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>Assistant Creative Services Director</td>
<td>1-11, 13-25, 27-28, 30-40, 42-45, 47-49</td>
<td>14</td>
</tr>
<tr>
<td>Meteorologist/Newscaster</td>
<td>1, 4, 13, 15-16, 18-24, 30-33, 35-37, 39, 43-45, 47-48</td>
<td>36</td>
</tr>
<tr>
<td>Creative Services Director</td>
<td>1-4, 6-9, 11, 13-16, 18-25, 27-28, 30-35, 37-40, 42-45, 47-48</td>
<td>11</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-4, 6-9, 12-16, 18-25, 28, 30-35, 37-40, 42-45, 47-48</td>
<td>12</td>
</tr>
<tr>
<td>Producer Better KC</td>
<td>1-4, 6-10, 13-16, 18-25, 28, 30-34, 37-40, 42-45, 47-48</td>
<td>10</td>
</tr>
<tr>
<td>KSMO Account Executive</td>
<td>1-4, 6-9, 11, 13-25, 27-28, 30-35, 37-40, 42-45, 47-49</td>
<td>23</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-4, 10, 13, 15-16, 18-24, 30-33, 35, 37-39, 43-45, 47-48</td>
<td>10</td>
</tr>
<tr>
<td>Weekend Meteorologist/Newscaster</td>
<td>1, 3-4, 13, 15-16, 18-24, 30-33, 36-39, 43-45, 47-48</td>
<td>36</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-4, 6-9, 13-16, 18-26, 28-34, 37-45, 47-48, 50</td>
<td>26</td>
</tr>
<tr>
<td>Traffic Reporter/Newscaster</td>
<td>1, 3-4, 11, 13, 15-16, 18-24, 30-33, 35, 37-39, 43-45, 47-48</td>
<td>11</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-4, 6-10, 13-25, 27-28, 30-35, 37-40, 42-45, 47-48, 50</td>
<td>10</td>
</tr>
<tr>
<td>Weekend Anchor/Multi-Media Journalist</td>
<td>1, 3-4, 10, 13, 15-16, 18-24, 30-33, 35, 37-39, 43-45, 47-48, 50</td>
<td>10</td>
</tr>
<tr>
<td>Technical Operator</td>
<td>1, 3-4, 11, 13, 15-24, 30-33, 35, 37-39, 43-45, 47-48, 50</td>
<td>11</td>
</tr>
<tr>
<td>Promotion Producer</td>
<td>1, 3-4, 13-16, 18-24, 30-33, 35, 37-39, 43-45, 47-48, 50</td>
<td>23</td>
</tr>
<tr>
<td>Receptionist/Switchboard</td>
<td>1, 3-4, 9-10, 13, 15-24, 30-33, 35, 37-39, 43, 45, 47-48, 50</td>
<td>10</td>
</tr>
<tr>
<td>Human Resources Director</td>
<td>1, 4, 12-13, 15, 17-21, 23-24, 26, 30-31, 33, 35, 37-39, 43-45, 47-48, 50</td>
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</tr>
<tr>
<td>Local Sales Manager KCTV5</td>
<td>1, 3-4, 10, 13-16, 18-25, 30-34, 37-41, 43-48, 50</td>
<td>10</td>
</tr>
<tr>
<td>Digital Sales Coordinator</td>
<td>1, 3-4, 11, 13, 15-24, 29-33, 37-39, 43-45, 47-48, 50</td>
<td>17</td>
</tr>
<tr>
<td>News Producer KCTV5</td>
<td></td>
<td>17</td>
</tr>
<tr>
<td>Meteorologist/Newscaster</td>
<td>1, 3-4, 11-13, 15-16, 18-24, 30-33, 37-39, 43-45, 47-48, 50</td>
<td>12</td>
</tr>
<tr>
<td>Program Host/Newscaster KCTV</td>
<td>1, 3, 10, 12-13, 15-16, 18-24, 30-33, 37-39, 43-45, 47-48, 50</td>
<td>12</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         | A.F.T.R.A  
911 Washington Ave #207  
St. Louis, Missouri 63101  
Phone : 816-753-4557  
Url : http://www.safaftra.org/mv  
Email : tanya.cella@safaftra.org  
Fax : 1-816-753-1234  
Tanya Cella | N | 0 |
| 2         | America's Job Exchange  
200 Minuteman Rd  
Andover, Massachusetts 1810  
Phone : 866-926-6284  
Url : http://www.americasjobexchange  
Job Listings  
Manual Posting | N | 0 |
| 3         | American Indian Council  
310 Armour Road  
Kansas City, Missouri 64116  
Phone : 816-471-4898  
Url : http://www.kcindiancenter.org  
Fax : 1-816-471-8543  
Angelina Cully | N | 0 |
| 4         | Avila University  
11901 Wornall Road  
Kansas City, Missouri 64145  
Phone : 816-501-3767  
Url : http://www.avila.edu  
Email : careers@avila.edu  
Elizabeth McKinley | N | 0 |
| 5         | Benedictine College  
1020 North 2nd Street  
Atchison, Kansas 66002  
Phone : 9133607413  
Url : http://www.benedictine.edu  
Email : agibson@benedictine.com  
Amanda Gibson | N | 0 |
| 6         | Better Jobs.com  
200 N. LaSalle Suite 1100  
Chicago, Illinois 60601  
Phone : 773-527-3600  
Url : http://www.betterjobs.com  
Classified Department  
Manual Posting | N | 0 |
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<table>
<thead>
