# 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 Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1, 3-8, 10-16, 18-19, 21-22, 24, 26-29, 31-34, 36, 39-42, 44-47, 49-52, 55-61, 63-65</td>
<td>18</td>
</tr>
<tr>
<td>Open Date: 1/24/2020</td>
<td>Hire Date: 8/29/2022</td>
<td></td>
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<tr>
<td>Account Executive</td>
<td>1, 3-8, 10-16, 19, 21-24, 26-29, 31-34, 36, 38-42, 44-47, 49-52, 55-61, 63-65</td>
<td>58</td>
</tr>
<tr>
<td>Open Date: 1/29/2020</td>
<td>Hire Date: 12/28/2021</td>
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<tr>
<td>Anchor/Reporter</td>
<td>1, 3, 5-7, 10-17, 19, 23, 25-29, 31-32, 34, 39-42, 44, 46, 50-52, 55-61, 63-65</td>
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<tr>
<td>Open Date: 1/13/2021</td>
<td>Hire Date: 3/14/2022</td>
<td></td>
</tr>
<tr>
<td>Open Date: 1/27/2021</td>
<td>Hire Date: 12/28/2021</td>
<td></td>
</tr>
<tr>
<td>Sales Account Associate</td>
<td>1, 3, 5, 9-14, 16, 19, 23, 25-29, 31-32, 34, 38-42, 44, 46, 50-52, 55-61, 63-65</td>
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<tr>
<td>Open Date: 2/25/2021</td>
<td>Hire Date: 10/11/2021</td>
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<tr>
<td>Executive Producer</td>
<td>3, 5-7, 10-19, 25-29, 31-32, 34, 39-42, 44, 46, 50-52, 55-61, 63-65</td>
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<tr>
<td>Open Date: 4/26/2021</td>
<td>Hire Date: 5/30/2022</td>
<td></td>
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<tr>
<td>Open Date: 7/7/2021</td>
<td>Hire Date: 11/17/2021</td>
<td></td>
</tr>
<tr>
<td>Open Date: 7/13/2021</td>
<td>Hire Date: 11/8/2021</td>
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<tr>
<td>Open Date: 8/20/2021</td>
<td>Hire Date: 12/12/2021</td>
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<tr>
<td>Open Date: 9/22/2021</td>
<td>Hire Date: 12/8/2021</td>
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<tr>
<td>Open Date: 9/23/2021</td>
<td>Hire Date: 11/1/2021</td>
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<tr>
<td>Reporter</td>
<td>1, 5-7, 10-11, 13-16, 19, 25-29, 31-32, 34, 39-42, 44, 46, 50-52, 55-61, 63-65</td>
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<tr>
<td>Open Date: 9/23/2021</td>
<td>Hire Date: 10/18/2021</td>
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<tr>
<td>Open Date: 9/27/2021</td>
<td>Hire Date: 2/21/2022</td>
<td></td>
</tr>
<tr>
<td>Open Date: 9/30/2021</td>
<td>Hire Date: 12/19/2021</td>
<td></td>
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</tbody>
</table>
## I. VACANCY LIST

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</tr>
</thead>
<tbody>
<tr>
<td>Photographer</td>
<td>5, 7, 10-11, 13-14, 16, 19, 25-29, 31-32, 34, 37, 39-40, 42-43, 50, 52, 55-61, 63-65</td>
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<tr>
<td>Local Sales Manager</td>
<td>5, 10, 13-14, 19, 25-29, 31-32, 34, 39-40, 42, 50, 52, 55-60, 63-65</td>
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</tr>
<tr>
<td>Traffic Assistant</td>
<td>5, 10, 13-14, 25-29, 31-32, 34, 39-40, 42, 50, 52, 55-60, 63-65</td>
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</table>
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<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
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</tr>
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<tbody>
<tr>
<td>Open Date: 2/1/2022</td>
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<tr>
<td>Hire Date: 7/14/2022</td>
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<tr>
<td>Open Date: 2/3/2022</td>
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<tr>
<td>Hire Date: 4/11/2022</td>
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<tr>
<td>Open Date: 2/24/2022</td>
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<tr>
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<td>Hire Date: 8/30/2022</td>
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<tr>
<td>Open Date: 3/17/2022</td>
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<td>Hire Date: 5/30/2022</td>
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<tr>
<td>Assignment Editor</td>
<td>3, 5, 7, 11, 13-14, 16, 19, 25-29, 31-32, 34, 39-40, 42, 46, 50, 52, 55, 57-61, 63-65</td>
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<tr>
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<td>Hire Date: 7/13/2022</td>
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<tr>
<td>Writer Producer</td>
<td>1, 3, 5, 7, 11, 13-16, 19, 25-29, 31-32, 34, 38-40, 42, 44, 46, 50, 52, 55, 57-61, 63-65</td>
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</tr>
<tr>
<td>Open Date: 4/20/2022</td>
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<tr>
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<tr>
<td>Hire Date: 7/18/2022</td>
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<tr>
<td>Producer</td>
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<td>Open Date: 4/29/2022</td>
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</tr>
<tr>
<td>Hire Date: 9/28/2022</td>
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<td>Editor</td>
<td>1, 3, 5, 7, 13-16, 19, 25-29, 31-32, 34, 38-40, 42, 44, 46, 49-50, 52, 55, 57-60, 62-65</td>
<td>38</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>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>602 Communications</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1011 Lyndhurst Falls Lane</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Knightdale, North Carolina 27545</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 919/217-4438</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:gnewell@602tv.graemenewell.com">gnewell@602tv.graemenewell.com</a></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Sandy Lizik</td>
