## 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>Open Date: 3/5/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/17/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-3, 5-13, 15-17, 19-31, 33-44, 46-47, 49-57, 59-63</td>
<td>2</td>
</tr>
<tr>
<td>Open Date: 6/17/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 1/2/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 8/23/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 12/9/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3, 5-13, 15-25, 27-44, 46-47, 49-57, 59-63</td>
<td>18</td>
</tr>
<tr>
<td>Open Date: 10/1/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 12/2/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 1/27/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/6/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 1/28/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/5/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 1/28/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/5/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photographer Editor</td>
<td>1, 3-7, 9-17, 19-22, 24-25, 27-31, 33-36, 38, 40-63</td>
<td>15</td>
</tr>
<tr>
<td>Open Date: 6/23/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/22/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>1, 3, 5-7, 9-13, 15-17, 19-22, 24-25, 27-31, 33-36, 38, 40-44, 46-47, 49-57, 59-63</td>
<td>15</td>
</tr>
<tr>
<td>Open Date: 7/1/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/10/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3, 5-7, 9-13, 15-17, 19-22, 24-25, 27-36, 38, 40-44, 46-47, 49-57, 59-63</td>
<td>15</td>
</tr>
<tr>
<td>Open Date: 8/14/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/5/2020</td>
<td></td>
<td></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>
<tbody>
<tr>
<td>1 AAJA</td>
<td>5 Third Street Suite 1108 San Francisco, California 94103 Phone: 415-346-2051 Url: <a href="http://www.ajja.org/">http://www.ajja.org/</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2 Agency Referral</td>
<td></td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>3 Alabama A&amp;M</td>
<td>Post Office Box 997 Normal, Alabama 35762 Phone: 256-372-8182 Url: <a href="http://www.aamu.edu">http://www.aamu.edu</a> Email: <a href="mailto:yvette.clayton@aamu.edu">yvette.clayton@aamu.edu</a> Yvette Clayton</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>4 Alabama Association of Broadcasters</td>
<td>2180 Parkway Lake Dr Hoover, Alabama 35244 Phone: 205-982-5001 Url: <a href="http://www.al-ba.com/">http://www.al-ba.com/</a> Email: <a href="mailto:abajobs@al-ba.com">abajobs@al-ba.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>5 Alabama State University</td>
<td>Post Office Box 271 Montgomery, Alabama 36101 Phone: 334-229-4156 Url: <a href="http://www.alasu.edu/current-students/career-servi">http://www.alasu.edu/current-students/career-servi</a> Email: <a href="mailto:careerservices@alasu.edu">careerservices@alasu.edu</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6 Amridge University</td>
<td>1200 Taylor Rd Montgomery, Alabama 36117 Phone: 888-790-8080 Url: <a href="http://amridgeuniversity.edu/student-services/care">http://amridgeuniversity.edu/student-services/care</a> Email: <a href="mailto:careerservices@amridgeuniversity.edu">careerservices@amridgeuniversity.edu</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>7 Arizona State University</td>
<td>411 N Central Avenue Phoenix, Arizona 85004 College Recruiter Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 8         | Atlanta Technical College  
Cleveland L. Dennard Building, Suite 128  
Atlanta, Georgia 30310  
Phone: 404-225-4448  
Url: http://www.atlantatech.edu/student/career-services  
Email: careerplacement@atlantatech.edu  
Michael Burnside                                                                 | N                                                 | 0                                                     |
| 9         | Auburn University  
303 Mary Martin Hall  
Auburn, Alabama 36849  
Phone: 334-844-4744  
Url: http://www.auburn.edu/career/  
Email: cdsserv@auburn.edu  
Career Services                                                                 | N                                                 | 0                                                     |
| 10        | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone: 253-680-7761  
Email: rrobinson@batestech.edu  
Roland Robinson                                             | N                                                 | 0                                                     |
| 11        | Bevill State Community College  
2631 Temple Avenue N  
