# 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>Sales Account Associate</td>
<td>3-4, 6, 8-12, 14-15, 17-24, 26, 28, 30-31, 33-45, 47-50, 53, 55, 57-87</td>
<td>14</td>
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<tr>
<td>Open Date: 6/10/2021</td>
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<tr>
<td>Hire Date: 7/6/2022</td>
<td></td>
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<tr>
<td>National Sales Manager</td>
<td>3-4, 6, 8-12, 14-15, 17-21, 23-24, 26, 28, 30-31, 33-50, 53, 55-57, 59-87</td>
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<tr>
<td>Open Date: 9/28/2021</td>
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<tr>
<td>Hire Date: 2/14/2022</td>
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<tr>
<td>News Executive Producer</td>
<td>2-4, 6, 8-12, 14-15, 17-21, 23-24, 26, 28, 30-36, 38-50, 53, 55, 57-62, 64-87</td>
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<tr>
<td>Open Date: 10/7/2021</td>
<td></td>
<td></td>
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<tr>
<td>Hire Date: 8/9/2022</td>
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<tr>
<td>News Producer</td>
<td>2-4, 6, 8-9, 11, 14-21, 23-24, 26, 28, 30-31, 33-36, 38-50, 53, 55, 57-87</td>
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<tr>
<td>Open Date: 10/19/2021</td>
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<td></td>
</tr>
<tr>
<td>Hire Date: 3/7/2022</td>
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<tr>
<td>Open Date: 11/15/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/11/2022</td>
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<tr>
<td>Director of Engineering</td>
<td>4, 6, 8, 15, 17, 21-22, 28, 30-31, 35, 39, 42-43, 47-48, 53-54, 58, 60-63, 65-66, 77, 79, 81, 83, 85, 87</td>
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<tr>
<td>Open Date: 11/15/2021</td>
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<tr>
<td>Hire Date: 2/1/2022</td>
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<tr>
<td>IT Support Specialist</td>
<td>4, 14, 22, 30, 39, 42-43, 47-48, 53-54, 58, 60-63, 65-66, 87</td>
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<tr>
<td>Open Date: 11/23/2021</td>
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<tr>
<td>Hire Date: 5/16/2022</td>
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<tr>
<td>News Producer</td>
<td>4, 6, 8, 10-11, 14, 17, 21, 23-24, 28, 30-31, 39, 42-44, 47-48, 53, 58, 60-63, 65-66, 68, 77-78, 83, 85, 87</td>
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<tr>
<td>Open Date: 12/16/2021</td>
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<tr>
<td>Hire Date: 4/5/2022</td>
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<tr>
<td>Newscast Director</td>
<td>5-6, 8, 14-17, 21-22, 28, 30-31, 39, 42-43, 45, 47-48, 53, 58, 61-63, 65-66, 77, 79, 81, 85, 87</td>
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<tr>
<td>Open Date: 12/30/2021</td>
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<tr>
<td>Hire Date: 3/13/2022</td>
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<tr>
<td>Local Sales Manager</td>
<td>4-6, 8, 11, 15-16, 22, 28, 30-31, 35-36, 39, 44, 47-48, 53, 56, 58, 60-63, 65-66, 72, 77-78, 85, 87</td>
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<td>Open Date: 1/5/2022</td>
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<tr>
<td>Hire Date: 3/21/2022</td>
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<td>Open Date: 1/11/2022</td>
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<td>Hire Date: 5/31/2022</td>
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<tr>
<td>Broadcast Maintenance Engineer</td>
<td>4-6, 8, 11, 14, 16-21, 23-24, 26, 28, 30-31, 33, 35-36, 39, 42-44, 47-48, 53-54, 58, 60-63, 65-66, 69, 77, 79, 86-87</td>
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<tr>
<td>Open Date: 1/18/2022</td>
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<tr>