<tr>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Beyond.com</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1060 1st Ave. Suite 100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>King of Prussia, Pennsylvania 19406</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 866-694-5681</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.beyond.com">http://www.beyond.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Global Headquarters</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Career Arc (Tweet my Jobs)</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2600 W. Olive Ave Ste 710</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Burbank, California 91505</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 888-303-2526</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.careerarc.com">http://www.careerarc.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Robin Richards</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Career Builders</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>200 N. LaSalle Ste 1100</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60601</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 773-527-3600</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Classified Department</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Current Employee</td>
<td>N</td>
<td>8</td>
</tr>
<tr>
<td>11</td>
<td>Employee Referral</td>
<td>N</td>
<td>12</td>
</tr>
<tr>
<td>12</td>
<td>Former Employee Referral</td>
<td>N</td>
<td>5</td>
</tr>
<tr>
<td>13</td>
<td>Full Employment Council</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1740 Paseo</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kansas City, Missouri 64108</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 816-471-2330</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.feckc.org">http://www.feckc.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email : <a href="mailto:arobins@feckc.org">arobins@feckc.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Andrea Robins</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Glassdoor.com</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>100 Shoreline Highway Building A</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mill Valley, California 94941</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 415-339-9105</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Carmel Galvin</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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<table>
<thead>
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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>
| 15        | Haskell Indian Nations University  
155 Indian Ave  
Lawrence, Kansas 66046  
Phone: 785-749-8437  
Url: http://www.haskell.edu  
Fax: 1-785-749-8429  
Tina Tourtillott | N | 0 |
| 16        | IBEW Local 53  
1100 Admiral Blvd. Room 211  
Kansas City, Missouri 64106  
Phone: 816-421-5464  
Url: http://www.ibewlocal53.org  
Fax: 1-816-842-1447  
Jim Lynch | N | 0 |
| 17        | Indeed.com - Not Directly Contacted by SEU | N | 15 |
| 18        | Johnson County Community College  
12345 College Blvd  
Overland Park, Kansas 66210  
Phone: 913-469-3870  
Url: http://www.jcc.edu  
Fax: 1-913-469-3825  
Crystal Stokes | N | 0 |
| 19        | Kansas Association of Broadcasters  
2709 SW 29th Street  
Topeka, Kansas 66614  
Phone: 785-235-1307  
Url: http://www.mba-web.org  
Email: kent@mbaweb.org  
Kent Cornish | N | 0 |
| 20        | Kansas City Art Institute  
4415 Warwick  
Kansas City, Missouri 64145  
Phone: 816-802-3444  
Url: http://www.kcai.edu  
Email: afish@kcai.edu  
Ari Fish | N | 0 |
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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>
<tbody>
<tr>
<td>21</td>