<td></td>
<td></td>
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<tr>
<td>2</td>
<td>Agency Referral</td>
<td>N</td>
<td>13</td>
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<tr>
<td>3</td>
<td>Alabama State University</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>915 S. Jackson Street</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Montgomery, Alabama 36104</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 334/229-4493</td>
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<tr>
<td></td>
<td>Url: <a href="http://www.alasu.edu">http://www.alasu.edu</a></td>
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<tr>
<td></td>
<td>David Okeowo</td>
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<tr>
<td></td>
<td>Manual Posting</td>
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<tr>
<td>4</td>
<td>All About People</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>4767 New Broad Street Suite 308</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Orlando, Florida 32814</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 407 751-7146</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.allaboutpeople.net/">http://www.allaboutpeople.net/</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fax: 1-602-955-6646</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gary Staudt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>American Business Women's Association</td>
<td>N</td>
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<tr>
<td></td>
<td>2834 South Roanoke</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Springfield, Missouri 65807</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 417-883-2259</td>
<td></td>
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<tr>
<td></td>
<td>Email: <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a></td>
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<td></td>
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<tr>
<td></td>
<td>Fax: 1-417-883-2259</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Donnie Harris</td>
<td></td>
<td></td>
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<td>6</td>
<td>Asian American Journalists Association (AAJA)</td>
<td>N</td>
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<tr>
<td></td>
<td>5 Third Street, Ste. 1108</td>
<td></td>
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<tr>
<td></td>
<td>San Francisco, California 94103</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Phone: 415-346-2051</td>
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<tr>
<td></td>
<td>Url: <a href="http://www.aaja.org">http://www.aaja.org</a></td>
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<td>Asian American Journalists Association</td>
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<tr>
<td></td>
<td>Manual Posting</td>
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<td>7</td>
<td>Bates College Broadcast/Production Program</td>
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<tr>
<td></td>
<td>1101 S Yakima Ave</td>
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<tr>
<td></td>
<td>Tacoma, Washington 98405</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 253-680-7761</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:rrobinson@batestech.edu">rrobinson@batestech.edu</a></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Roland Robinson</td>
<td></td>
<td></td>
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</tbody>
</table>
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<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>
| 8         | California Chicano News Media Assoc.  
727 W. 27th Street Room 201  
Los Angeles, California 90071  
Phone : 213/821-0075  
Url : http://www.ccnma.org  
Sylvia Wells  
Manual Posting | N | 0 |
| 9         | Career Fair  
Career Source Central Florida  
2884 South Orlando Drive  
Sanford, Florida 32773  
Phone : 407-531-1231 x7340  
Url : CareerSourceCentralFlorida.com  
Lupino Reed  
Manual Posting  
Prong 2 Ended Date: 12/1/2021 | N | 7 |
| 10        | Careers.HearstTelevision.com  
214 N. Tryon St  
Charlotte, North Carolina 28202  
Url : http://careers.hearsttelevision.com/  
Email : htv.careers@hearst.com  
Career Services | N | 96 |
| 11        | Central Florida Assoc. of Black Journalist  
P.O.Box 745  
Orlando, Florida  
Phone : 407/872-0656  
Url : http://cfabj.wordpress.com  
Email : info@cfabj.org  
Fax : 1-407-872-5763  
Chester Glover | N | 0 |
| 12        | Central Florida Employment Council  
450 Seminola Blvd  
Casselberry, Florida 32707  
Phone : 407/834-4223  
Url : http://www.cfec.org  
Email : cfec@cfec.org  
Fax : 1-407-260-2949  
Paulette Weir | Y | 0 |
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<tbody>
<tr>
<td>14</td>
<td>Central Florida Urban League &lt;br&gt;2804 Belco Drive &lt;br&gt;Orlando, Florida 32808 &lt;br&gt;Phone: 407/841-7654 &lt;br&gt;Url: <a href="http://www.cful.org">http://www.cful.org</a> &lt;br&gt;Email: <a href="mailto:srichardson@cful.org">srichardson@cful.org</a> &lt;br&gt;Fax: 1-407-841-9114 &lt;br&gt;S Richardson</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Collective Talent &lt;br&gt;26150 Hersheyvale &lt;br&gt;Franklin, Michigan 48025 &lt;br&gt;Phone: 813-254-9695 &lt;br&gt;Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> &lt;br&gt;Michael Bille</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>Columbia University &lt;br&gt;2950 Broadway &lt;br&gt;New York, New York 10027 &lt;br&gt;Phone: 212/854-8608 &lt;br&gt;Url: <a href="http://www.journalism.columbia.edu">http://www.journalism.columbia.edu</a> &lt;br&gt;Melissa Mclainey &lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
