## 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>Sports Director</td>
<td>2-5, 7-8, 10-11, 14-25, 28-32, 34-37, 39-51, 53, 55-86</td>
<td>22</td>
</tr>
<tr>
<td>Open Date: 11/1/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/14/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 11/23/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/6/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>3, 22, 26, 29, 31, 33, 38, 40-41, 44, 48-49, 53-54, 57, 59-62, 64-65, 76, 86</td>
<td>33</td>
</tr>
<tr>
<td>Open Date: 11/23/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/13/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 3/22/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/24/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 4/21/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/21/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 4/21/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/5/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 7/25/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/5/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-3, 5-12, 14-21, 23-25, 29, 31-38, 40-42, 44-53, 55-57, 59-62, 64-86</td>
<td>38</td>
</tr>
<tr>
<td>Open Date: 8/12/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 3/6/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 8/12/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/5/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 8/15/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 3/20/2023</td>
<td></td>
<td></td>
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<tr>
<td>Open Date: 9/29/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/5/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 12/21/2022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/8/2023</td>
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<td></td>
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<tr>
<td>Open Date: 1/19/2023</td>
<td></td>
<td></td>
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<tr>
<td>Hire Date: 4/17/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Open Date: 1/19/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/5/2023</td>
<td></td>
<td></td>
</tr>
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### I. VACANCY LIST

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

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<tr>
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</tr>
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<tbody>
<tr>
<td>Sales Account Associate</td>
<td>1-5, 7-11, 15-21, 23-25, 29, 31-32, 34-38, 40-53, 55-57, 59-86</td>
<td>38</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>2-8, 10-11, 14-18, 20-25, 29, 31-37, 40-51, 53-57, 59-62, 64-86</td>
<td>14</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | 602 Communications  
1011 Lyndhurst Falls Lane  
Knightdale, North Carolina 27545  
Phone : 919-217-4438  
Url : http://www.602communications.com/  
Email : gnewell@602communications.com  
Graeme Newell | N | 0 |
| 2         | Arizona State University in Tempe  
151 S Forest Ave Room 329  
Tempe, Arizona 85287  
Phone : 480-965-2350  
Career Services  
Manual Posting | N | 0 |
| 3         | 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 |
| 4         | 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 |
| 5         | Arkansas State University  
2105 E. Aggie Road Room 2167  
Jonesboro, Arkansas 72467  
Phone : 870-972-3025  
Url : https://employer.myinterfase.com/astate/employer  
Perry Jackson  
Manual Posting | N | 0 |
| 6         | Arkansas Tech University  
1605 Coliseum Drive  
Russellville, Arkansas 72801  
Phone : 479-968-0278  
Url : www.atu.edu/career  
Dana Tribble  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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</tr>
</thead>
</table>
| 7         | Auburn University  
211 West Thach Ave  
Auburn, Alabama 36849  
Phone: (334) 844-4744  
Career Services  
Manual Posting | N | 0 |
| 8         | Ball State University  
Lucina Hall 220  
Muncie, Indiana 47306  
Phone: 765-285-1522  
Career Services  
Manual Posting | N | 0 |
| 9         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone: 253-680-7761  
Email: kwitkoe@Batestech.edu  
Ken Witkoe | N | 0 |
| 10        | 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 |
| 11        | 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 |
| 12        | Career Fair | N | 1 |
| 13        | Careerbuilder.com  
200 N. LaSalle, Suite 1100  
Chicago, Illinois 60601  
Phone: 773-527-3600  
Career Services  
Manual Posting | N | 1 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
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</thead>
<tbody>
<tr>
<td>14</td>
<td>Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers</td>
<td>N</td>
<td>31</td>
</tr>
<tr>
<td>15</td>
