# 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>Anchor Reporter</td>
<td>1-2, 4-7, 9, 11-13, 15-16, 21, 23-25, 27, 29-30, 32-33, 37-41, 43-46, 48, 50-57</td>
<td>13</td>
</tr>
<tr>
<td>Assistant News Director</td>
<td>5-7, 9-10, 13, 15-16, 21, 23-27, 29-30, 32-33, 36-38, 40-41, 43-45, 47-48, 50-57</td>
<td>36</td>
</tr>
<tr>
<td>Reporter</td>
<td>5-7, 9, 13, 15-16, 23-30, 32-33, 38, 40-41, 43-45, 50-57</td>
<td>13</td>
</tr>
<tr>
<td>Producer</td>
<td>5-7, 9-10, 13, 15-16, 20, 23-30, 32-33, 38, 40-41, 43-45, 50-57</td>
<td>13</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>5-7, 9, 13, 15-16, 23-27, 29-30, 32-34, 38, 40-41, 43-45, 47, 50-57</td>
<td>34</td>
</tr>
<tr>
<td>News Producer</td>
<td>5-10, 13-16, 20, 23-33, 35, 37-38, 40-41, 43-45, 47, 49-57</td>
<td>20</td>
</tr>
<tr>
<td>Reporter</td>
<td>5-10, 13-17, 23-34, 37-38, 40-41, 43-45, 47, 49-57</td>
<td>13</td>
</tr>
<tr>
<td>Reporter</td>
<td>5-10, 13-17, 23-34, 37-38, 40-41, 43-45, 47, 49-57</td>
<td>13</td>
</tr>
<tr>
<td>Digital Sales Service Specialist</td>
<td>5-10, 13-17, 19, 23-33, 36-38, 40-41, 43-45, 47, 49-57</td>
<td>19</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>6-10, 13-17, 23-29, 31-34, 36-38, 40-41, 43-45, 49-57</td>
<td>13</td>
</tr>
<tr>
<td>Producer</td>
<td>2-3, 5-10, 14-17, 22-29, 31-33, 37-38, 40-41, 43-45, 47, 49-57</td>
<td>22</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>2-3, 6-10, 14-17, 19, 23-29, 31-33, 37-38, 40-41, 43-45, 47, 49, 51-57</td>
<td>19</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>2-3, 5-10, 13-17, 19, 23-29, 31-33, 37-38, 40-41, 43-45, 47, 49-57</td>
<td>19</td>
</tr>
</tbody>
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## I. VACANCY LIST

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<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newscast Director</td>
<td>2-3, 5-10, 14-17, 19, 23-29, 31-33, 37-38, 40-41, 43-45, 47, 49-57</td>
<td>19</td>
</tr>
<tr>
<td>Open Date: 8/18/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/19/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-3, 6-10, 13-17, 23-29, 31-33, 37-38, 40-41, 43-45, 47, 49, 51-57</td>
<td>13</td>
</tr>
<tr>
<td>Open Date: 9/7/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/18/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Director of Engineering</td>
<td>2-3, 6-10, 14-18, 23-29, 31-34, 37-38, 40-41, 43-45, 47, 49, 51-57</td>
<td>18</td>
</tr>
<tr>
<td>Open Date: 9/20/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/1/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anchor/Reporter</td>
<td>2-3, 5-10, 13-17, 20, 23-29, 31-33, 37-38, 40-41, 43-45, 47, 49-57</td>
<td>20</td>
</tr>
<tr>
<td>Open Date: 9/28/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/18/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>2-3, 6-10, 14-17, 19, 23-29, 31-33, 37-38, 40-45, 47, 49-57</td>
<td>19</td>
</tr>
<tr>
<td>Open Date: 10/6/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/21/2021</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone: 912-233-6563 Url: <a href="http://secondafrican.org/index.php?nid=36064&amp;s=au">http://secondafrican.org/index.php?nid=36064&amp;s=au</a> Email: <a href="mailto:rkirkland@secondafrican.org">rkirkland@secondafrican.org</a> Rosalyn Kirkland</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Albany State University ACAD Building 291 504 College Drive Albany, Georgia 31705 Phone: 229-430-4668 Url: <a href="http://www.asurams.edu/current-students/career-ser">http://www.asurams.edu/current-students/career-ser</a> Email: <a href="mailto:earnest.brown@asurams.edu">earnest.brown@asurams.edu</a> Earnest Brown</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Albany