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<tr>
<td>17</td>
<td>Corporate Recruiter</td>
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<tr>
<td>18</td>
<td>Current Employee</td>
<td>N</td>
<td>23</td>
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<tr>
<td>19</td>
<td>Daytona State College &lt;br&gt;1200 W. International Speedway Blvd. Room 205, Bldg 100 &lt;br&gt;Daytona Beach, Florida 32120 &lt;br&gt;Phone: 386/506-3687 &lt;br&gt;Url: <a href="http://www.daytonastate.edu">http://www.daytonastate.edu</a> &lt;br&gt;Career Services &lt;br&gt;Manual Posting</td>
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<tr>
<td>20</td>
<td>E-mail Inquiry</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>21</td>
<td>Eatman Media Services &lt;br&gt;PO Box 102 &lt;br&gt;Bedford, New York 10506 &lt;br&gt;Phone: 914-234-4748 &lt;br&gt;Url: <a href="http://www.eatmanmediaservices.com/">http://www.eatmanmediaservices.com/</a> &lt;br&gt;Email: <a href="mailto:emstalent@aol.com">emstalent@aol.com</a> &lt;br&gt;Ross Eatman</td>
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</tr>
</thead>
</table>
| 22        | Emma L. Bowen Foundation of Minority Interest in Media
            524 W. 57th St
            New York, New York 10019
            Phone: 212-975-2545
            Email: Sandra.Rice@nbcuni.com
            Career Services | N | 0 |
| 23        | Employee Referral | N | 14 |
| 24        | EqualityMagazines.com
            13351 Riverside Dr. #514
            Sherman Oaks, California 91423
            Phone: 818.654.0870
            Jeff Palmatier
            Manual Posting | N | 0 |
| 25        | Everglades University
            850 Trafalgar Court
            Maitland, Florida 32751
            Phone: 407.277.0311
            Kimberly Burns
            Manual Posting | N | 0 |
| 26        | Finding the Lost Sheep
            Post Office Box 770591
            Winter Garden, Florida 34777
            Phone: 321-354-8885
            Email: info@findingthelostsheep.com
            Sharee Hodge | Y | 0 |
| 27        | Florida A & M University
            100 Student Union Plaza
            Tallahassee, Florida 32307
            Phone: 850-599-8808
            Url: http://www.famu.edu
            Email: cecile.washington@famu.edu
            Cecile Washington | Y | 0 |
| 28        | Florida Association of Broadcasters
            201 South Monroe Street Suite 201
            Tallahassee, Florida 32301
            Phone: 850/681-6444
            Url: http://www.fab.org
            Email: Lvarn@fab.org
            Fax: 1-850-222-3957
            Lindsay Varn | Y | 0 |
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</thead>
</table>
| 29        | Florida State University  
A-4100 University Center  
Tallahassee, Florida  
Phone: 850/644-4023  
Url: http://www.fsu.edu  
Email: Reception@admin.fsu.edu  
Debbie Crowder | Y | 0 |
| 30        | Former Employee Referral | N | 1 |
| 31        | Goodwill Industries of Central Florida, Inc.  
1356 E. Vine St  
Kissimmee, Florida 34744  
Phone: 407/847-0696  
Url: http://www.goodwillecf.org  
Email: dMoraza@goodwillecf.org  
Fax: 1-407-847-0696  
Damaris Moraza | Y | 0 |
| 32        | Goodwill Industries-Self-Sufficiency Job Center  
515 W. Central Blvd.  
Orlando, Florida 32801  
Phone: 407/872-0770  
Url: http://www.goodwillecf.org  
Email: jobconnection@goodwillecf.org  
Fax: 1-407-872-0256  
M Lonnquist | Y | 0 |
| 33        | Goodwill Industries-Self-Sufficiency Job Center  
112 S. Sanford Avenue  
Sanford, Florida 32771  
Phone: 407/936-0469  
Url: http://www.goodwillecf.org  
Email: bnewkirk@goodwillecf.org  
Fax: 1-407-936-0480  
Belinda Newkirk | N | 0 |
| 34        | Howard University School of Communication  
525 Bryant Street, NW  
Washington, District of Columbia 20059  
Phone: 202/806-5806  
Url: http://www.howard.edu  
Email: Cdudley@Howard.edu  
Fax: 1-202-986-2911  
Carol Dudley | Y | 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>35</td>
<td>Indeed.com</td>
<td>N</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td>177 Broad Street, 6th Floor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Stamford, Connecticut 06901</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 646-589-6802</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.indeed.com">www.indeed.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Megan Brown</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>Insight Recruiter</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>683 Schofield Road</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>San Francisco, California 94129</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 415-852-3621</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:admin@insightrecruiting.com">admin@insightrecruiting.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lynn Hollis</td>
<td></td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>Job posting on internet</td>
<td>N</td>
<td>7</td>
</tr>
<tr>
<td>38</td>
<td>LinkedIn</td>
<td>N</td>
<td>34</td>
</tr>
<tr>
<td></td>