<td>Carl Albert College 1507 S McKenna St Poteau, Oklahoma 74953 Phone : 918-647-1200 Url : <a href="http://www.carlalbert.edu/">http://www.carlalbert.edu/</a> Email : <a href="mailto:sstaats@carlalbert.edu">sstaats@carlalbert.edu</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>17</td>
<td>Choctaw Nation 2807 Enterprise Blvd PO Box 1210 Durant, Oklahoma 74702 Phone : 866-933-2260 Url : <a href="http://www.choctawnation.com/">http://www.choctawnation.com/</a> Email : <a href="mailto:careerdevelopment@choctawnation.com">careerdevelopment@choctawnation.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>18</td>
<td>Clemson University 720 McMillan Road Clemson, South Carolina 29634 Phone : (864) 656-6000 Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>19</td>
<td>Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 20        | Columbia School of Journalism  
2950 Broadway  
New York, New York 10027  
Phone : 212-854-8608  
Career Services  
Manual Posting | N | 0 |
| 21        | Creek Nation of Oklahoma  
PO Box 580 Hwy 71 & Loop 56  
Okmulgee, Oklahoma 74447  
Phone : 800-482-1979 x7777  
Url : http://www.muscogeenation-nsn.gov/  
Email : dmcgirt@mcn-nsn.gov  
Debbie McGirt | N | 0 |
| 22        | Current Employee | N | 12 |
| 23        | Drake University  
2507 University Ave  
Des Moines, Iowa 50311  
Phone : 515-271-2011  
Career Services  
Manual Posting | N | 0 |
| 24        | Elon University  
100 Campus Drive  
Elon, North Carolina 27244  
Phone : 336.278.2000  
Career Services  
Manual Posting | N | 0 |
| 25        | Florida A&M University  
1735 Wahnish Way  
Tallahassee, Florida 32310  
Phone : 580-599-3700  
Career Services  
Manual Posting | N | 0 |
| 26        | Former Employee | N | 1 |
| 27        | Glassdoor  
100 Shoreline Hwy  
Mill Valley, California 94941  
Phone : 800-918-3229  
Career Center  
Manual Posting | N | 1 |
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</thead>
</table>
| 28        | Google  
1600 Amphitheatre Parkway  
Mountain View, California 94043  
Phone: 650-253-0000  
Career Services | N                                                  | 4                                                 |
| 29        | Harding University  
915 East Market Ave.  
Searcy, Arkansas 72149  
Phone: 501-279-4454  
Email: careercenter@harding.edu  
Megan Johnson | N                                                  | 0                                                 |
| 30        | Hearst Corporate Recruiting  
1375 Chatham Parkway 3rd Floor  
Savannah, Georgia 31705  
Phone: 912-925-0022  
Sinan Sadar | N                                                  | 2                                                 |
| 31        | 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                                                 |
| 32        | 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                                                 |
| 33        | Indeed.com  
177 Broad St 6th Floor  
Stamford, Connecticut 06901  
Phone: 203-328-2691  
Url: www.indeed.com  
Career Services  
Manual Posting | N                                                  | 10                                                |
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</tr>
</thead>
</table>
| 34        | Indiana University  
            1320 E. 10th St  
            Bloomington, Indiana 47405  
            Phone : 812-855-5234  
            Career Services  
            Manual Posting | N                                                  | 0                                                    |
| 35        | Iowa State University  
            2505 Union Drive  
            Ames, Iowa 50011  
            Phone : 515-297-5056  
            Career Services  
            Manual Posting | N                                                  | 0                                                    |
| 36        | 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                                                    |
| 37        | JournalismJobs.com  
            PO Box 7294  
            Berkeley, California 94707  
            Phone : 510-653-1521  
            Email : contact@journalismjobs.com  
            Career Services | N                                                  | 0                                                    |
| 38        | LinkedIn.com  
            2029 Stierlin CT  
            Mountain View, California 94043  
            Phone : 650-387-3600  
            Media Recruiter  
            Manual Posting | N                                                  | 45                                                   |
| 39        | 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                                                    |
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</tr>
</thead>
</table>
| 40        | MediaBistro  
825 Eighth Avenue, 29th Floor  
New York, New York 10019  
Phone : (800) 205-7792  
Career Services  
Manual Posting | N                                          | 1                                                        |
