## 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>
<th>Open Date</th>
<th>Hire Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digital Client Specialist</td>
<td>1-2, 4-8, 11-15, 18-24, 26-32, 35-40, 42, 44, 46-48, 50-53</td>
<td>29</td>
<td>10/6/2021</td>
<td>1/10/2022</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1, 6-7, 11-15, 18, 20, 22-23, 26-28, 30, 35-36, 38-40, 44-45, 47-48, 50-51, 53</td>
<td>11</td>
<td>12/29/2021</td>
<td>1/30/2022</td>
</tr>
<tr>
<td>Weekend Sports Anchor/ Reporter</td>
<td>1, 4-8, 11-15, 18-24, 26-32, 35-40, 42, 44-45, 47-48, 50-53</td>
<td>29</td>
<td>2/8/2022</td>
<td>5/30/2022</td>
</tr>
<tr>
<td>Weekend Anchor Reporter</td>
<td>1, 4-8, 11-15, 18-20, 22-24, 26-28, 32, 35-36, 38-40, 44-45, 47-48, 50-53</td>
<td>11</td>
<td>2/22/2022</td>
<td>7/6/2022</td>
</tr>
<tr>
<td>Producer</td>
<td>1, 4-8, 11-15, 18-20, 22-24, 26-28, 32, 35-36, 38-40, 44-45, 47-48, 50-53</td>
<td>11</td>
<td>2/22/2022</td>
<td>3/21/2022</td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>1, 4-8, 11-16, 18-24, 26, 28-32, 35-40, 42, 44-45, 47-48, 50-53</td>
<td>11</td>
<td>4/6/2022</td>
<td>6/13/2022</td>
</tr>
</tbody>
</table>
## 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>Multi Media Journalist / Reporter</td>
<td>1, 3-5, 7-11, 13-14, 18-28, 30-33, 35-43, 45, 47-48, 50-53</td>
<td>30</td>
</tr>
<tr>
<td>Photographer</td>
<td>1, 3-16, 18-33, 35-45, 47-48, 50-53</td>
<td>30</td>
</tr>
<tr>
<td>Multi Media Journalist / Reporter</td>
<td>1, 3-5, 7-11, 13-14, 18-28, 30-33, 35-43, 45, 47-48, 50-53</td>
<td>11</td>
</tr>
<tr>
<td>Producer</td>
<td>1, 3-15, 18-25, 27-28, 30-33, 35-38, 40-45, 47-48, 50-53</td>
<td>22</td>
</tr>
<tr>
<td>Producer</td>
<td>1, 3-15, 18-25, 27-28, 30-33, 35-38, 40-45, 47-48, 50-53</td>
<td>30</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-15, 18-29, 31-33, 35-38, 40-41, 43-45, 47-53</td>
<td>11</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-15, 18-29, 31-33, 35-38, 40-41, 43-45, 47-53</td>
<td>11</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>3-5, 7-11, 13-15, 18-28, 31-33, 35-38, 40-45, 47-53</td>
<td>11</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1, 3-12, 14-16, 18-28, 31-38, 40-45, 47-53</td>
<td>16</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 4-5, 7-11, 14, 18-25, 27-28, 31-33, 35-38, 40-43, 45, 47-53</td>
<td>11</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         | Albany State University  
ACAD Building 291 504 College Drive  
Albany, Georgia 31705  
Phone: 229-430-4668  
Url: http://www.asurams.edu/current-students/career-services  
Email: earnest.brown@asurams.edu  
Earnest Brown | N | 0 |
| 2         | Albany Technical College  
1704 S. Slappey Blvd.,  
Albany, Georgia 31707  
Phone: 229-430-0516  
Url: http://albanytech.edu/index.php?option=com_content  
Julie Pettway  
Manual Posting | N | 0 |
| 3         | Art Institute of Atlanta  
6600 Peachtree Dunwoody Road 100 Embassy Row  
Atlanta, Georgia 30328  
Phone: 404-942-1800  
Url: http://www.artinstitutes.edu/atlanta/career-services  
Career Services  
Manual Posting | N | 0 |
| 4         | Atlanta Association of Black Journalists  
P.O. Box 54128  
Atlanta, Georgia 30309  
Url: http://aabj.org/  
Email: aabj.org@gmail.com  
Career Services | N | 0 |
| 5         | Atlanta Broadcast Institute  
1355 Terrill Mill Road Building 1372-100  
Marietta, Georgia 30067  
Phone: 404-929-0523  
Url: http://www.atlantabroadcastinstitute.com/ask_thea  
Email: jeff@completegame.tv  
Jeff Batten | N | 0 |
| 6         | 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 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 7         | 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 |
| 8         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone : 253-680-7761  
Email : rrobinson@batestech.edu  
Roland Robinson | N | 0 |
| 9         | Brenau University Career Services  
1 Centennial Circle  
Gainesville, Georgia 30501  
Phone : 770-534-6265  
Url : http://intranet.brenau.edu/dnn/studentdevelopment/  
Email : mmcgowan@brenau.edu  
Michelle McGowan | N | 0 |
| 10        | Brewton Parker College  
US Highway 280  
Mount Vernon, Georgia 30445  
Phone : 912-583-3219  
Url : http://www.bpc.edu/studentlife/counseling/career.h  
Email : knester@bpc.edu  
Career Services | N | 0 |
| 11        | 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 | 39 |
| 12        | 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 |
## 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        | Clark Atlanta University  
223 James P. Brawley Drive 
Atlanta, Georgia 30314  
Phone: 404-523-5148  
Career Services  