<td>2029 Stierlin Court</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mountain View, California 94043</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 516-299-2251</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.linkedin.com">http://www.linkedin.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Services</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>Long Island University-CW Post Campus</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>720 Northern Blvd Kumble Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Brookville, New York</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 516-299-2251</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.liunet.edu">http://www.liunet.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:post-careersuccess@liu.edu">post-careersuccess@liu.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>MediaBistro</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>825 Eighth Avenue, 29th Floor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>New York, New York 10019</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: (800) 205-7792</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>MediaLine</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>P.O. Box 51909</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pacific Grove, California 93950</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 800-237-8073</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.medialine.com/jobshhtm">http://www.medialine.com/jobshhtm</a></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mark Shilstone</td>
<td></td>
<td></td>
</tr>
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<tbody>
<tr>
<td>42</td>
<td>National Lesbian &amp; Gay Journalists Association 1420 K. Street, NW Suite 910 Washington, District of Columbia 20005 Phone: 202/588-9888 ext 10 Email: <a href="mailto:info@nlgja.org">info@nlgja.org</a> Fax: 1-202-588-1818 David Barre</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>45</td>
<td>Non-Employee Referral</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>47</td>
<td>Parker &amp; Lynch Recruiting 390 North Orange Avenue Suite 1600 Orlando, Florida 32801 Phone: 407-454-6545 Email: <a href="mailto:orlando@parkerlynch.com">orlando@parkerlynch.com</a> Daniel Clark</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>Previous Applicant</td>
<td>N</td>
<td>1</td>
</tr>
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</thead>
</table>
| 50        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone: 513-683-5020  
Robert Walker  
Manual Posting | N | 0 |
| 51        | Rollins College Crummer Graduate School  
1000 Holt Avenue Camp Box 2722  
Winter Park, Florida  
Phone: 407/646-2335  
Url: http://www.rollins.edu/careerservices  
Email: careerdevelopment@Rollins.edu  
Fax: 1-407-646-2311  
Career Services | N | 0 |
| 52        | Seminole State College  
100 Weldon Blvd.  
Sanford, Florida 32773  
Phone: 407/708-2294  
Url: http://www.seminolestate.edu/careers  
Career Development Center  
Manual Posting | Y | 0 |
| 53        | Society of Broadcast Engineers  
9102 N Meridian St Ste 150  
Indianapolis, Illinois  
Phone: 317-846-9000  
Scott Jones  
Manual Posting | N | 0 |
| 54        | Spots 'n Dots  
600 West Peachtree Street, NW Suite 350  
Atlanta, Georgia 30308  
Phone: 888-884-2630  
Url: http://www.spotsndots.com  
Gene McKay  
Manual Posting | N | 2 |
| 55        | State of FL - Dept of Ed.-Division of Voc. Rehab.  
3555 Maguire Blvd Suite 205  
Orlando, Florida 32803  
Phone: 407/897-2725  
Url: http://www.fldoe.org  
Email: Nancy.Pritchard@vr.fldoe.org  
Fax: 1-407-897-2752  
Nancy Pritchard | Y | 0 |
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</tr>
</thead>
</table>
| 56        | TVB  
120 Wall Street, 15th Floor  
New York, New York 10005  
Phone: 212-935-5631  
Email: htv.careers@hearst.com  
Career Services | N | 0 |
| 57        | TVJobs.com  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 760/754-8177  
Url: http://www.tvjobs.com  
Mark Holloway  
Manual Posting | N | 0 |
| 58        | University of Central Florida - Career Resource Center  
P.O. Box 160165 Admin. Bldg, Suite S124  
Orlando, Florida  
Phone: 407/823-2361  
Url: http://www.career.ucf.edu  
Veena Garib  
Manual Posting | N | 1 |
| 59        | 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 |
| 60        | University of FL-College of Journalism & Communications  
2081 Weimer Hall  
Gainesville, Florida 32611  
Phone: 352/392-0463  
Url: http://www.jou.ufl.edu/knight/jobintern/  
David Ostroff  
Manual Posting | N | 0 |
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</tr>
</thead>
</table>
| 61        | University of Maryland-Phillip Merrill College of Journalism  
            1117 Journalism Building 1  
            College Park, Maryland 20742  
            Phone: 301-405-7247  
            Url: http://www.journalism.umd.edu  
            Email: kdenny12@umd.edu  
            Adrianne Flynn | N | 0 |
| 62        | University of Michigan  
            515 E Jefferson St  
            Ann Arbor, Michigan  
            Career Services  
            Manual Posting | N | 0 |
| 63        | Valencia Community College - Career Placement  
            8600 Valencia College Lane  
            Orlando, Florida 32825  
            Phone: 407/582-2726  
            Url: http://valenciacc.edu/careerdevelopment  
            Merling Anglade  
            Manual Posting | Y | 1 |
| 64        | Western Carolina University  
            205 E. Killian Annex  
            Cullowhee, North Carolina 28723  
            Phone: 828/227-3851  
            Url: http://jobs.wcu.edu  
            Donald Connelly  
            Manual Posting | Y | 0 |