Fayette, Alabama 35555  
Phone: 205-932-3221  
Url: http://www.bssc.edu/index.php  
Email: aadams@bscc.edu  
Career Services                                              | N                                                 | 0                                                     |
| 12        | Birmingham Business Alliance  
505 20th St N # 200  
Birmingham, Alabama 35203  
Email: vbrown@birminghambusinessalliance.com  
Victor Brown                                                  | N                                                 | 0                                                     |
| 13        | Birmingham Southern College  
900 Arkadelphia Rd  
Birmingham, Alabama 35254  
Phone: 205-226-4719  
Url: http://www.bsc.edu/campus/career/index.cfm  
Email: rlbutts@bsc.edu  
Rosalind Butts                                               | N                                                 | 0                                                     |
# II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>Birmingham Urban League&lt;br&gt;1717 4th Ave. North&lt;br&gt;Bham, Alabama 35203&lt;br&gt;Phone: 205-326-0162&lt;br&gt;Url: <a href="http://www.birminghamurbanleague.net/home0.aspx">http://www.birminghamurbanleague.net/home0.aspx</a>&lt;br&gt;Email: <a href="mailto:info@birminghamurbanleague.net">info@birminghamurbanleague.net</a>&lt;br&gt;S Moore</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Careers.HearstTelevision.com&lt;br&gt;214 N Tryon St&lt;br&gt;Charlotte, North Carolina 28202&lt;br&gt;Phone: 704-208-2342&lt;br&gt;Url: <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a>&lt;br&gt;Email: <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a>&lt;br&gt;Career Services</td>
<td>N</td>
<td>33</td>
</tr>
<tr>
<td>16</td>
<td>Collective Talent&lt;br&gt;Tampa, Florida&lt;br&gt;Phone: 813-254-9695&lt;br&gt;Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>&lt;br&gt;Micha Bille</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>17</td>
<td>Elon University&lt;br&gt;100 Campus Drive&lt;br&gt;Elon, North Carolina 27244&lt;br&gt;College Recruiter&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>18</td>
<td>Employee Referral</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>19</td>
<td>Equality Magazines&lt;br&gt;13351 Riverside Dr #514&lt;br&gt;Sherman Oaks, California 91423&lt;br&gt;Phone: 818-654-0870&lt;br&gt;Url: <a href="http://www.equalitymagazines.com/index.php/contact">http://www.equalitymagazines.com/index.php/contact</a>&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>Faulkner University&lt;br&gt;5345 Atlanta Hwy&lt;br&gt;Montgomery, Alabama 36193&lt;br&gt;Phone: 334-386-7512&lt;br&gt;Url: <a href="http://www.faulkner.edu">http://www.faulkner.edu</a>&lt;br&gt;Marie Ottinger&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 21        | Florida A&M University-School of Journalism  
510 Orr Drive Suite 4003  
Tallahassee, Florida 323038  
Phone: 850-599-3379  
Url: http://sjgc.famu.edu/  
Email: sjgc@famu.edu  
Career Services | N                                                                 | 0                                                 |
| 22        | Full Sail University  
3300 University Boulevard  
Winter Park, Florida 32792  
Phone: 866-807-3140  
Url: https://fullsail-csm.symplicity.com/surveys/referr College Recruiter  
Manual Posting | N                                                                 | 0                                                 |
| 23        | Georgia Institute of Technology  
190 North Ave NW  
Atlanta, Georgia 30313  
Phone: 404-894-1353  
Url: http://career.gatech.edu/plugins/content/index.php  
Patricia Bazrod  
Manual Posting | N                                                                 | 0                                                 |
| 24        | High Point University  
1 S University Parkway  
High Point, North Carolina 27260  
Campus Recruiter  
Manual Posting | N                                                                 | 0                                                 |
| 25        | Huntingdon College  
1500 East Fairview Avenue  
Montgomery, Alabama 36106  
Phone: 334-833-4556  
Url: http://www.huntingdon.edu.squarerootdev.com  
Email: ccv@hawks.huntingdon.edu  
Fran Taylor | N                                                                 | 0                                                 |
| 26        | Indeed.com  
177 Broad St 6th Floor  
Stamford, Connecticut 06901  
Career Services  
Manual Posting | N                                                                 | 1                                                 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<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>