Manual Posting | N | 0 |
| 14        | Columbus State University  
4225 University Ave  
Columbus, Georgia 31907  
Phone: 706-507-8764  
Url: http://career.columbustate.edu/  
Joy Sautter  
Manual Posting | N | 0 |
| 15        | 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 |
| 16        | Current Employee | N | 7 |
| 17        | Employee Referral | N | 1 |
| 18        | 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: simmonsr@fvsu.edu  
Romelda Simmons | N | 0 |
| 19        | 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 |
## 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>
| 20        | Georgia College & State University  
Campus Box 42  
Milledgeville, Georgia 31061  
Phone: 478-445-5384  
Url: [http://www.gcsu.edu/career/careerpostingjobs.htm](http://www.gcsu.edu/career/careerpostingjobs.htm)  
Email: career.center@gcsu.edu  
Career Services | N | 0 |
| 21        | 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](https://www.dol.state.ga.us/ws4-mw5/cics.jsp?trans)  
Gail Bundy  
Manual Posting | N | 0 |
| 22        | Georgia Southern University  
Box 8069  
Statesboro, Georgia 30458  
Phone: 912-478-5197  
Url: [http://students.georgiasouthern.edu/career/](http://students.georgiasouthern.edu/career/)  
Career Services  
Manual Posting | N | 1 |
| 23        | Georgia State University  
35 Broad Street Suite 605  
Atlanta, Georgia 30303  
Phone: 404-413-1820  
Url: [http://career.gsu.edu/](http://career.gsu.edu/)  
Career Services  
Manual Posting | N | 0 |
| 24        | Goodwill Job Connection  
7220 Sallie Mood Drive  
Savannah, Georgia 31406  
Phone: 912-436-6242  
Url: [http://goodwillsavannah.org/jobconnection/](http://goodwillsavannah.org/jobconnection/)  
Email: cbarnes@goodwillsavannah.org  
Cynthia Barnes | N | 0 |
| 25        | Goodwill Southeast Georgia  
7220 Sallie Mood Drive  
Savannah, Georgia 31406  
Phone: 912-354-6611  
Email: wkelso@goodwillsega.org  
Christian Noble | 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>
| 26        | Gwinnett Technical College  
5150 Sugar Loaf Parkway  
Lawrenceville, Georgia 30043  
Phone: 678-226-6252  
Url: http://www.gwinnetttech.edu/content.cfm?pagename=c  
Career Services  
Manual Posting | N | 0 |
| 27        | Hillside Chapel and Truth Center Organization  
2450 Cascade Road SW  
Atlanta, Georgia 30311  
Phone: 404-758-6811  
Url: http://www.hillsidechapel.org/contact.htm  
Email: info@hillsideinternational.org  
Micahel Billups | N | 0 |
| 28        | 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 |
| 29        | Indeed.com  
177 Broad Street 6th Floor  
Stamford, Connecticut 06901  
Career Services  
Manual Posting | N | 8 |
| 30        | Job posting on internet | N | 11 |
| 31        | Journalism Jobs.com  
PO Box 7294  
Berkeley, California 94707  
Phone: 510-524-2007  
Email: contact@journalismjobs.com  
For Applicants | N | 1 |
| 32        | Kennesaw State University  
1000 Chastain Road #0118  
Kennesaw, Georgia 30144  
Phone: 470-578-6555  
Url: https://careerctr.kennesaw.edu/  
Career Services  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 33        | LaGrange College  
601 Broad Street  
LaGrange, Georgia 30240  
Phone: 706-880-8925  
Url: http://www.lagrange.edu/campus-life/career-center/  
Career Services  
Manual Posting | N | 0 |
| 34        | LinkedIn.com  
2029 Stierlin Court  
Mountain View, California 94043  
Career Services  
Manual Posting | N | 3 |
| 35        | MediaBistro  
825 8th Avenue 29th Floor  
New York, New York 10019  
Phone: (800) 205-7792  
Career Services  
Manual Posting | N | 1 |
| 36        | 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 |
| 37        | Northwestern University  
620 Lincoln Street  
Evanston, Illinois 60208  
Phone: 847-491-5785  
Dainne Siekmann  
Manual Posting | N | 0 |
| 38        | 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 |
## 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>
| 39        | Point University  
2605 Ben Hill Road  
East Point, Georgia 30344  
Phone: 404-460-2423  
Url: http://pointuniversity.collegejc.com/  
Email: career.center@point.edu  
Natalie Brown | N | 0 |
| 40        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone: 5136835020  
Robert Walker  
Manual Posting | N | 0 |
| 41        | 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: Savnaacp1204@yahoo.com  
Carol Hunt | N | 0 |
| 42        | 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 |
| 43        | Savannah State University  
P.O. Box 20524  
Savannah, Georgia 31404  
Phone: 912-358-3128  
Url: https://savannahstate-csm.symplicity.com/  
Shaunce Riley  