| 65        | 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:** 224
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
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<th>No. of Stations Participants</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ongoing Event</td>
<td>From September 19, 2021 to August 28, 2022 a total of 347 public service announcements aired within our 5 locally broadcast Central Florida stations. WESH-TV (NBC affiliate) ran 48, WKCF-TV (CW affiliate) ran 100, METV (Classic Retro Network) ran 50, True Crime Network (Crime Show Network) ran 99 and Estrella TV (Hispanic Language Network) ran 50. The on-air copy reads as follows: &quot;WESH-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies. We seek the help of local organizations in referring qualified applicants to our station. If your organization is interested in receiving notifications on job vacancies at WESH-TV, please contact Human Resources at WESH-TV 1021 North Wymore Road Winter Park, Florida 32789 or call (407) 645-2222.&quot;</td>
<td>1</td>
<td>Executive Assistant, WESH-TV/WKCF-TV</td>
</tr>
</tbody>
</table>

Executive Assistant, WESH-TV/WKCF-TV
### III. RECRUITMENT INITIATIVES

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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Ongoing Event</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>1</td>
<td>President &amp; General Manager, WESH-TV/WKCF-TV</td>
</tr>
</tbody>
</table>

During this reporting period, John Soapes, President & General Manager, WESH-TV/WKCF-TV, represented the station on several boards and attended meetings virtually and in person: 1. He is a Board of Directors member for the Florida Association of Broadcasters. The FAB fosters and promotes the development of the art of broadcasting and encourages and advocates customs and practices which are in the best interest of the public and broadcasting industry. 2. He is a Board of Advisors member for the Orlando Regional Chamber. They are a core component of the Orlando Economic Partnership and serve a critical role in the region. They prepare and empower businesses through robust, future-focused programming that accelerates growth. 3. As a board member for New Hope for Kids, he spearheads the non-profit's fundraising efforts as station sponsored events. New Hope's purpose is to bring hope, healing, and happiness to children and families suffering from grief, lose, or life-threatening illnesses. 4. He is a Board of Directors member for the Central Florida Council of Boy Scouts of America (CFLC BSA). The scouting program instills timeless values of character, citizenship, and leadership to youth who enter the scouting program.
### III. RECRUITMENT INITIATIVES

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</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Ongoing Event</td>
<td>Establishment of training programs for station personnel</td>
<td>9</td>
<td>Business Manager, WESH-TV/WKCF-TV, Local Sales Manager, WESH-TV, Photographer, WESH-TV, Creative Services Coordinator, WKCF-TV</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Station personnel have access to a company internal learning management system, &quot;Hearst EDGE.&quot; 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. During the reporting period, several of our employees took advantage of the &quot;Hearst EDGE&quot; learning tools.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Ongoing Event</td>
<td>Provision of training to management</td>
<td>12</td>
<td>President &amp; General Manager, WESH-TV/WKCF-TV, Business Manager, WESH-TV/WKCF-TV, Business Analyst, WESH-TV/WKCF-TV, Receptionist, WESH-TV/WKCF-TV</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive, and diverse culture that speaks of our company's culture. Participants in the program learn the &quot;INCLUDE&quot; model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants complete 6 sessions over a course of 6 months. These sessions include: &quot;Conscious Inclusion&quot; (2 parts), &quot;Allyship in Action&quot;, &quot;Race Matters,&quot; &quot;Moments of Truth&quot;, and a wrap up session. Once participants complete this program, they earn the Change Agent certification. Several of our hiring managers and employees successfully completed the program, became Hearst Change Agents, and received their certification.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>10/6/2021</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>1</td>
<td>Anchor/Reporer, WESH-TV</td>
</tr>
<tr>
<td></td>
<td></td>
<td>On October 6, 2021, Sheldon Dutes, Anchor/Reporter, WESH-TV, emceed the &quot;National Coalition of 100 Black Women&quot; event held at the Hyatt Regency Orlando. Its mission is to advocate on behalf of black women &amp; girls, promote leadership development, as well as gender equity in the areas of health, education, and economic empowerment.</td>
<td></td>
<td></td>
</tr>
</tbody>
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</thead>
<tbody>
<tr>
<td>6</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. The sales development program is a comprehensive 10-12 months of training with a defined 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. Rebecca James, a University of Central Florida graduate, successfully completed the program and was promoted to a WESH-TV Account Executive on August 25, 2022</td>
<td>1</td>
<td>Sales Account Associate to Account Executive, WESH-TV</td>
</tr>
<tr>