Technical College 1704 S. Slappey Blvd., Albany, Georgia 31707 Phone: 229-430-0516 Url: <a href="http://albanytech.edu/index.php?option=com_content">http://albanytech.edu/index.php?option=com_content</a> Email: <a href="mailto:jpettyway@albanytech.edu">jpettyway@albanytech.edu</a> Julie Pettway</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>Armstrong Atlantic State University 11935 Abercorn St. Memorial College Center, Room 101 Savannah, Georgia 31419 Phone: 912-344-2563 Url: <a href="http://www.armstrong.edu/departments/career_servic">http://www.armstrong.edu/departments/career_servic</a> Email: <a href="mailto:careers@armstrong.edu">careers@armstrong.edu</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Url: <a href="http://aabj.org/">http://aabj.org/</a> Email: <a href="mailto:aabj.org@gmail.com">aabj.org@gmail.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
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</tr>
</thead>
</table>
| 7         | Atlanta Broadcast Institute  
1355 Terrill Mill Road Building 1372-100  
Marietta, Georgia 30067  
Phone : 404-929-0523  
Email : jeff@completegame.tv  
Jeff Batten | N | 0 |
| 8         | Augusta Technical College  
3200 Augusta Tech Drive  
Augusta, Georgia 30906  
Phone : 706-771-4146  
Url : http://www.augustatech.edu/career_services.html#email  
Email : dwendt@augustatech.edu  
Career Services | N | 0 |
| 9         | Augusta University  
Placement Office 2500 Walton Way  
Augusta, Georgia 30904  
Phone : 706-737-1604  
Url : http://www.gru.edu/careerservices/  
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        | Brenau University Career Services  
1 Centennial Circle  
Gainesville, Georgia 30501  
Phone : 770-534-6265  
Url : http://intranet.brenau.edu/dnn/studentdevelopment/  
Email : gbagel@brenau.edu  
George Bagel | N | 0 |
| 12        | Brewton Parker College  
US Highway 280  
Mount Vernon, Georgia 30445  
Phone : 912-583-3219  
Url : http://www.bpc.edu/studentlife/counseling/career.h  
Email : tspaulding@bpc.edu  
Career Services | 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>
| 13        | Careers.HearstTelevision.com  
214 N Tryon St 29th Floor  
Charlotte, North Carolina 28202  
Phone : 704-208-2342  
Email : htv.careers@hearst.com  
Career Services | N | 41 |
| 14        | Central Georgia Technical College  
330 Macon Tech Drive  
Macon, Georgia 31206  
Phone : 478-757-3431  
Url : http://www.centralgatech.edu/studserv/career_servi  
Email : jobsinc@centralgatech.edu  
Career Services | N | 0 |
| 15        | Clark Atlanta University  
223 James P. Brawley Drive  
Atlanta, Georgia 30314  
Phone : 404-523-5148  
Email : cpcc@cau.edu  
Career Services | N | 0 |
| 16        | Columbus State University  
4225 University Ave  
Columbus, Georgia 31907  
Phone : 706-507-8764  
Url : http://career.columbusstate.edu/  
Joy Sautter  
Manual Posting | N | 0 |
| 17        | Columbus Technical College  
382 Manchester Expressway  
Columbus, Georgia 31904  
Phone : 706-649-1055  
Url : http://www.columbustech.edu/career-connections/pos  
Career Services  
Manual Posting | N | 0 |
| 18        | Current Employee - Transfer/Promotion | N | 1 |
| 19        | Current Employee/Internal Promotion | N | 5 |
| 20        | Employee Referral | N | 3 |
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</table>
| 21        | Equality Magazines  
13351 Riverside Dr #514  
Sherman Oaks, California 91423  
Phone: 818-654-0879  
Url: http://www.equalitymagazines.com/index.php/contact  
Career Services  
Manual Posting | N | 0 |
| 22        | Former Intern                                                                   | N | 1 |