| 27        | Jacksonville State University  
107 Kennamer Hall 700 Pelham Road North  
Jacksonville, Alabama 36265  
Phone: 256-782-8486  
Email: cacosta@jsu.edu  
Carlos Acosta | N                                                                                                   | 0                                                 |
| 28        | Jefferson State Community College  
2601 Carson Road  
Birmingham, Alabama 35215  
Phone: (205) 856-8588  
Url: http://www.jeffstateonline.com/services/career-job  
Email: tlpayne@jeffstateonline.com  
Career Services | N                                                                                                   | 0                                                 |
| 29        | Jefferson State Jr. College  
2601 Carson Road  
Birmingham, Alabama 35215  
Phone: 205-856-8024  
Url: http://www.jeffstateonline.com/services/career-job  
Email: humanresources@jeffstateonline.com  
Tracy Campbell | N                                                                                                   | 0                                                 |
| 30        | JournalismJobs.com  
72 Plaza Drive  
Berkeley, California 94705-2432  
Phone: 510-653-1521  
Email: contact@journalismjobs.com  
Career Services | N                                                                                                   | 1                                                 |
| 31        | Lawson State Community College  
3060 Wilson Road SW  
Birmingham, Alabama 35211  
Phone: 205-929-3514  
Url: http://www.lawsonstate.edu/student_services/career  
Email: krankin@lawsonstate.edu  
Kristie Rankin Swinsick | N                                                                                                   | 0                                                 |
| 32        | LinkedIn.com  
2029 Stierlin Court  
Mountain View, California  
Career Services  
Manual Posting | N                                                                                                   | 3                                                 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</tr>
</thead>
<tbody>
<tr>
<td>33</td>
<td>MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone: (800) 205-7792 Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Medill At Northwestern University School of Journalism 1845 Sheridan Road Evanston, Illinois 60628 Phone: 847-491-2049 Url: <a href="http://www.medill.northwestern.edu/career-services">http://www.medill.northwestern.edu/career-services</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td>Miles College Post Office Box 3800 Birmingham, Alabama 35208 Phone: 205-929-1708 Url: <a href="https://www.miles.edu/student-services/5/office-of">https://www.miles.edu/student-services/5/office-of</a> Email: <a href="mailto:kmoore@miles.edu">kmoore@miles.edu</a> Kim Moore</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td>Mississippi State University 300 Montgomery Hall Mississippi State, Mississippi 39762 Url: <a href="https://msstate-csm.symplicity.com/employers/">https://msstate-csm.symplicity.com/employers/</a> College Recruiter Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>37</td>
<td>Montgomery Chamber of Commerce 41 Commerce St P.O Box 79 Montgomery, Alabama 36101 Phone: 334-834-5200 Url: <a href="http://www.montgomerychamber.com/">http://www.montgomerychamber.com/</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>38</td>
<td>Morehouse College 830 Westview Drive Atlanta, Georgia 30314 College Recruiter Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 39        | National Association of Hispanic Journalists  
            Nat'l Press Bldg. 529 14th Street NW  
            Washington, District of Columbia 20045  
            Phone : 888-975-1386  
            Url : http://www.nahjcareercenter.com/  
            Career Services  
            Manual Posting | N                                      | 0                                           |
| 40        | Oakwood University  
            7000 Adventist Blvd NW  
            Huntsville, Alabama 35896  
            Phone : 256-726-7134  
            Url : http://www.oakwood.edu/ou-life/career-services  
            Email : careerservices@oakwood.edu  
            Career Services | N                                      | 0                                           |
| 41        | RecruitMilitary  
            422 West Loveland Ave  
            Loveland, Ohio 45140  
            Phone : 5136835020  
            Robert Walker  
            Manual Posting | N                                      | 0                                           |