| 41        | Miami University  
550 E. Spring St.  
Oxford, Ohio 45056  
Phone : 513-529-3831  
Career Services  
Manual Posting | N                                          | 0                                                        |
| 42        | Michigan State University  
556 E. Circle Drive  
East Lansing, Michigan 48824  
Phone : (517) 355-9510  
Career Services  
Manual Posting | N                                          | 0                                                        |
| 43        | Mississippi State University  
Department of Communications  
Mississippi State, Mississippi 39761  
Phone : (662) 325-7952  
Email : career@career.msstate.edu  
Allen Snow | N                                          | 0                                                        |
| 44        | Mississippi State University  
300 Montgomery Hall  
Mississippi State, Mississippi 39762  
Phone : 662-325-3344  
Career Services  
Manual Posting | N                                          | 0                                                        |
| 45        | Morgan State University  
1700 E. Cold Spring Lane  
Baltimore, Maryland 21251  
Phone : 443-885-3110  
Career Services  
Manual Posting | N                                          | 0                                                        |
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</thead>
<tbody>
<tr>
<td>46</td>
<td>National Lesbian/Gay Journalists Association 1420 K Street, NW Suite 910 Washington, District of Columbia 20005 Phone: 202-588-9888 Url: <a href="http://www.nlgljany.org/">http://www.nlgljany.org/</a> Email: <a href="mailto:info@nlglja.org">info@nlglja.org</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone: 847-491-5785 Dainne Siekmann Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>NWA Community College One College Drive Bentonville, Arkansas 72203 Phone: 479-986-4001 Url: <a href="https://www.nwacc.edu/web/LDC_careerservices/">https://www.nwacc.edu/web/LDC_careerservices/</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>49</td>
<td>NWA LULAC Council P O Box 1842 Rogers, Arkansas 72757 Phone: 479-381-0688 Url: <a href="http://lulacnwa754.org/">http://lulacnwa754.org/</a> Email: <a href="mailto:contact@lulacnwa754.org">contact@lulacnwa754.org</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>50</td>
<td>Ohio State University 1640 Neil Avenue Columbus, Ohio 43210 Phone: 614-688-3898 Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>51</td>
<td>Ohio University 533 Baker University Center Athens, Ohio Phone: 740-593-2909 Career Services Manual Posting</td>
<td>N</td>
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</tr>
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</tr>
</thead>
</table>
| 52        | Pulaski Technical College  
3000 W Scenic Dr  
North Little Rock, Arkansas 72118  
Phone: 501-812-2220  
Url: http://www.pulaskitech.edu/  
Email: cwwoods@uaptc.edu  
Cassandra Woods | N                              | 0                                           |
| 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                              | 0                                           |
| 55        | Southern Illinois University  
1263 Lincoln Dr., Suite 0110  
Carbondale, Illinois 62901  
Phone: 618-453-2391  
Career Services  
Manual Posting | N                              | 0                                           |
| 56        | Syracuse University  
235 Schine Center 303 University Place  
Syracuse, New York 13244  
Phone: 315-433-3616  
Url: http://syr-csm.symplicity.com/employers  
Career Services  
Manual Posting | N                              | 1                                           |
| 57        | 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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</tr>
</thead>
<tbody>
<tr>