<td>Kansas City KS Community College 7250 State Ave Kansas City, Kansas 66112 Phone: 913-288-7284 Url: <a href="http://www.kckcc.edu">http://www.kckcc.edu</a> Email: <a href="mailto:mcgray@kckcc.edu">mcgray@kckcc.edu</a> Marisa Gray</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>Kansas Workforce Partnership 626 Minnesota Ave Kansas City, Kansas 66101 Phone: 913-279-2600 Url: <a href="http://www.workforcepartnership.com">http://www.workforcepartnership.com</a> Fax: 1-913-342-9676 Danica Rhone</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>23</td>
<td>KCTV/KSMO Web Page 4500 Shawnee Mission Parkway Fairway, Kansas 66205 Phone: 913-677-5000 Url: <a href="http://www.kctv5.com">http://www.kctv5.com</a> Email: <a href="mailto:carys.smiley@kctv5.com">carys.smiley@kctv5.com</a> Carys Smiley</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>24</td>
<td>KU School of Journalism 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone: 785-864-7630 Url: <a href="http://www.journalism.ku.edu">http://www.journalism.ku.edu</a> Email: <a href="mailto:steve_rottinghaus@ku.edu">steve_rottinghaus@ku.edu</a> Steve Rottinghaus</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>Lindenwood University 209 S. Kingshighway Saint Charles, Missouri 63301 Phone: (636) 627-2917 Url: <a href="http://www.lindenwood.edu">www.lindenwood.edu</a> Natalie Soucy Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>LinkedIn - not directly contacted by SEU</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>27</td>
<td>LinkedIn</td>
<td>N</td>
<td>10</td>
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<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>
| 28        | Media Bistro  
825 8th Ave. 29th Floor  
New York, New York 10019  
Phone: 212-389-2000  
Url: http://www.mediabistro.com  
Amy Condon  
Manual Posting | N | 0 |
| 29        | Media Mix  
PO Box 10312  
Kansas City, Missouri 64171  
Phone: 8162225914  
Url: http://www.kcmediamix.com/contact/  
Elisa Haake  
Manual Posting | N | 0 |
| 30        | Medialine  
P.O. Box 51909  
Pacific Grove, California 93950  
Phone: 706-364-7564  
Url: http://www.medialine.com  
Email: medialine@medialine.com  
Charles Mills | N | 0 |
| 31        | Meredith Corporation Web site  
1716 Locust  
Des Moines, Iowa 50309  
Phone: 515-284-2159  
Url: http://www.meredith.com  
Email: carys.smiley@kctv5.com  
Carys Smiley | N | 6 |
| 32        | Mid America Nazarene University  
2030 E. College Way  
Olathe, Kansas 66062  
Phone: 913-791-3382  
Url: http://www.mnu.edu  
Fax: 1-573-634-8258  
Mark Hamilton | N | 0 |
| 33        | MO Broadcasters Association  
P.O. Box 104445  
Jefferson City, Missouri 65110  
Phone: 513-791-3382  
Url: http://www.mbaeweb.org  
Email: tharper@mbaweb.org  
Terry Harper | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 34        | Monster Worldwide, Inc  
     137 Varick St. Suite 8  
     New York, New York 10013  
     Phone : 866-800-4640  
     Url : http://www.theladders.com  
     Marc Cenedella  
     Manual Posting | N | 0 |
| 35        | NAACP  
     1601 E. 18th Street Suite 250  
     Kansas City, Missouri 64108  
     Phone : 816-421-1191  
     Url : http://www.naACP.org  
     Email : naacpKCMO@sbcglobal.net  
     Fax : 1-816-421-4939  
     Rev. Rodney E. Williams | N | 0 |
| 36        | Non-Employee Referral | N | 3 |
| 37        | Park University  
     8700 NW River Park Drive  
     Parkville, Missouri 64152  
     Phone : 816-741-2000  
     Url : http://www.park.edu  
     Fax : 1-816-505-5445  
     Leah Fletcher | N | 0 |
| 38        | Penn Valley Community College  
     3201 SW Trafficway  
     Kansas City, Missouri 64111  
     Phone : 816-759-4155  
     Url : http://www.mocvk.edu/  
     Email : maggie.garcia@mcck.edu  
     Maggie Garcia | N | 0 |
| 39        | Rockhurst University  
     1100 Rockhurst Road  
     Kansas City, Missouri 64110  
     Phone : 816-501-4861  
     Url : http://www.rockhurst.edu  
     Fax : 1-816-501-4822  
     Mike Theobald | N | 0 |
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</tr>
</thead>
</table>
| 40        | Simply Hired, Inc.  