<td>Hire Date: 4/18/2022</td>
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</tbody>
</table>
## I. VACANCY LIST

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

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<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
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<tbody>
<tr>
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<td>Hire Date: 4/18/2022</td>
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<tr>
<td>Commercial Producer</td>
<td>4-6, 8, 10-11, 14-18, 20-23, 25, 28, 30-33, 35, 37, 39, 42, 44-45, 47-48, 53, 58, 60-63, 65-66, 69, 72-73, 77-79, 81-83, 85-87</td>
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<td>Hire Date: 6/6/2022</td>
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<tr>
<td>Sales Assistant/Receptionist</td>
<td>4-6, 8, 11, 15-18, 21, 23, 27-28, 30-31, 35, 39, 42, 44-45, 47-48, 53, 58, 60-63, 65-66, 69, 72, 77-78, 82-83, 85-87</td>
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<tr>
<td>Hire Date: 4/22/2022</td>
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<tr>
<td>Multi-Media Journalist</td>
<td>3-6, 8, 10-11, 14-18, 20-21, 23, 26, 28, 30-31, 33-35, 39-41, 44-50, 53, 55, 57-58, 60-63, 65-87</td>
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<td>Hire Date: 5/31/2022</td>
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<tr>
<td>Anchor Reporter</td>
<td>4-6, 8, 10-11, 14-18, 20-21, 23-24, 26, 28, 30-31, 33-35, 39-42, 44-50, 53, 55, 58, 60-63, 65-87</td>
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<td>Hire Date: 8/8/2022</td>
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<tr>
<td>News Producer</td>
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<tr>
<td>Hire Date: 6/30/2022</td>
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<tr>
<td>Weekend Sports Anchor Reporter</td>
<td>3-4, 6-12, 14-21, 23-24, 26, 28, 30-31, 33-36, 39-51, 53, 55, 57-58, 60-87</td>
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<td>Hire Date: 7/17/2022</td>
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<tr>
<td>Business Manager</td>
<td>3-4, 6-12, 15-21, 23-24, 26, 28, 30-31, 33-36, 39-53, 55, 57-58, 60-87</td>
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<td>Hire Date: 9/19/2022</td>
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<tr>
<td>News Producer</td>
<td>1, 3-4, 6-12, 15-21, 23-24, 26, 28, 30-36, 39-50, 53, 55, 57-58, 60-87</td>
<td>32</td>
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<tr>
<td>Open Date: 5/6/2022</td>
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<tr>
<td>Hire Date: 7/13/2022</td>
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<tr>
<td>Newscast Director</td>
<td>1, 3-4, 6-12, 14-21, 23, 26, 28, 30-31, 33-36, 39-42, 44-51, 53, 55, 57-58, 60-63, 65-87</td>
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<td>Open Date: 7/7/2022</td>
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<td>Hire Date: 7/27/2022</td>
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<tr>
<td>Assignment Manager</td>
<td>1, 3-4, 6-12, 14-21, 23-24, 26, 28, 30-31, 33-36, 39-42, 44-51, 53-55, 57-58, 60-63, 65-87</td>
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<td>Open Date: 7/25/2022</td>
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<td>Hire Date: 10/3/2022</td>
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<tr>
<td>Digital Client Service Specialist</td>
<td>1, 3-4, 6-12, 15-24, 26, 28, 30-31, 33-36, 39-42, 44-51, 53, 55, 57-58, 60-63, 65-87</td>
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<tr>
<td>Open Date: 7/26/2022</td>
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<td>Hire Date: 10/3/2022</td>
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<tr>
<td>Newscast Director</td>
<td>1, 3-4, 6-12, 15-24, 26, 28, 30-31, 33-36, 39-42, 44-51, 53, 55, 57-58, 60-63, 65-87</td>
<td>22</td>
</tr>
<tr>
<td>Open Date: 11/7/2022</td>
