texas 75039  
Phone: 214-640-3139  
Email: hedding@talentdynamics.com  
Christina Hedding | N | 0 |
| 50        | The Art Institute of Atlanta-Decatur  
One West Court Square Suite 110  
Decatur, Georgia 30030  
Phone: 770-689-5123  
Email: thojones@aii.edu  
Thomas Jones | Y | 0 |
| 51        | The Ladders  
137 Varick St Ste 8  
New York, New York 10013  
Phone: 866-800-4640  
Vanessa Janowski  
Manual Posting | N | 0 |
| 52        | TVJobs  
P.O.Box 4116  
Oceanside, California 92052  
Phone: 760-754-8177  
Job Board  
Manual Posting | N | 12 |
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</thead>
</table>
| 53        | University of Georgia  
            Room 209, Journalism Bldg.  
            Athens, Georgia 30602  
            Phone: 706-542-2006  
            Aaron Brown  
            Manual Posting | N | 0 |
| 54        | University of Miami  
            Sanford Drive  
            Coral Gables, Florida 33124  
            Phone: 305-284-2211  
            Richard Combs  
            Manual Posting | N | 0 |
| 55        | University of Virginia  
            400 Ray C Hunt Dr  
            Charlottesville, Vermont 22902  
            Phone: 434-924-0311  
            Benjamin Klotz  
            Manual Posting | N | 0 |
| 56        | Unknown (source not adequately identified upon inquiry by SEU) | N | 4 |
| 57        | West GA Technical College  
            1 College Circle  
            La Grange, Georgia 30240  
            Phone: 706-756-4628  
            Email: dawne.white@westgatech.edu  
            Dawne White | N | 0 |
| 58        | WGCL TV Website/CBS46.com  
            425 14th St. NW  
            Atlanta, Georgia 30318  
            Phone: 404-325-4646  
            Wesley Goheen  
            Manual Posting | N | 15 |
| 59        | 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 |
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</tr>
</thead>
</table>
| 60        | Young Harris College  
           1 College Street  
           Young Harris, Georgia 30582  
           Phone: 800-241-3754  
           Email: jsmiller@yhc.edu  
           Jaime Miller | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 184
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th></th>
<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>1</td>
<td>12/1/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Internships in News and HR</td>
<td>3</td>
<td>HR Director Assignment Desk Manager Assistant News Director</td>
</tr>
<tr>
<td>2</td>
<td>12/15/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>UGA Intern for a Day - Fall Semester</td>
<td>11</td>
<td>Asst. News Director HR Director EP LSM</td>
</tr>
<tr>
<td>3</td>
<td>3/19/2018</td>
<td>Participation in events sponsored by community groups</td>
<td>Mass Communications Career Fair - sponsored by Clark Atlanta University and the Mass Media Arts Alumni Society</td>
<td>2</td>
<td>VP/GM Anchor/Reporter</td>
</tr>
<tr>
<td>4</td>
<td>4/13/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>GA State Networking Event</td>
<td>1</td>
<td>MMJ</td>
</tr>
<tr>
<td>5</td>
<td>4/19/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Media Class Visit - St. Jude the Apostle Catholic Church</td>
<td>1</td>
<td>Anchor/Reporter</td>
</tr>
<tr>
<td>6</td>
<td>4/27/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>UGA Intern for a Day - Spring</td>
<td>10</td>
<td>VP/GM HR Director LSM Sr. EP</td>
</tr>
<tr>
<td>7</td>
<td>5/4/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Pinckneyville Career Day</td>
<td>1</td>
<td>HR Director</td>
</tr>
<tr>
<td>8</td>
<td>7/19/2018</td>
<td>Co Sponsoring Job Fair</td>
<td>NAHJ 2018 Career Fair</td>
<td>1</td>
<td>HR Director</td>
</tr>
<tr>
<td>9</td>
<td>8/1/2018</td>
<td>Co Sponsoring Job Fair</td>
<td>NABJ Career Fair</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>10</td>
<td>11/14/2018</td>
<td>Co Sponsoring Job Fair</td>
<td>GAB/UGA 2018 Career Fair</td>
<td>3</td>
<td>HRD HR Intern Digital Content Manager</td>
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<tr>
<td>11</td>
<td>11/20/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>California State University Student Tour</td>
<td>2</td>
<td>News Director Spec. Projects Producer</td>
</tr>
<tr>
<td>12</td>
<td>11/20/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Johns Creek High School Job Shadow</td>
<td>1</td>
<td>Director of Engineering</td>
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