<td>58</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>59</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>60</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> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>61</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>62</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>63</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>
</tr>
</tbody>
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</tr>
</thead>
</table>
| 64        | University of Central Arkansas  
Bernard Hall Room 311 201 Donaghey Ave  
Conway, Arkansas 72035  
Phone : 501-450-3154  
Url : http://www.arkansasbusiness.com/aj_home.asp  
Career Services  
Manual Posting | N | 0 |
| 65        | 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 |
| 66        | University of Florida  
PO Box 118507  
Gainesville, Florida 32611  
Phone : 352-392-1601  
Career Services  
Manual Posting | N | 0 |
| 67        | University of Georgia  
Clark Howell Hall  
Athens, Georgia 30602  
Career Services  
Manual Posting | N | 0 |
| 68        | University of Houston  
106 Student Service Center 1  
Houston, Texas 77024  
Phone : 713-743-5100  
Career Services  
Manual Posting | N | 0 |
| 69        | University of Illinois  
715 S Wright St  
Champaign, Illinois 61820  
Phone : 217 333-0820  
Career Services  
Manual Posting | 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>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>70</td>
<td>University of Iowa &lt;br&gt; 100 Pomerantz Center &lt;br&gt; Iowa City, Iowa 52242 &lt;br&gt; Phone: 319-335-1023 &lt;br&gt; Career Services &lt;br&gt; Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>71</td>
<td>University of Kansas &lt;br&gt; 1300 Sunnyside Avenue &lt;br&gt; Lawrence, Kansas 66045 &lt;br&gt; Phone: 485-864-3624 &lt;br&gt; Career Services &lt;br&gt; Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>72</td>
<td>University of Kentucky &lt;br&gt; 408 Rose Street &lt;br&gt; Lexington, Kentucky 40506 &lt;br&gt; Phone: 859.257.2746 &lt;br&gt; Career Services &lt;br&gt; Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>73</td>
<td>University of Miami &lt;br&gt; 5225 Ponce De Leon Blvd. &lt;br&gt; Coral Gables, Florida 33146 &lt;br&gt; Phone: 305-284-5451 &lt;br&gt; Career Services &lt;br&gt; Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>74</td>
<td>University of Michigan &lt;br&gt; 515 E Jefferson St &lt;br&gt; Ann Arbor, Michigan 48109 &lt;br&gt; Phone: (734) 764-7460 &lt;br&gt; Career Services &lt;br&gt; Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>75</td>
<td>University of Minnesota &lt;br&gt; 222 Pleasant St SE &lt;br&gt; Minneapolis, Minnesota 55455 &lt;br&gt; Phone: 612-627-7577 &lt;br&gt; Career Services &lt;br&gt; Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>76</td>
<td>University of Mississippi &lt;br&gt; 303 Martindale &lt;br&gt; University, Mississippi &lt;br&gt; Phone: 662-915-7174 &lt;br&gt; Career Services &lt;br&gt; Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
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## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</table>
| 77        | University of Nebraska  
225 Nebraska Union  
Lincoln, Nebraska 68588  
Phone : 402-472-3145  
Career Services  
Manual Posting | N | 0 |
| 78        | 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 |
| 79        | University of South Carolina  
1322 Greene St.  
Columbia, South Carolina  
Phone : 803-777-7280  
Career Services  
Manual Posting | N | 0 |
| 80        | University of Tennessee  
1015 Phillip Fulmer Way  
Knoxville, Tennessee 37996  
Phone : 865-974-5435  
Career Services  
Manual Posting | N | 0 |
| 81        | University of Texas  
110 Inner Campus Drive  
Austin, Texas 74705  
Phone : 512-471-2425  
Career Services  
Manual Posting | N | 0 |
| 82        | 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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</tr>