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<td>Hire Date: 1/11/2023</td>
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</tbody>
</table>
# KHBS-TV, KHOG-TV
## EEO PUBLIC FILE REPORT
### February 1, 2022 - January 31, 2023

## 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: 919-217-4438  
Url: http://www.602communications.com/  
Email: gnewell@602communications.com  
Career Services | N | 0 |
| 2         | AAJA  
5 Third St Suite 1108  
San Francisco, California 94103  
Phone: 415.346.2051  
Corp. Recruiter  
Manual Posting | N | 0 |
| 3         | Arizona State University in Tempe  
151 S Forest Ave Room 329  
Tempe, Arizona 85287  
Phone: 480-965-2350  
Career Services  
Manual Posting | N | 0 |
| 4         | Arkansas Broadcasters Association  
2024 Arkansas Valley Drive Ste 403  
Little Rock, Arkansas 72212  
Phone: 501-227-7564  
Url: http://www.arkbroadcasters.org/ark/  
Email: mail@arkbroadcasters.org  
Angie Robinson | N | 0 |
| 5         | Arkansas Department of Workforce Services  
2143 West Martin Luther King Blvd  
Fayetteville, Arkansas 72701  
Phone: 479-521-5730  
Url: http://www.arkansas.gov/esd/  
Career Services  
Manual Posting | N | 0 |
| 6         | Arkansas State University  
2105 E. Aggie Road Room 2167  
Jonesboro, Arkansas 72467  
Phone: 870-972-3025  
Url: https://employer.myinterface.com/astate/employer  
Perry Jackson  
Manual Posting | 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>
| 7         | Arkansas Tech University  
1605 Coliseum Drive  
Russellville, Arkansas 72801  
Phone: 479-968-0278  
Url: www.atu.edu/career  
Dana Tribble  
Manual Posting | N | 0 |
| 8         | Auburn University  
211 West Thach Ave  
Auburn, Alabama 36849  
Phone: (334) 844-4744  
Career Services  
Manual Posting | N | 0 |
| 9         | Ball State University  
Lucina Hall 220  
Muncie, Indiana 47306  
Phone: 765-285-1522  
Career Services  
Manual Posting | 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        | Butler University  
Atherton Union, Room 315  
Indianapolis, Indiana 46208  
Phone: 917-940-9624  
Url: http://www.butler.edu/  
Email: career@butler.edu  
Career Services | N | 0 |
| 12        | California Chicano News Media Association  
727 West 27th St Room 201  
Los Angeles, California 90007  
Phone: 424-229-9482  
Url: http://www.ccnma.org/  
Career Services  
Manual Posting | N | 0 |
| 13        | Career Fair | N | 1 |
## 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>
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</tr>
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</table>
| 14        | Careers.HearstTelevision.com  
214 N. Tryon St.  
Charlotte, North Carolina 28202  
Phone : 704-348-8073  
HTV Careers | N | 29 |
| 15        | Carl Albert College  
1507 S McKenna St  
Poteau, Oklahoma 74953  
Phone : 918-647-1200  
Url : http://www.carlalbert.edu/  
Email : sstaats@carlalbert.edu  
Career Services | N | 0 |
| 16        | Chickasaw Nation of Oklahoma  
520 Arlington Street  
Ada, Oklahoma 74820  
Phone : 580-436-7259  
Url : http://www.chickasaw.net/index.htm  
Fax : 1-580-272-5087  
Career Services | N | 0 |
| 17        | Choctaw Nation  
2807 Enterprise Blvd PO Box 1210  
Durant, Oklahoma 74702  
Phone : 866-933-2260  
Url : http://www.choctawnation.com/  
Email : careerdevelopment@choctawnation.com  
Career Services | N | 0 |
| 18        | Clemson University  
720 McMillan Road  
Clemson, South Carolina 29634  
Phone : (864) 656-6000  
Career Services  
Manual Posting | N | 0 |
| 19        | Collective Talent  
26150 Hersheyvale  
Franklin, Michigan 48025  
Phone : 813-254-9695  
Url : http://www.collectivetalent.com/  
Email : bille@michaelsmedia.com  
Career Services | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
<th>RS Number</th>
<th>RS Information</th>
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</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone: 212-854-8608 Career Services Manual Posting</td>