| 42        | Savannah College of Art and Design  
            516 Drayton Street  
            Savannah, Georgia 31401  
            Url : https://scad-csm.symplicity.com/employers/index.ph  
            College Recruiter  
            Manual Posting | N                                      | 0                                           |
| 43        | Spelman College  
            350 Spelman Lane SW  
            Atlanta, Georgia 30314  
            Phone : 404-681-3643  
            Url : http://www.spelman.edu/career-center  
            Email : tireland@spelman.edu  
            Toni Ireland | N                                      | 0                                           |
| 44        | Stillman College  
            Post Office Box 1430  
            Tuscaloosa, Alabama 35403  
            Phone : 205-366-8121  
            Url : http://www.stillman.edu/student_life/career_servic  
            Email : twashington@stillman.edu  
            Tasha Washington | N                                      | 0                                           |
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<thead>
<tr>
<th>RS Number</th>
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</tr>
</thead>
</table>
| 45        | Tuscaloosca Chamber of Commerce  
2201 Jack Warner Blvd Building C  
Tuscaloosa, Alabama 35401  
Phone: 205-758-7588  
Url: http://www.tuscaloosachamber.com/  
Email: lena@tuscaloosachamber.com  
LeNa Powe | N | 0 |
| 46        | TVB  
120 Wall Street, 15th Floor  
New York, New York 10005  
Phone: 212-935-5631  
Url: http://www.tvjobs.tvb.org/  
Career Services  
Manual Posting | N | 0 |
| 47        | TVJobs  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com/  
Email: jobs@tvjobs.com  
Career Services | N | 1 |
| 48        | University of Alabama  
Post Office Box 850172  
Tuscaloosa, Alabama 35487  
Phone: 205-348-2691  
Url: http://career.ua.edu/  
Email: ljjohnson@sa.ua.edu  
Linda Johnson | N | 0 |
| 49        | University of Alabama at Birmingham  
1401 University Blvd Heritage Hall, Bldg 302  
Birmingham, Alabama 35294  
Phone: 205-934-4470  
Url: http://www.uab.edu/careerservices/  
Email: stewhamp@uab.edu  
Rita Stewart- Hampton | N | 0 |
| 50        | University of Alabama-Huntsville  
301 Sparkman Drive  
Huntsville, Alabama 35899  
Phone: 256-824-3297  
Url: http://www.uah.edu/ssc/career-support  
Email: arb0031@uah.edu  
Anastasia Byler | N | 0 |
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</table>
| 51        | University of Colorado at Boulder  
1511 University Avenue #478 UCB  
Boulder, Colorado 80309  
Phone: (303) 492-5480  
Url: http://colorado.edu/  
Christine Mahoney  
Manual Posting | Y | 0 |
| 52        | University of Georgia  
Clark Howell Hall  
Athens, Georgia 30602  
Phone: 704-542-3375  
Url: http://www.career.uga.edu/  
Email: bjbagley@uga.edu  
Career Services | N | 0 |
| 53        | University of Missouri  
201 Student Success Center 909 Lowery Hall  
Columbia, Missouri 65211  
Phone: 573-882-6801  
Url: http://career.missouri.edu/  
Career Services  
Manual Posting | N | 0 |
| 54        | University of Mobile  
5735 College Parkway  
Mobile, Alabama 36613  
Phone: 251-442-2877  
Url: http://www.umobile.edu  
Email: success@umobile.edu  
Career Services | N | 0 |
| 55        | University of Montevallo  
75 College Drive  
Montevallo, Alabama 35115  
Phone: 205.665.6262  
Url: https://www.montevallo.edu/campus-life/student-ser  
Email: Career@montevallo.edu  
College Recruiter | N | 0 |
| 56        | University of North Carolina Chapel Hill  
CB#5140, 219 Hanes Hall  
Chapel Hill, North Carolina 27599  
College Recruiter  
Manual Posting | N | 0 |
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</tr>
</thead>
</table>
| 57        | University of North Carolina Greensboro  
             1400 Spring Garden Street  
             Greensboro, North Carolina 27412  
             College Recruiter  
             Manual Posting | N                                      | 0                                                     |
| 58        | University of South Alabama  
             307 University Blvd MH 2100  
             Moblie, Alabama 36688  
             Phone: 251-460-6188  
             Url: http://www.southalabama.edu/careerservices/  
             Email: careerservices@aouthalabama.edu  
             Career Services | N                                      | 0                                                     |
| 59        | University of South Carolina  
             1322 Greene Street  
             Columbia, South Carolina 29208  
             College Recruiter  