Manual Posting | N | 0 |
| 44        | South Georgia Tech. College  
1583 South Ridge Rd  
Americus, Georgia 31709  
Phone: 229-931-2057  
Url: http://www.southgatech.edu/index.cfm?pageid=257  
Email: ccarte@southgatech.edu  
Cynthia Carter | 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>
<tbody>
<tr>
<td>45</td>
<td>TV Jobs</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>PO Box 4116</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oceanside, California 92052</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 800-374-0119</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a></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>46</td>
<td>TVB</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>120 Wall Street, 15th Floor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>New York, New York 10005</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 212-935-5631</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>47</td>
<td>University of Colorado at Boulder</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1511 University Avenue #478 UCB</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Boulder, Colorado 80309</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : (303) 492-5480</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://colorado.edu/">http://colorado.edu/</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Christine Mahoney</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>48</td>
<td>University Of Georgia</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>UGA Career Center 2nd floor, Clark Howell Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Athens, Georgia 30602</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 706-542-3375</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://career.uga.edu/resources/">http://career.uga.edu/resources/</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email : <a href="mailto:career@uga.edu">career@uga.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>49</td>
<td>University of Michigan</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>515 E Jefferson St</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ann Arbor, Michigan</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>50</td>
<td>University of West Georgia</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1600 Maple Street</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Carrollton, Georgia 30118</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 678-839-6431</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="https://westgacareerweb.experience.com/emp/login">https://westgacareerweb.experience.com/emp/login</a></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>
</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>
| 51        | 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 |
| 52        | Wesleyan College  
4760 Forsyth Road  
Macon, Georgia 31210  
Phone: 478-757-5224  
Url: http://www.wesleyancollege.edu/studentlife/careers  
Email: kcrownover@wesleyancollege.edu  
Kathleen Crownover | N | 0 |
| 53        | 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: 72
### 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>2/8/2022</td>
<td>Participation in Job Fairs</td>
<td>University of Georgia Career Fair for Journalism and Mass Communications</td>
<td>2</td>
<td>News Talent recruitment Director News Director</td>
</tr>
<tr>
<td>2/10/2022</td>
<td>Participation in Job Fairs</td>
<td>Job Fair for University of South Carolina looking for Multimedia Journalist, News Producer and Newscast Directors</td>
<td>2</td>
<td>News Talent Recruitment Director News Director</td>
</tr>
<tr>
<td>2/18/2022</td>
<td>Participation in Job Fairs</td>
<td>Savannah College of Art and Design Virtual Career Fair. Calendar opened 1/23/22 for SCAD Career Fair which allowed interested candidates to register on a virtual calendar for interviews to be conducted on 2/18/22.</td>
<td>1</td>
<td>Creative Services Director</td>
</tr>
<tr>
<td>4/1/2022</td>
<td>Provision of training to management</td>
<td>The Hearst Conscious Inclusion program underscores the company’s commitment to an equitable, inclusive and diverse culture that speaks to our company’s culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participants complete this program, they earn the Change Agent certification.</td>
<td>3</td>
<td>Assignment Manager General Manager Creative Services Director</td>
</tr>
<tr>
<td>9/1/2022</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 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>Creative Services Director Assignment Manager</td>
</tr>
</tbody>
</table>