<td>7</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>On October 14, 2021, Sheldon Dutes, Anchor/Reporter, WESH-TV, emceed the Adult Literacy's &quot;Reading Between the Wines.&quot; The hybrid event was held at Full Sail University in Winter Park. Mr. Dutes is a volunteer tutor and serves on the Board of Directors for the Adult Literacy League.</td>
<td>1</td>
<td>Anchor/Reporter, WESH-TV</td>
</tr>
<tr>
<td>8</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>On October 14, 2021, Ebonee Athanaze, Assistant News Director, WESH-TV, attended the &quot;Intern Pursuit&quot; at the University of Central Florida. She met with 14 students interested in internship opportunities within WESH-TV's News Department. Per Ebonee's notes, &quot;So many of them were great. I wish they could all intern for us...they were a great source for talent.&quot;</td>
<td>1</td>
<td>Assistant News Director, WESH-TV</td>
</tr>
<tr>
<td>9</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>On November 19, 2021, Kirsten Wolff, News Director, Kevin Orchard, General Sales Manager and Lindsey Lawson, Local Sales Manager, WESH-TV, participated virtually in the University of Florida's &quot;Careers in Communications&quot; career expo.</td>
<td>3</td>
<td>News Director, WESH-TV&lt;br&gt;General Sales Manager, WESH-TV&lt;br&gt;Local Sales Manager, WESH-TV</td>
</tr>
</tbody>
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<tr>
<td>10</td>
<td>Participation in Job Fairs</td>
<td>On January 18, 2022, WKCF's Dave Riva, General Sales Manager and Samantha Johnson, Local Sales Manager, attended the &quot;United Sales Career Expo.&quot; It was a sales and management focused career fair. The 20 students they conducted mini-interviews with were interested in face-to-face employment opportunities within the sales industry. They received a one-sheet titled, &quot;CW18 WKCF / Orlando - The Top 5 Things to Know.&quot; The focused points indicated: 1. CW18 is owned by Hearst - a diversified media company with more than 360 global businesses; 2. The Sales Team works with local clients by offering them media solutions across many video platforms; 3. It has a high-performance and supportive team with a culture that is top priority; 4. There are structured training programs that position team members to succeed; and 5. A CW18 Sales career provides substantial income potential, opportunities for growth within Hearst, bonuses, and more.</td>
<td>2</td>
<td>General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV</td>
</tr>
<tr>
<td>11</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Dave Riva, General Sales Manager, Nicole Smith, Account Executive WKCF-TV, respectively, and Neida Gotay, Sales Manager Estrella TV, attended the University of Central Florida's &quot;Professional Selling Program's&quot; Meet and Greet. They conducted 12 mini-interviews with Spring 2022 graduating students interested in television sales as a career.</td>
<td>3</td>
<td>General Sales Manager, WKCF-TV Sales Manager, Estrella TV Account Executive, WKCF-TV</td>
</tr>
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<tbody>
<tr>
<td>12</td>
<td>Provision of training to management</td>
<td>John Soapes, President &amp; General Manager of WESH-TV/WKCF-TV, along with Hearst Television's General Managers, participated in an hour-long EEO training session presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters, including developments around EEO Form 395-B; discussion of the requirements of the FCC's EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcast employment units.</td>
<td>1</td>
<td>President &amp; General Manager, WESH-TV/WKCF-TV</td>
</tr>
<tr>
<td>13</td>
<td>Provision of training to management</td>
<td>John Soapes, President &amp; General Manager WESH-TV/WKCF-TV, along with Hearst Television's General Managers, participated in a workplace diversity training event presented by Dr. Janet Reid, PhD and Vincent R. Brown titled, &quot;Diversity, Equity, and Inclusion Dialogue and Learning Session.&quot; The session focused on the various dimensions of diversity and several different strategies to achieve equality, equity, and inclusion in the workplace. The session also addressed different communication strategies. The overall goal was to provide training to station executive management about methods of ensuring equal opportunities and inclusion in the workplace.</td>
<td>1</td>
<td>President &amp; General Manager, WESH-TV/WKCF-TV</td>
</tr>
<tr>
<td>14</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>Jaclyn DeAugustino, Traffic Reporter WESH-TV, visited the Mia Bella Dance Academy in Palm Coast. She discussed her television career and the importance of discipline and dedication in dance and how that transfers to the real world.</td>
<td>1</td>
<td>Traffic Reporter, WESH-TV</td>
</tr>
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### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
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<tr>
<td>15 2/24/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>Jim Payne, Anchor/Reporter WESH-TV, as a &quot;virtual&quot; emcee during the &quot;Orange County Ying Expo Science Fair,&quot; he distributed awards and honors to Junior and Senior high school students. It is named after Dr. Nelson Ying, a Scientist, Entrepreneur, and Philanthropist. The Orange County Science Exposition is a 501(c)(3) educational, non-profit organization that operates exclusively for the promotion of science.                                                                                                                                                                                                оро</td>
<td>1</td>
<td>Anchor/Reporter, WESH-TV</td>
</tr>
<tr>