| 23        | Fort Valley State College  
1005 State University Dr.  
Fort Valley, Georgia 31030  
Phone: 478-825-6350  
Url: http://www.fvsu.edu/campus_life/student_services/c  
Email: simmonsrl@fvsu.edu  
Romelda Simmons | N | 0 |
| 24        | Georgia Association of Broadcasters  
8010 Roswell Road  
Atlanta, Georgia 30350  
Phone: 770-395-7200  
Url: http://gab.org/jobs/post-a-position/  
Email: gchapman@gab.org  
Garrett Chapman | N | 0 |
| 25        | Georgia College & State University  
Campus Box 42  
Milledgeville, Georgia 31061  
Phone: 478-445-5384  
Url: http://www.gcsu.edu/career/careerpostingjobs.htm  
Email: career.center@gcsu.edu  
Career Services | N | 0 |
| 26        | Georgia Department of Labor  
5520 White Bluff Rd  
Savannah, Georgia 31405  
Phone: 912-356-2773  
Url: https://www.dol.state.ga.us/ws4-mw5/cics.jsp?trans  
Gail Bundy  
Manual Posting | N | 0 |
| 27        | Georgia Southern University  
Box 8069  
Statesboro, Georgia 30458  
Phone: 912-478-5197  
Url: http://students.georgiasouthern.edu/career/  
Career Services  
Manual Posting | N | 0 |
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<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 28        | Georgia State University  
35 Broad Street Suite 605  
Atlanta, Georgia 30303  
Phone: 404-413-1820  
Url: http://career.gsu.edu/  
Career Services  
Manual Posting | N | 0 |
| 29        | Goodwill Job Connection  
7220 Sallie Mood Drive  
Savannah, Georgia 31406  
Phone: 912-436-6242  
Url: http://goodwillsavannah.org/jobconnection/  
Email: cbarnes@goodwillsavannah.org  
Cynthia Barnes | N | 0 |
| 30        | Goodwill Southeast Georgia  
7220 Sallie Mood Drive  
Savannah, Georgia 31406  
Phone: 912-354-6611  
Email: cnoble@goodwillsega.org  
Christian Noble | N | 0 |
| 31        | Gwinnett Technical College  
5150 Sugar Loaf Parkway  
Lawrenceville, Georgia 30043  
Phone: 678-226-6252  
Url: http://www.gwinnettech.edu/content.cfm?pagecode=c  
Email: csreceptionist@gwinnettech.edu  
Career Services | N | 0 |
| 32        | Hillside Chapel and Truth Center Organization  
2450 Cascade Road SW  
Atlanta, Georgia 30311  
Phone: 404-758-6811  
Url: http://www.hillsidechapel.org/contactus.htm  
Email: mbillups@hillsidechapel.org  
Michael Billups | N | 0 |
| 33        | Hundred Black Men of Savannah  
P.O. Box 14606  
Savannah, Georgia 31416  
Phone: 912-303-8006  
Url: http://www.100blackmensav.org/contact  
Email: info@100blackmensav.org  
Career Services | N | 0 |
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</table>
| 34        | Indeed.com  
177 Broad Street 6th Floor  
Stamford, Connecticut 06901  
Career Services  
Manual Posting                                                                                                                                  | N                                                | 4                                                      |
| 35        | Interoffice Job Posting                                                                                                                                                                                       | N                                                | 1                                                      |
| 36        | Job posting on internet                                                                                                                                                                                       | N                                                | 8                                                      |
| 37        | Journalism Jobs.com  
PO Box 7294  
Berkeley, California 94707  
Phone : 510-524-2007  
Email : contact@journalismjobs.com  
For Applicants                                                                                                                                     | N                                                | 0                                                      |
| 38        | Kennesaw State University  
1000 Chastain Road #0118  
Kennesaw, Georgia 30144  
Phone : 470-578-6555  
Url : https://careercrt.kennesaw.edu/  
Career Services  
Manual Posting                                                                                                                                     | N                                                | 0                                                      |
| 39        | LaGrange College  
601 Broad Street  
LaGrange, Georgia 30240  
Phone : 706-880-8925  
Url : http://www.lagrange.edu/campus-life/career-center/  
Email : jobs@lagrange.edu  
Career Services                                                                                                                                       | N                                                | 0                                                      |
| 40        | MediaBistro  
825 8th Avenue 29th Floor  
New York, New York 10019  
Phone : (800) 205-7792  
Career Services  
Manual Posting                                                                                                                                     | N                                                | 0                                                      |
| 41        | Mercer University  
1400 Coleman Avenue  
Macon, Georgia 31207  
Phone : 678-547-6023  
Url : https://mercer-csm.symplicity.com/employers/  
Career Services  
Manual Posting                                                                                                                                     | N                                                | 0                                                      |
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<thead>