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<tr>
<td>21</td>
<td>Creek Nation of Oklahoma PO Box 580 Hwy 71 &amp; Loop 56 Okmulgee, Oklahoma 74447 Phone: 800-482-1979 x7777 Url: <a href="http://www.muscogeenation-nsn.gov/">http://www.muscogeenation-nsn.gov/</a> Email: <a href="mailto:dmcgirt@mcn-nsn.gov">dmcgirt@mcn-nsn.gov</a> Debbie McGirt</td>
<td>N</td>
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<tr>
<td>22</td>
<td>Current Employee</td>
<td>N</td>
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<tr>
<td>23</td>
<td>Drake University 2507 University Ave Des Moines, Iowa 50311 Phone: 515-271-2011 Career Services Manual Posting</td>
<td>N</td>
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<tr>
<td>24</td>
<td>Elon University 100 Campus Drive Elon, North Carolina 27244 Phone: 336.278.2000 Career Services Manual Posting</td>
<td>N</td>
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<tr>
<td>25</td>
<td>Employee Referral</td>
<td>N</td>
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<tr>
<td>26</td>
<td>Florida A&amp;M University 1735 Wahnish Way Tallahassee, Florida 32310 Phone: 580-599-3700 Career Services Manual Posting</td>
<td>N</td>
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<tr>
<td>27</td>
<td>Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Phone: 800-918-3229 Career Center Manual Posting</td>
<td>N</td>
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</table>
| 28        | Harding University  
915 East Market Ave.  
Searcy, Arkansas 72149  
Phone : 501-279-4454  
Email : careercenter@harding.edu  
Megan Johnson | N | 0 |
| 29        | Hearst Corporate Recruiting  
1375 Chatham Parkway 3rd Floor  
Savannah, Georgia 31705  
Phone : 912-925-0022  
Sinan Sadar | N | 2 |
| 30        | Henderson State University  
1100 Henderson Street Box 7722  
Arkadelphia, Arkansas 71999  
Phone : 870-230-5442  
Url : http://www.hsu.edu/  
Email : career@hsu.edu  
Career Services | N | 0 |
| 31        | Hispanic Women's Organization of Arkansas  
614 E Emma Ave #410  
Springdale, Arkansas 72764  
Phone : 479-751-9494  
Url : http://www.hwoa.org/  
Email : hwoa@hwoa.org  
Career Services | N | 0 |
| 32        | Indeed.com  
177 Broad St 6th Floor  
Stamford, Connecticut 06901  
Phone : 203-328-2691  
Url : www.indeed.com  
Career Services  
Manual Posting | N | 6 |
| 33        | Indiana University  
1320 E. 10th St  
Bloomington, Indiana 47405  
Phone : 812-855-5234  
Career Services  
Manual Posting | N | 0 |
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<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>
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</table>
| 34        | Iowa State University  
  2505 Union Drive  
  Ames, Iowa 50011  
  Phone : 515-297-5056  
  Career Services  
  Manual Posting | N | 0 |
| 35        | John Brown University  
  2000 W. University  
  Siloam Springs, Arkansas 72761  
  Phone : 479-524-7263  
  Url : http://www.pulaskitech.edu/  
  Career Services  
  Manual Posting | N | 0 |
| 36        | JournalismJobs.com  
  PO Box 7294  
  Berkeley, California 94707  
  Phone : 510-653-1521  
  Email : contact@journalismjobs.com  
  Career Services | N | 0 |
| 37        | LinkedIn.com  
  2029 Stierlin CT  
  Mountain View, California 94043  
  Phone : 650-387-3600  
  Media Recruiter  
  Manual Posting | N | 5 |
| 38        | Media Line  
  PO Box 51909  
  Pacific Grove, California 93950  
  Phone : 800-237-8073  
  Url : http://www.medialine.com/  
  Email : medialine@medialine.com  
  Career Services | N | 0 |
| 39        | MediaBistro  
  825 Eighth Avenue, 29th Floor  
  New York, New York 10019  
  Phone : (800) 205-7792  
  Career Services  
  Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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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>