<td>16 2/28/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Dave Riva, General Sales Manager, WKCF-TV, served as a mentor for a University of Central Florida student. She attended a WKCF-TV Sales meeting and toured the Sales department. The graduating Senior was a part of the college's &quot;Professional Selling Program.&quot;</td>
<td>1</td>
<td>General Sales Manager, WKCF-TV</td>
</tr>
<tr>
<td>17 3/16/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Stephanie Linton, News Director WESH-TV, attended the University of Florida's &quot;Career in Communications Fair&quot; in Gainesville. She met with several students interested in careers in broadcasting.</td>
<td>1</td>
<td>News Director, WESH-TV</td>
</tr>
<tr>
<td>18 4/8/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>On April 8, 2022, Jim Payne, Anchor/Reporter WESH-TV, was a participant during the virtual advisory board meeting for the Purdue University Lamb School of Journalism.</td>
<td>1</td>
<td>Anchor/Reporter, WESH-TV</td>
</tr>
<tr>
<td>19 4/9/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>On April 9, 2022, Stewart Moore, Anchor/Reporter WESH-TV, was a guest moderator and mediated the discussions that related to college, careers, and keys to success for todays' youth for C.A.N. - a Careers And Networking series. The Winter Park Leadership Development League of the Winter Park Alumni Chapter of Kappa Alpha Psi Fraternity, Incorporated, presented this forum at the Winter Park Community Center. The Leadership Development League is a partnership with professionals and middle and high school students.</td>
<td>1</td>
<td>Anchor/Reporter, WESH-TV</td>
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<td>4/28/2022</td>
<td>On April 28, 2022, Dave McDaniel, Reporter WESH-TV, emceed a Veteran's Appreciation Luncheon program. It was held at the Sanford Civic Center.</td>
<td>1</td>
<td>Reporter, WESH-TV</td>
</tr>
<tr>
<td>5/23/2022</td>
<td>From May 23 - May 25, 2022, Joe Trentley, Business Manager, WESH-TV/WKCF-TV, attended the Media Finance Conference. It was presented by the Media Financial Management Association (MFMA).</td>
<td>1</td>
<td>Business Manager, WESH/WKCF-TV</td>
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<td>5/31/2022</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>On May 31, 2022, WESH-TV/WKCF-TV welcomed an Emma Bowen Foundation Fellow. A Junior at the University of Central Florida in Orlando, she gained invaluable knowledge by shadowing in the newsroom. From the Producers, Reporters, Executive Producers, the Digital team, and at the Assignment Desk, the Fellow learned the importance of researching, producing, and writing so that information can be reported during news broadcasts. The Emma Bowen Foundation Fellow's program provides a multi-year internship to students of color at media companies where they gain significant &quot;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). On July 21, 2022, Michelle Meredith, Reporter, hosted an &quot;Intern Night.&quot; Ebonee Athanaze, Assistant News Director, Jim Payne, Anchor/Reporter, and Kelsi Thorud, Reporter, WESH-TV, spoke about the News industry, best practices, and their careers. The Emma Bowen Fellow successfully completed the program on August 12, 2022.</td>
<td>4</td>
<td>News Director, WESH-TV, Assistant News Director, WESH-TV, Managing Editor, WESH-TV, Digital Media Manager, WESH-TV/WKCF-TV</td>
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<tr>
<td>6/6/2022</td>
<td>15</td>
<td>News Director, WESH-TV</td>
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<td></td>
<td>Assistant News Director, WESH-TV</td>
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<td>Reporter, WESH-TV</td>
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Establishment of an intern program designed to assist members of the community

During the reporting period, the WESH-TV/WKCF-TV internship program was implemented during the Summer, the comprehensive "hands-on" experience is for college students. The requirements for consideration are: student(s) must be enrolled in a University/College/Technical school; present documentation that college credit will be earned; it must be an integral part of the college's curriculum; and the student has an interest in Journalism, Broadcast Communications, Sales, the Web, Creative Services, Sports, Meteorology or Production. Several Department Head Managers and Hiring Managers conducted interviews during virtual or in person career fairs. They sought out students for the internship program and entry-level employment opportunities. On June 6, 2022, WESH 2 News conducted an "Internship Orientation Day" for students from the University of Alabama, University of Florida, University of Central Florida, and the University of South Florida. Meetings were conducted with an Assignment Desk Editor, the Special Projects Executive Producer, Anchor/Reporters, Photographers, Operations Technicians, and the Digital/Social team. The students learned about internship success stories, were given a station tour, watched two broadcasts of WESH 2 News, attended a morning editorial meeting, a rundown meeting, and were given a July sweeps assignment. On June 13, 2022, an additional intern from the University of Florida, was given a tutorial recap of everything that was presented during the Internship Orientation Day. On July 21, 2022, Michelle Meredith, Reporter, hosted an "Intern Night" where the interns heard from Ebonee Athanaze, Assistant News Director, Jim Payne, Anchor/Reporter, and Kelsi Thorud, Reporter, about their experiences.