</thead>
</table>
| 83        | University of Wisconsin  
1155 Observatory Drive  
Madison, Wisconsin 53706  
Phone: 608-265-4497  
Career Services  
Manual Posting | N | 0 |
| 84        | 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 | 0 |
| 85        | Western Kentucky University  
1906 College Heights Blvd.  
Bowling Green, Kentucky 42101  
Phone: (270) 745-3095  
Career Services  
Manual Posting | N | 0 |
| 86        | 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:** 110
### 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>
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</thead>
<tbody>
<tr>
<td>2/1/2023</td>
<td>Establishment of a mentoring program</td>
<td>On February 1, 2023, Hearst Television offered a 6-month inaugural mentorship program. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed. KHBS had 11 participants in the mentorship program who were either &quot;Mentors&quot; or &quot;Mentees.&quot; Meeting in person at the station or via Zoom with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects.</td>
<td>11</td>
<td>Anchor General Sales Manager National Sales Manager Account Executive</td>
</tr>
<tr>
<td>2/16/2023</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Spoke with students at Elkins Elementary about weather forecasting and the career path to be a broadcast television meteorologist.</td>
<td>1</td>
<td>Chief Meteorology</td>
</tr>
<tr>
<td>2/26/2023</td>
<td>Establishment of training programs for station personnel</td>
<td>Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Part time Camera Operator completed leadership course better prepare them for leadership responsibilities.</td>
<td>1</td>
<td>PT Camera Operator</td>
</tr>
<tr>
<td>3/3/2023</td>
<td>Participation in Job Fairs</td>
<td>Had a booth at the University of Arkansas Spring 2023 Business Career Fair.</td>
<td>3</td>
<td>General Sales Manager Local Sales Manager Digital Sales Manager</td>
</tr>
<tr>
<td>3/3/2023</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Spoke with third grade class at Cavanaugh Elementary School in Fort Smith about the importance of reading, writing and how it’s crucial to my job in broadcasting</td>
<td>1</td>
<td>Reporter</td>
</tr>
</tbody>
</table>
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<tr>
<td>6/23</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Spoke to 8th graders at Grimsley Junior High about careers in broadcast television.</td>
<td>1</td>
<td>Asst. News Director</td>
</tr>
<tr>
<td>7/23</td>
<td>Establishment of training programs for station personnel</td>
<td>Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Newscast Director completed leadership course better prepare them for leadership responsibilities.</td>
<td>1</td>
<td>Assistant Production Mgr</td>
</tr>
<tr>
<td>8/23</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Spoke to seniors taking the journalism class at Hass Hall in Fayetteville about the broadcast industry, what the various roles require day-to-day, ethics in journalism, shared several stories from our newscast and some promos.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>9/23</td>
<td>Establishment of training programs for station personnel</td>
<td>Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Production Manager completed leadership course better prepare them for leadership responsibilities.</td>
<td>1</td>
<td>Production Manager</td>
</tr>
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<td>4/21/2023</td>
<td>Establishment of training programs for station personnel</td>
<td>Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Newscast Director completed leadership course better prepare them for leadership responsibilities.</td>
<td>1</td>
<td>Newscast Director</td>
</tr>
<tr>
<td>4/22/2023</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Served on a panel Society of Professional Journalists Region 12 Conference at the University of Arkansas</td>
<td>1</td>
<td>Anchor</td>
</tr>
</tbody>
</table>
| 4/28/2023| Provision of training to management                                                                              | Participants in the Diversity, Equity, and Inclusion (DEI) workshop learned the definition of diversity, equity, and inclusion, how to understand and articulate why DEI matters and how to recognize unconscious bias to effectively manage blind spots. Various activities were completed throughout the workshop to provide further understanding of these learning objectives. Included in the takeaways are various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture. This was mandatory training for all station personnel.                                                                 | 4                           | President & General Manager  
News Director  
General Sales Manager  
Creative Services Director |
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<tr>
<td>13</td>
<td>Establishment of training programs for station personnel</td>
<td>Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Newscast Director completed leadership course better prepare them for leadership responsibilities.</td>
<td>1</td>
<td>Newscast Director</td>
</tr>
<tr>
<td>14</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Summer 2023, KHBS welcomed an Emma Bowen Foundation Fellow to join their News Dept. 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>1</td>
<td>Emma Bowen</td>
</tr>
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</thead>
<tbody>
<tr>
<td>15 6/5/2023</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Summer 2023, KHBS welcomed an Emma Bowen Foundation Fellow to join their Creative Services 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></td>
<td></td>
</tr>
</tbody>
</table>
| 16 6/5/2023| Establishment of training programs for station personnel                                                         | 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. | 3                           | Sales Account Associate  
Local Sales Manager |
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<tr>
<td>6/19/2023</td>
<td>Establishment of training programs for station personnel</td>
<td>6/19/2023</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>2</td>
<td>Local Sales Manager Business Manager</td>
</tr>
<tr>
<td>9/12/2023</td>
<td>Participation in Job Fairs</td>
<td>9/12/2023</td>
<td>Had a booth at the All Careers Fair at the University of Arkansas.</td>
<td>6</td>
<td>Asst. News Director Local Sales Manager GM and President News Director</td>
</tr>
<tr>
<td>10/16/2023</td>
<td>Provision of training to management</td>
<td>10/16/2023</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 participants complete this program, they earn the Change Agent certification.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
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<td>1</td>
<td>Creative Services Director</td>
</tr>
</tbody>
</table>