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</thead>
</table>
| 40        | Miami University  
550 E. Spring St.  
Oxford, Ohio 45056  
Phone : 513-529-3831  
Career Services  
Manual Posting | N | 0 |
| 41        | Michigan State University  
556 E. Circle Drive  
East Lansing, Michigan 48824  
Phone : (517) 355-9510  
Career Services  
Manual Posting | N | 0 |
| 42        | Mississippi State University  
Department of Communications  
Mississippi State, Mississippi 39761  
Phone : (662) 325-7952  
Email : career@career.msstate.edu  
Allen Snow | N | 0 |
| 43        | Mississippi State University  
300 Montgomery Hall  
Mississippi State, Mississippi 39762  
Phone : 662-325-3344  
Career Services  
Manual Posting | N | 0 |
| 44        | Morgan State University  
1700 E. Cold Spring Lane  
Baltimore, Maryland 21251  
Phone : 443-885-3110  
Career Services  
Manual Posting | N | 0 |
| 45        | National Lesbian/Gay Journalists Association  
1420 K Street, NW Suite 910  
Washington, District of Columbia 20005  
Phone : 202-588-9888  
Url : http://www.nlgjany.org/  
Email : info@nlgja.org  
Career Services | N | 0 |
# KHBS-TV, KHOG-TV
## EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

## 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>46</td>
<td>Northwestern University&lt;br&gt;620 Lincoln Street&lt;br&gt;Evanston, Illinois 60208&lt;br&gt;Phone : 847-491-5785&lt;br&gt;Dainne Siekmann&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>NWA Community College&lt;br&gt;One College Drive&lt;br&gt;Bentonville, Arkansas 72203&lt;br&gt;Phone : 479-986-4001&lt;br&gt;Url : <a href="https://www.nwacc.edu/web/LDC_careerservices/">https://www.nwacc.edu/web/LDC_careerservices/</a> Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>NWA LULAC Council&lt;br&gt;P O Box 1842&lt;br&gt;Rogers, Arkansas 72757&lt;br&gt;Phone : 479-381-0688&lt;br&gt;Url : <a href="http://lulacnwa754.org/">http://lulacnwa754.org/</a>&lt;br&gt;Email : <a href="mailto:contact@lulacnwa754.org">contact@lulacnwa754.org</a>&lt;br&gt;Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>49</td>
<td>Ohio State University&lt;br&gt;1640 Neil Avenue&lt;br&gt;Columbus, Ohio 43210&lt;br&gt;Phone : 614-688-3898&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>50</td>
<td>Ohio University&lt;br&gt;533 Baker University Center&lt;br&gt;Athens, Ohio&lt;br&gt;Phone : 740-593-2909&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>51</td>
<td>Pulaski Technical College&lt;br&gt;3000 W Scenic Dr&lt;br&gt;North Little Rock, Arkansas 72118&lt;br&gt;Phone : 501-812-2220&lt;br&gt;Url : <a href="http://www.pulaskitech.edu/">http://www.pulaskitech.edu/</a>&lt;br&gt;Email : <a href="mailto:cwoods@uaptc.edu">cwoods@uaptc.edu</a>&lt;br&gt;Cassandra Woods</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>52</td>
<td>Recruiter</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
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</table>
| 53        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone : 513-683-5020  
Robert Walker  
Manual Posting | N | 0 |
| 54        | Society of Broadcast Engineers  
9102 N Meridian St Suite 150  
Indianapolis, Indiana  
Phone : 317-846-9000  
Scott Jones  
Manual Posting | N | 1 |
| 55        | Southern Illinois University  
1263 Lincoln Dr., Suite 0110  
Carbondale, Illinois 62901  
Phone : 618-453-2391  
Career Services  
Manual Posting | N | 0 |
| 56        | Spots n Dots  
1635 Old Highway 41 NW Suite 112-338  
Kennesaw, Georgia 30152  
Phone : 888-884-2630  
Url : http://www.spotsndots.com/joblistings.asp  
Emily McKay  
Manual Posting | N | 2 |
| 57        | Syracuse University  
235 Schine Center 303 University Place  
Syracuse, New York 13244  
Phone : 315-433-3616  
Url : http://syr-csm.symmplicity.com/employers  
Career Services  
Manual Posting | N | 0 |