             Manual Posting | N                                      | 0                                                     |
| 60        | University of Southern Mississippi  
             118 College Drive #5014  
             Hattiesburgh, Mississippi 39406  
             College Recruiter  
             Manual Posting | N                                      | 0                                                     |
| 61        | University of Tennesee  
             100 Dunford Hall 915 Volunteer Blvd  
             Knoxville, Georgia 36877  
             Phone: 865-974-7791  
             Url: http://career.utk.edu/  
             Mary Mahoney  
             Manual Posting | N                                      | 0                                                     |
| 62        | WorkFaith Birmingham  
             7504 Division Avenue  
             Birmingham, Alabama 35206  
             Phone: 205-545-5000 x102  
             Url: www.workfaithbhm.org  
             Email: rolanda.warren@gmail.com  
             Rolanda Warren | Y                                      | 0                                                     |
| 63        | www.mediagnow.com  
             300 South Riverside Plaza Suite 800  
             Chicago, Illinois 60606  
             Phone: 336-553-0620  
             Url: http://www.mediagnow.com  
             Email: customerservice@mediagnow.com  
             MediaGigNow.com | N                                      | 0                                                     |
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>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 44
## 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>12/11/2019</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Intern, name redacted was taught how to shoot, write and edit her own stories for her resume reel.</td>
<td>4</td>
<td>News Director, Asst News Director, Director of Ops Reporter</td>
</tr>
<tr>
<td>1/13/2020</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Intern, name redacted shadowed reporters, photographers and producers and learned critical skills to help them pursue a career in broadcasting. The intern completed their internship with a resume reel focused on stories they produced during their time at the station.</td>
<td>8</td>
<td>News Director, Operational Director, Assistant News Director, Reporter</td>
</tr>
<tr>
<td>1/13/2020</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Intern, name redacted shadowed reporters, photographers and producers and learned critical skills to help them pursue a career in broadcasting. The intern completed their internship with a resume reel focused on stories they produced during their time at the station.</td>
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<td>News Director, Operational Director, Assistant News Director, Reporter</td>
</tr>
<tr>
<td>1/13/2020</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Intern, name redacted shadowed reporters, photographers and producers and learned critical skills to help them pursue a career in broadcasting. The intern completed their internship with a resume reel focused on stories they produced during their time at the station.</td>
<td>8</td>
<td>News Director, Operational Director, Assistant News Director, Reporter</td>
</tr>
<tr>
<td>2/5/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Cynthia Johnson, Program Manager &amp; Executive Assistant met with 20 students in grades 5th-8th at Hayes K-8 School on Wednesday, February 5, 2020 at 10:30AM. Students toured the station, met with key employees that discussed what their job duties entail and watched the midday newscast.</td>
<td>5</td>
<td>Program Manager/Executive Assistant, Anchor, General Sales Manager, Meteorologist</td>
</tr>
<tr>
<td>2/5/2020</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>Students from Hayes asked questions and learned how the day to day job of putting on the newscast. This tour allowed these young students apply what they learned and use it in their daily news broadcast in their school.</td>
<td>5</td>
<td>Program Manager/Executive Assistant, Anchor, Meteorologist, General Sales Manager</td>
</tr>
<tr>
<td>2/19/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Meet with university students to network and talk about careers in broadcasting. February 19, 2020 at the University of Montevallo</td>
<td>3</td>
<td>Chief Photographer, Digital Editor</td>
</tr>
</tbody>
</table>
### III. RECRUITMENT INITIATIVES

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| 8     | Provision of training to management           | The Covid-19 crisis is affecting nearly every aspect of the economy — and that includes the workforce.  