            525 Almanor Ave Suite 100  
            Sunnyvale, California 94085  
            Phone: 408-400-4700  
            Url: http://www.simplyhired.com  
            James Beriker  
            Manual Posting | N | 0 |
| 41        | Spots 'N Dots  
            1635 Old Highway 41 NW Suite 112-338  
            Kennesay, Georgia 30152  
            Phone: 8888842630  
            Url: http://www.spotsndots.com/classifieds/job  
            Career Service  
            Manual Posting | N | 0 |
| 42        | The Ladders  
            6433 Champion Grandview Way Building 1  
            Austin, Texas 78750  
            Phone: 800-462-5842  
            Url: http://www.indeed.com  
            Rony Kahan  
            Manual Posting | N | 0 |
| 43        | TV Jobs.com  
            P.O. Box 4116  
            Oceanside, California 92052  
            Phone: 760-754-8177  
            Url: http://www.tvjobs.com  
            Email: admin@tvjobs.com  
            Job Listings | N | 1 |
| 44        | United Minority Media Association  
            6025 Prospect Ave  
            Kansas City, Missouri 64130  
            Phone: 816-822-1313  
            Email: ummaseventyfour@yahoo.com  
            Fax: 1-816-822-8002  
            M.C Richardson | N | 0 |
| 45        | University of Missouri-Kansas City  
            4825 Troost Suite 205  
            Kansas City, Missouri 64110  
            Phone: 816-471-0550  
            Url: http://www.umkc.edu  
            Email: career@missouri.edu  
            Fax: 1-816-417-3064  
            Greg Hayes | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 46        | Via Media  
6299 Nall Ave Suite 210.  
Mission, Kansas 66202  
Phone: 913-825-4988  
Url: www.viamediatv.com  
Taylor Rubin  
Manual Posting | N | 0 |
| 47        | William Jewell College  
500 College Hill  
Liberty, Missouri 64068  
Phone: 816-781-7700  
Url: http://www.williamjewell.edu  
Email: careerdevelopment@william.jewell.edu  
Fax: 1-816-415-5027  
Marissa Bland | N | 0 |
| 48        | Women's Employment Network  
920 Main Suite 100  
Kansas City, Missouri 64105  
Phone: 816-822-8083  
Url: http://www.kcwen.org  
Email: tbomar@kcwen.org  
Tonia Bomar | N | 0 |
| 49        | Word of Mouth Referral | N | 2 |
| 50        | 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 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 71
## III. RECRUITMENT INITIATIVES

| Date     | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | No. of Stations Participants | Participant Title                                                                 |
|----------|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5/3/2018 | Provision of training to management           | Department head managers participate in the Employee Relations training conducted by Meredith's General Counsel. This training discusses Meredith and KCTV/KSMO's commitment to providing equal opportunity and treatment in all aspects of employment, including intolerance of any illegal discrimination or harassment of any kind. In addition, supervisors must participate in the mandatory Equal Employment Opportunity online course.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 7                              | General Manager Director of Sales News Director Creative Services Director                                                          |
| 5/30/2018| Establishment of an intern program designed to assist members of the community | The KCTV/KSMO internship is a paid internship of approximately 20 hours per week. It is designed to provide meaningful and challenging projects for individuals interested in the News Department of a local broadcast station. This internship experiences and assists in the various jobs related to broadcast news. Dates of participation were from 5/30/2018 through 8/3/2018.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 3                              | Senior Executive Producer News Director Human Resource Director                                                                       |