| 58        | TV Jobs.com  
PO Box 4116  
Oceanside, California 92052  
Phone : 760-754-8177  
Url : http://www.tvjobs.com/  
Email : jobs@tvjobs.com  
Career Services | N | 0 |
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<tbody>
<tr>
<td>59</td>
<td>TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>60</td>
<td>University of Alabama 3400 Ferguson Student Center Birmingham, Alabama Phone : 205-348-5848 Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>61</td>
<td>University of Arkansas 232 Silas H Hunt Hall 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 800-377-8632 Url : <a href="http://www.uark.edu/home/">http://www.uark.edu/home/</a> Email : <a href="mailto:dcarpent@uark.edu">dcarpent@uark.edu</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>62</td>
<td>University of Arkansas @ Fort Smith 5210 Grand Avenue Fort Smith, Arkansas 72904 Phone : 479-788-7017 Url : <a href="https://uafortsmith-csm.symplicity.com/employers/">https://uafortsmith-csm.symplicity.com/employers/</a> Fax : 1-479-424-6017 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>63</td>
<td>University of Arkansas @ Little Rock 2801 S. University Avenue Little Rock, Arkansas 72204 Phone : 501-569-3356 Url : <a href="http://ualr.edu/">http://ualr.edu/</a> Email : <a href="mailto:recruit@ualr.edu">recruit@ualr.edu</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>64</td>
<td>University of Arkansas @ Monticello 1514 Scogin Dr-Harris Hall 2nd Floor PO Box 3458 Monticello, Arkansas 71656 Phone : 870-460-1454 Url : <a href="http://www.uamont.edu/">http://www.uamont.edu/</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
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</table>
| 65        | University of Central Arkansas  
Bernard Hall Room 311 201 Donaghey Ave  
Conway, Arkansas 72035  
Phone: 501-450-3154  
Career Services  
Manual Posting                                                                                           | N                                              | 0                                                       |
| 66        | University of Colorado at Boulder  
1511 University Avenue #478 UCB  
Boulder, Colorado 80309  
Phone: (303) 492-5480  
Url: [http://colorado.edu/](http://colorado.edu/)  
Christine Mahoney  
Manual Posting                                                                                           | Y                                              | 0                                                       |
| 67        | University of Florida  
PO Box 118507  
Gainesville, Florida 32611  
Phone: 352-392-1601  
Career Services  
Manual Posting                                                                                           | N                                              | 0                                                       |
| 68        | University of Georgia  
Clark Howell Hall  
Athens, Georgia 30602  
Career Services  
Manual Posting                                                                                           | N                                              | 0                                                       |
| 69        | University of Houston  
106 Student Service Center 1  
Houston, Texas 77024  
Phone: 713-743-5100  
Career Services  
Manual Posting                                                                                           | N                                              | 0                                                       |
| 70        | University of Illinois  
715 S Wright St  
Champaign, Illinois 61820  
Phone: 217 333-0820  
Career Services  
Manual Posting                                                                                           | N                                              | 0                                                       |