In a special virtual event in our Filling the Gap series, the BBJ will host a panel of experts who will talk about the challenges and opportunities created by the crisis, how local employers and workforce initiatives are responding and the roles companies, educators and others can play to ensure Birmingham comes out of the crisis as strong as possible.                                                                                     | 3                            | General Sales Manger  
Local Sales Manager  
Digital Sales Manager |
| 9     | Establishment of training programs for station personnel | The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework.  
Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles. | 1                            | Local Sales Manager                            |
| 10    | Participation in job banks, internet programs and other programs designed to promote outreach | Emma Bowen Foundation virtual conference and job fair. Professionals and Emma Bowen Foundation alumni talked about jobs and careers in broadcasting. July 13-15, 2020                                                                                                                          | 1                            | Producer                                      |
### III. RECRUITMENT INITIATIVES

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<tr>
<td>7/13/2020</td>
<td>Establishment of training programs for station personnel</td>
<td>The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.</td>
<td>1</td>
<td>Business/ HR Manager</td>
</tr>
<tr>
<td>8/5/2020</td>
<td>Participation in job banks, internet programs and other programs designed to promote outreach</td>
<td>Participated in the NABJ/NAHJ Virtual Conference and interviewed reporters/anchors about opportunities in broadcasting and Hearst Television. Provided feedback on current resume reels. Also agreed to an informal mentorship with at least one of the candidates to provide feedback on work performance.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>8/27/2020</td>
<td>Provision of training to management</td>
<td>The next event in the BBJ’s Filling the Gap series will focus on how metro Birmingham businesses and organizations can rethink their hiring strategies to improve the diversity and inclusion of their organizations. The event will explore tangible changes and actions employers can make to hire, retain and attract diverse talent.</td>
<td>7</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>8/31/2020</td>
<td>Participation in job banks, internet programs and other programs designed to promote outreach</td>
<td>ABA provided a virtual job fair to provide general information about the kinds of careers that are available in broadcasting. Each station that participates are required to promote the event through PSA’s.</td>
<td>5</td>
<td>President &amp; General Manager</td>
</tr>
</tbody>
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<td>15</td>
<td>Participation in scholarship programs</td>
<td>WVTM participated in the Bama Blitz donation to C&amp;IS. The donation that WVTM made will help establish and fund the C&amp;IS Student Services Gift Fund. These funds will help students with financial hurdles in three areas: 1. Tuition 2. Course materials 3. Living expenses</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>16</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>President &amp; General Manager, Susana Schuler, was a guest speaker for the University of Alabama Media Management class. Susana did a 20-30 min. virtual interview about her work, company and some of her experiences in her various television management positions.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>17</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>Email exchange with aspiring journalist that is a current student at Urban One in Cincinnati.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>18</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>President and General Manager, Susana Schuler, did an interview with senior Mass Communication student. name redacted at the University of Montevallo. Susana was asked questions about her management style and WVTM's personnel procedures.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>19</td>
<td>Participation in Job Fairs</td>
<td>News Director was on the NLGJA panel talking to journalists on the challenges of covering the news during a pandemic. Panel was called “Work from Home….Forever?”</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>20</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>President &amp; General Manager participated in class discussion with Newhouse School of Communication seniors at Syracuse University.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
</tbody>
</table>