<tr>
<th>RS Number</th>
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</tr>
</thead>
</table>
| 42        | Northwestern University  
620 Lincoln Street  
Evanston, Illinois 60208  
Phone : 847-491-5785  
Dainne Siekmann  
Manual Posting | N                                                                   | 0                                                   |
| 43        | Paine College  
1235 15th Street  
Augusta, Georgia 30901  
Phone : 706-821-8307  
Url : http://www.paine.edu/career  
Email : careerservices@paine.edu  
Career Services | N                                                                   | 0                                                   |
| 44        | Point University  
2605 Ben Hill Road  
East Point, Georgia 30344  
Phone : 404-460-2423  
Url : http://pointuniversity.collegeje.com/  
Email : career.center@point.edu  
Natalie Brown | N                                                                   | 0                                                   |
| 45        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone : 5136835020  
Robert Walker  
Manual Posting | N                                                                   | 0                                                   |
| 46        | Savannah Branch NAACP  
1204 Martin Luther King Jr Boulevard  
Savannah, Georgia 31415  
Phone : 912-233-4161  
Url : http://www.savnaacp.com/naacp_savannah/welcome.htm  
Email : savnaacp@bellsouth.net  
Carol Hunt | N                                                                   | 0                                                   |
| 47        | Savannah College of Art & Design  
342 Bull Street  
Savannah, Georgia 31402  
Url : https://scad-csm.symplicity.com/employers/  
Email : careers@scad.edu  
Career Services | N                                                                   | 0                                                   |
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</tr>
</thead>
</table>
| 48        | Savannah State University  
P.O. Box 20524  
Savannah, Georgia 31404  
Phone : 912-358-3128  
Url : https://savannahstate-csm.symphlicity.com/  
Email : rileys@savannahstate.edu  
Shaunce Riley | N | 0 |
| 49        | South Georgia Tech. College  
1583 South Ridge Rd  
Americus, Georgia 31709  
Phone : 229-931-2057  
Url : http://www.southgateche.edu/index.cfm?pageid=257  
Email : ccarter@southgate.edu  
Cynthia Carter | N | 0 |
| 50        | TV Jobs  
PO Box 4116  
Oceanside, California 92052  
Phone : 800-374-0119  
Url : http://www.tvjobs.com/  
Career Services  
Manual Posting | N | 0 |
| 51        | TVB  
120 Wall Street, 15th Floor  
New York, New York 10005  
Phone : 212-935-5631  
Email : htv.careers@hearst.com  
Career Services | N | 0 |
| 52        | 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 | N | 0 |
| 53        | University Of Georgia  
UGA Career Center 2nd floor, Clark Howell Hall  
Athens, Georgia 30602  
Phone : 706-542-3375  
Url : http://career.uga.edu/resources/  
Email : career@uga.edu  
Career Services | N | 0 |
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| 54        | University of West Georgia  
1600 Maple Street  
Carrollton, Georgia 30118  
Phone : 678-839-6431  
Url : https://westgacareerweb.experience.com/emp/login Career Services  
Manual Posting | N | 0 |
| 55        | Urban League of Greater Atlanta  
100 Edgewood Drive  
Atlanta, Georgia 30303  
Phone : 404-659-1150  
Url : http://ulgatl.org/employment-career-services/emplo Email : jobs@ulgatl.org Career Services | N | 0 |
| 56        | Wesleyan College  
4760 Forsyth Road  
Macon, Georgia 31210  
Phone : 478-757-5224  
Url : http://www.wesleyancollege.edu/studentlife/careers Email : krownover@wesleyancollege.edu Kathleen Croweover | N | 0 |
| 57        | 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:** 64
### 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>2/28/2021</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. 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 News Director</td>
</tr>
<tr>
<td>6/1/2021</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>EMMA Bowen Foundation - the program entitles two students to receive an hourly, salaried, internship for eight weeks in the summer. The students select a department to learn the many aspects of the operation and station specific skills. Our two interns this year worked in the production department and had some time reporting to the website. The station has the opportunity to train, mentor, sponsor the student with the option of full-time employment upon completion of the program and their college education.</td>
<td>2</td>
<td>Fellow Fellow</td>
</tr>
<tr>
<td>9/30/2021</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. 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>Assistant News Director Digital Sales Manager</td>
</tr>
</tbody>
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### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
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</tr>
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<tbody>
<tr>
<td>4</td>
<td>Establishment of training programs for station personnel</td>
<td>If you are a senior level broadcast executive – particularly a woman or person of color – with aspirations to advance as a group executive or station owner, this executive MBA-style program will provide you with the fundamentals of purchasing, owning and running successful radio and television stations. This program teaches you the business of the business and will help you understand broadcast operations at the highest level.</td>
<td>1</td>
<td>General Manager</td>
</tr>
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