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</table>
| 71        | University of Iowa  
            100 Pomerantz Center  
            Iowa City, Iowa 52242  
            Phone : 319-335-1023  
            Career Services  
            Manual Posting | N | 0 |
| 72        | University of Kansas  
            1300 Sunnyside Avenue  
            Lawrence, Kansas 66045  
            Phone : 485-864-3624  
            Career Services  
            Manual Posting | N | 0 |
| 73        | University of Kentucky  
            408 Rose Street  
            Lexington, Kentucky 40506  
            Phone : 859.257.2746  
            Career Services  
            Manual Posting | N | 0 |
| 74        | University of Miami  
            5225 Ponce De Leon Blvd.  
            Coral Gables, Florida 33146  
            Phone : 305-284-5451  
            Career Services  
            Manual Posting | N | 0 |
| 75        | University of Michigan  
            515 E Jefferson St  
            Ann Arbor, Michigan 48109  
            Phone : (734) 764-7460  
            Career Services  
            Manual Posting | N | 0 |
| 76        | University of Minnesota  
            222 Pleasant St SE  
            Minneapolis, Minnesota 55455  
            Phone : 612-627-7577  
            Career Services  
            Manual Posting | N | 0 |
| 77        | University of Mississippi  
            303 Martindale  
            University, Mississippi  
            Phone : 662-915-7174  
            Career Services  
            Manual Posting | N | 0 |
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</table>
| 78        | University of Nebraska  
225 Nebraska Union  
Lincoln, Nebraska 68588  
Phone: 402-472-3145  
Career Services  
Manual Posting | N | 0 |
| 79        | University of Oklahoma  
900 ASP Ave Room 323  
Norman, Oklahoma 73019  
Phone: 405-325-1974  
Url: http://www.ou.edu/web.html  
Career Services  
Manual Posting | N | 0 |
| 80        | University of South Carolina  
1322 Greene St.  
Columbia, South Carolina  
Phone: 803-777-7280  
Career Services  
Manual Posting | N | 0 |
| 81        | University of Tennessee  
1015 Phillip Fulmer Way  
Knoxville, Tennessee 37996  
Phone: 865-974-5435  
Career Services  
Manual Posting | N | 0 |
| 82        | University of Texas  
110 Inner Campus Drive  
Austin, Texas 74705  
Phone: 512-471-2425  
Career Services  
Manual Posting | N | 0 |
| 83        | University of the Ozarks  
415 N College Ave  
Clarksville, Arkansas 72830  
Phone: 479-979-1300  
Url: http://www.ozarks.edu  
Email: careers@ozarks.edu  
Career Services | N | 0 |
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</table>
| 84        | University of Wisconsin  
1155 Observatory Drive  
Madison, Wisconsin 53706  
Phone: 608-265-4497  
Career Services  
Manual Posting | N                                                | 0                                                     |
| 85        | University of Missouri  
104 Jesse Hall  
Columbia, Missouri 65211  
Phone: 573-882-6801  
Url: http://www.missouri.edu/  
Email: career@missouri.edu  
Career Services | N                                                | 1                                                     |
| 86        | Western Kentucky University  
1906 College Heights Blvd.  
Bowling Green, Kentucky 42101  
Phone: (270) 745-3095  
Career Services  
Manual Posting | N                                                | 0                                                     |
| 87        | www.mediagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N                                                | 0                                                     |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 66
### 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>3/2/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>March 2, 2022, spoke with seniors in the University of Arkansas Broadcast Journalism class, about careers in broadcasting and positions at 40/29 TV.</td>
<td>2</td>
<td>News Director President and GM</td>
</tr>
<tr>
<td>3/8/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>3-3-22 Spoke to students in the Broadcast Journalism and TV Production Program at Alma ISD about tv meteorology and careers in broadcast tv</td>
<td>1</td>
<td>Chief Meteorology</td>
</tr>
<tr>
<td>4/1/2022</td>
<td>Provision of training to management</td>
<td>The Hearst Conscious Inclusion program underscores the company’s commitment to an equitable, inclusive and diverse culture that speaks to our company’s culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participates complete this program, they earn the Change Agent certification.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>Ongoing</td>
<td>Provision of training to management</td>
<td>The Hearst Conscious Inclusion program underscores the company’s commitment to an equitable, inclusive and diverse culture that speaks to our company’s culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participates complete this program, they earn the Change Agent certification.</td>
<td>5</td>
<td>Assistant News Director Digital Media Manager Digital Sales Manager Creative Services Director</td>
</tr>
</tbody>
</table>
### III. RECRUITMENT INITIATIVES

| Date   | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | No. of Stations Participants | Participant Title                   |
|--------|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5      | 4/1/2022 Provision of training to management | The Hearst Conscious Inclusion program underscores the company’s commitment to an equitable, inclusive and diverse culture that speaks to our company’s culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participates complete this program, they earn the Change Agent certification. | 1                             | President & General Manager          |