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<td></td>
<td>experiences, best practices, and the News industry. The Summer internship program was completed on August 10, 2022.</td>
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| 6/14/2022 | Establishment of training programs for station personnel | From June 14, 2022 through June 16, 2022, WESH-TV/WKCF-TV hosted the 19th Producer Academy. Barb Maushard, Senior Vice President of News and Paige Harrison, Vice President of News, Hearst Television, presented several sessions to 25 Producers; Khadijah Forrest, was the WESH-TV participant. The topics included, "Putting the Sizzle in the Sizzle Reel," "Playing Bigger/Owning Breaking/Big Story Coverage," "Tools of the Trade," "Rossen Reports on Great Storytelling," "Time Management Techniques," "Digital Engagement," "Great Headlines & Promises," "Inclusive Content & Unconscious Bias", plus "Legal Top 10." Additional faculty members were Hearst Television's Suzanne Grethen, Senior Vice President Promotions & Marketing, Matt Helf, HTV Design Director, Eric Blackstock, HTV News Brand Advocate, Jeff Rossen, Hearst National Consumer Reporter, Yasmine Osborn, Diversity & Inclusion Director, David Hurlburt, Director Special Projects & Group Initiatives, Eva Saketkoo, Hearst Office of General Counsel, and Brian Doyle, Manager Digital Content. Additional faculty members were Stephanie Linton, News Director, WESH-TV, Rick McLaughlin, News Director WAPT-TV, Amy Beveridge, News Director WMTW-TV, Derek Schnell, News Director KCRA-TV, Akili Franklin, News Director, WYFF-TV, and Chelsea Robinson, Digital Media Manager, WESH-TV/WKCF-TV. Special Guest Jordan Wertlieb, President, Hearst Television gave remarks to the attendees. The "Inclusive Content & Unconscious Bias" workshop conducted by Yasmine Osborn and Akili Franklin, afforded the faculty and students a better awareness of the definition of diversity, equity, and inclusion, how to understand and
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<td>25</td>
<td>6/16/2022 Provision of training to management</td>
<td><strong>articulate why Diversity, Equity, and Inclusion (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 were various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture.</strong></td>
<td>2</td>
<td>Business Manager, WESH/WKCF-TV Local Sales Manager, WESH-TV</td>
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<td>26/6/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>On June 23, 2022, Scott Heidler, Brevard County Bureau Chief and Space Coast Reporter WESH-TV, a panelist on the topic of best practices for News coverage, participated in a &quot;Media Summit.&quot; It was presented by the Space Coast Chapter of the Florida Public Relations Association (SCFPRA) and held at the Melbourne Orlando International Airport. &quot;Media Summit&quot; is a premiere event for public relations &amp; marketing professionals where attendees network and ask tough questions to media representatives, like Public Relations professionals and Reporters.</td>
<td>1</td>
<td>Brevard County Bureau Chief &amp; Space Coast Reporter, WESH-TV</td>
</tr>
<tr>
<td>27/8/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>Ebonee Athanaze, Assistant News Director, WESH-TV, attended the National Association of Black Journalists / National Association of Hispanic Journalists joint conference in Las Vegas, Nevada. From August 3 through August 5, 2022, she represented Hearst Television and met with aspiring journalists seeking career opportunities and their promotional materials critiqued.</td>
<td>1</td>
<td>Assistant News Director, WESH-TV</td>
</tr>
<tr>
<td>28/8/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>On August 31, 2022, Dave Riva, General Sales Manager, Samantha Johnson, Local Sales Manager, and Nicole Smith, Account Executive, WKCF-TV, attended the University of Central Florida's &quot;Professional Selling Program.&quot; During this Fall Semester &quot;Meet &amp; Greet,&quot; they met with the entire incoming Senior class and conducted quick interviews with each of them. Nicole, an alumna of the University of Central Florida, participated in its &quot;Professional Selling Program.&quot;</td>
<td>3</td>
<td>General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV Account Executive, WKCF-TV</td>
</tr>
<tr>
<td>29/9/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>Jim Payne, Anchor/Reporter WESH-TV, emceed the annual &quot;Patriot 9/11 Breakfast&quot; held at the Renaissance Orlando at SeaWorld. Sponsored by the Central Florida Hotel and Lodging Association, it honors First Responders and Local Leaders.</td>
<td>1</td>
<td>Anchor/Reporter, WESH-TV</td>
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<td>30</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>On September 16, 2022, WKCF-TV's Dave Riva, General Sales Manager and Samantha Johnson, Local Sales Manager, along with Neida Gotay, Sales Manager Estrella-TV, met with 21 students during the University of Central Florida's School of Business speed interview event.</td>
<td>3</td>
<td>General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV Sales Manager, Estrella</td>
</tr>
<tr>
<td>31</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Stephanie Linton, News Director, WESH-TV, is a participant of the University of Florida Journalism Advisory Council. She attended their Fall meeting September 19 - 20, 2022 in Gainesville. The advisory council discussed the state of the industry, UF's programs, and Stephanie conducted one-on-one and group meetings with students.</td>
<td>1</td>
<td>News Director, WESH-TV</td>
</tr>
<tr>
<td>32</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>On September 20, 2022, Dave Riva, General Sales Manager and Samantha Johnson, Local Sales Manager, WKCF-TV, attended the United Career Sales Expo. During the sales and management focused career fair, they discussed the Account Executive job opportunities at WESH-TV/WKCF-TV.</td>
<td>2</td>
<td>General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV</td>
</tr>
<tr>
<td>33</td>
<td>Provision of training to management</td>
<td>Stephen Ostrosky, Managing Editor WESH-TV, participated in the Kneeland Project Workshop's &quot;New Media Leadership Forum&quot; held in Austin, Texas from September 21 - 24, 2022. Some of the topics covered were: &quot;Leading Millennials,&quot; &quot;What the Broadcast World Will Look Like in the Next 3, 5, 10 Years and Beyond,&quot; plus &quot;Challenges and Opportunities in Times of Change, Including Leading Change and Helping Others Find and Maintain Focus.&quot;</td>
<td>1</td>
<td>Managing Editor, WESH-TV</td>
</tr>
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