| 6      | 4/1/2022 Provision of training to management | The Hearst Conscious Inclusion program underscores the company’s commitment to an equitable, inclusive and diverse culture that speaks to our company’s culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participates complete this program, they earn the Change Agent certification. | 1                             | Business Manager                     |
| 7      | 4/22/2022 Participation in other activities designed by the station employment unit | DOE and IT manager met with corporate department heads at the NAB convention, (The National Association of broadcasters' convention) in Las Vegas, to learn of new technologies and discuss strategies for recruitment and retention of engineering and IT professionals.                                                                                                                                                                                                                                                                                                                                                                                   | 1                             | IT manager                           |
### III. RECRUITMENT INITIATIVES

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<tbody>
<tr>
<td>8</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>DOE and IT manager met with corporate department heads at the NAB convention, (The National Association of broadcasters' convention) in Las Vegas, to learn of new technologies and discuss strategies for recruitment and retention of engineering and IT professionals.</td>
<td>1</td>
<td>Engineering Director</td>
</tr>
<tr>
<td>9</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>The annual JDA seminar held in Tampa, Florida where media sales professionals from around the country come together to participate in sales training, seminars, leadership exercises and networking.</td>
<td>1</td>
<td>General Sales manager</td>
</tr>
<tr>
<td>10</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>The annual JDA seminar held in Tampa, Florida where media sales professionals from around the country come together to participate in sales training, seminars, leadership exercises and networking.</td>
<td>1</td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>11</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Summer 2022, KHBS welcomed an Emma Bowen Foundation Fellow to join their News department for 12 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.</td>
<td>2</td>
<td>News Director</td>
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<tr>
<td>12</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Summer 2022, KHBS welcomed an Emma Bowen Foundation Fellow to join their News department for 12 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media. She later was hired at the station as a Producer.</td>
<td>3</td>
<td>Assistant News Director, News Director, Producer</td>
</tr>
<tr>
<td>13</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 10-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>Digital Sales manager</td>
</tr>
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<tr>
<td>14</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 10-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>Assistant News Director</td>
</tr>
<tr>
<td>15</td>
<td>Establishment of training programs for station personnel</td>
<td>The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10–12-month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.</td>
<td>2</td>
<td>Local Sales Manager Sales account associate</td>
</tr>
<tr>
<td>16</td>
<td>Participation in Job Fairs</td>
<td>New Director attended a Job Fair at the University of Missouri and spoke with students on job opportunities in the Media industry.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>17</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>IT training for non IT personnel on Standards for the Hearst Broadcast group.</td>
<td>1</td>
<td>Maintenance Technician</td>
</tr>
</tbody>
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<td>12/1/2022</td>
<td>Provision of training to management</td>
<td>Hearst’s Director of Veteran Recruiting visited the station to discuss Hearst’s Veteran Recruiting Program, also known as “Operation Transition.” This program provides training to hiring managers relating to the hiring of U.S. Armed Forces veterans. Topics covered in the session included: the impact of COVID-19 on veterans and veteran recruitment; how to evaluate the past employment and duties of armed services personnel and the “transferability” or applicability of those skills and qualifications to various broadcast careers; the process for identifying, interviewing, and attracting qualified candidates from the armed services pool; common values shared among military veterans and the culture of Hearst stations; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment. The training session also highlighted examples of the many contributions to the company made by existing veteran employees.</td>
<td>16</td>
<td>Director of Veteran Recruiting</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Business Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>General Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>News Director</td>
</tr>
<tr>
<td>12/5/2022</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>Overview of the company's upcoming projects, standards and SMPTE conference.</td>
<td>1</td>
<td>Assistant Chief Engineer</td>
</tr>
</tbody>
</table>