### 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>Master Control Operator</td>
<td>2-3, 5-10, 13-25</td>
<td>10</td>
</tr>
<tr>
<td>Open Date: 8/25/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/9/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>3-5, 7, 9, 13-25</td>
<td>3</td>
</tr>
<tr>
<td>Open Date: 12/11/2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/30/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Client Specialist</td>
<td>1-5, 7-9, 13-25</td>
<td>3</td>
</tr>
<tr>
<td>Open Date: 1/29/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/7/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research Director</td>
<td>2-5, 7-9, 11-25</td>
<td>3</td>
</tr>
<tr>
<td>Open Date: 7/9/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/30/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>2-5, 7-9, 11-25</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 7/14/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/27/2021</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? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>AAJA&lt;br&gt;5th 3rd Street Suite 1108&lt;br&gt;San Francisco, California 94103&lt;br&gt;Phone : 1-415-346-2051&lt;br&gt;Url : <a href="https://customer9867c50f.portal.production.membersuite.com/login.aspx">https://customer9867c50f.portal.production.membersuite.com/login.aspx</a>&lt;br&gt;Corp Recruiter&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Bates College Broadcast/Production Program&lt;br&gt;1101 S Yakima Ave&lt;br&gt;Tacoma, Washington 98405&lt;br&gt;Phone : 253-680-7761&lt;br&gt;Email : <a href="mailto:robinson@batestech.edu">robinson@batestech.edu</a>&lt;br&gt;Roland Robinson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Careers.HearstTelevision.com&lt;br&gt;214 N. Tryon St&lt;br&gt;Charlotte, North Carolina 28202&lt;br&gt;Phone : 1-704-208-2342&lt;br&gt;Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a>&lt;br&gt;Career Services</td>
<td>N</td>
<td>13</td>
</tr>
<tr>
<td>4</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>5</td>
<td>CT School of Broadcasting&lt;br&gt;3901 Coconut Palm Dr #105&lt;br&gt;Tampa, Florida 33619&lt;br&gt;Phone : 813-443-5307&lt;br&gt;Email : <a href="mailto:jperkins@gocsb.com">jperkins@gocsb.com</a>&lt;br&gt;Fax : 1-813-443-5310&lt;br&gt;Jennifer Perkins</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>EqualityMagazines.com&lt;br&gt;13351 Riverside Dr. #514&lt;br&gt;Sherman Oaks, California 91423&lt;br&gt;Phone : 818.654.0870&lt;br&gt;Jeff Palmatier&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRLS")

<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         | Florida Southern College  
111 Lake Hollingsworth Dr.  
Lakeland, Florida 33801  
Phone : 863-680-4390  
Jessica Misa  
Manual Posting | Y                                                | 0                                                          |
| 8         | Full Sail Career Center  
3300 University Blvd.  
Winter Park, Florida 32792  
Phone : 800-757-5105  
Fax : 1-407-551-1098  
Wynn Davis | N                                                | 0                                                          |
| 9         | Hillsborough Community College  
4001 Tampa Bay Blvd  
Tampa, Florida 33614  
Phone : 813-259-6047  
Fax : 1-813-259-6047  
Laurie Ragsdale | Y                                                | 0                                                          |
| 10        | Indeed.com  
177 Broad Street 6th Floor  
Stamford, Connecticut  
Phone : 646-589-6824  
Url : www.indeed.com  
Jason Steklof  
Manual Posting | N                                                | 1                                                          |
| 11        | James A. Haley Veterans' Hospital  
10770 North 46th Street Suite A-400  
Tampa, Florida 33617  
Phone : 813.316.3223  
Email : gino.gibbons@va.gov  
Fax : 1-813-228-2857  
Gino Gibbons | N                                                | 0                                                          |
| 12        | LinkedIn  
2029 Stierlin Court  
Mountain View, California 94043  
Phone :  
Career Services | N                                                | 6                                                          |
| 13        | MediaBistro  
825 8th Avenue 29th Floor  
New York, New York 10019  
Phone : (800) 205-7792  
Career Services  
Manual Posting | N                                                | 0                                                          |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</thead>
</table>
| 14        | NAACP-Tampa  
PO Box 4266  
Tampa, Florida 33677  
Phone: 813-234-8683  
Fax: 1-813-236-2248  
Debraca Russell | N                                                 | 0                                                     |
| 15        | Pinellas Hope  
5726 126th Ave., North  
Clearwater, Florida 33760  
Phone: 727-556-6397  
Fax: 1-727-556-6398  
Tom Mitchell | N                                                 | 0                                                     |
| 16        | Pinellas Technical Education Center  
333 N. 31st Street, North  
St. Petersburg, Florida 33713  
Phone: 727-538-7167  
Email: GREENLEYB@pcsb.org  
Bethany Greenley | N                                                 | 0                                                     |
| 17        | PTEC-Clearwater Comm. Outreach  
6100 154th Avenue North, Bldg 7  
Clearwater, Florida 33760  
Phone: 727-533-9744  
Fax: 1-727-538-7203  
Nancy Trudell | N                                                 | 0                                                     |
| 18        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone: 5136835020  
Robert Walker  
Manual Posting | N                                                 | 0                                                     |
| 19        | Suncoast Chamber of Commerce  
550 N. Rio Street Suite 300  
Tampa, Florida 33619  
Phone: 813-261-5043  
Email: dhavens@sarasotachamber.com  
Fax: 1-813-261-5046  
Donna Havens | Y                                                 | 0                                                     |
| 20        | TVB  
120 Wall Street, 15th Floor  
New York, New York 10005  
Phone: 212-935-5631  
Email: htv.careers@hearst.com  
Career Services | N                                                 | 0                                                     |
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</tr>
</thead>
</table>
| 21        | 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                                               |
| 22        | University of Florida  
PO Box 118400  
Gainsville, Florida 32611  
Phone : 352-273-2300  
Url : https://ufl-csm.symplicity.com/employers/Phyllis Pen'a  
Manual Posting | Y                                                                 | 0                                               |
| 23        | University of South Florida  
4202 E. Fowler Ave. Svc. 2088  
Tampa, Florida 33620-6930  
Phone : 813-974-2011  
Url : www.career.usf.edu/employers/ccon_Job_List.htm  
Kathy Rosche  
Manual Posting | N                                                                 | 0                                               |
| 24        | University of Tampa  
401 W. Kennedy Blvd Box K  
Tampa, Florida 33606  
Phone : 813-253-6236  
Url : http://www.ut.edu/career/employerservices/fulltime/  
Donna Napoli  
Manual Posting | Y                                                                 | 0                                               |
| 25        | www.mediegignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60666  
Phone : 336-553-0620  
Url : http://www.mediegignow.com  
Email : customerservice@mediegignow.com  
MediaGigNow.com | N                                                                 | 0                                               |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 20
## 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 Hearst Leadership Development Program - Cohort2 is a collaborative effort with Harvard Business School and is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined program topics and follow up assignments. After successful completion of the Hearst Leadership Development Program, participants will have the requisite skills to qualify for career advancement and leadership roles.</td>
<td>1</td>
<td>Creative Services Director</td>
</tr>
<tr>
<td>3/24/2021</td>
<td>Participation in Job Fairs</td>
<td>University of Florida Careers in Communication Fair targets students and alumni interested in internships and job opportunities related to advertising, journalism, public relations, media production, management, and technology and related communications industries.</td>
<td>3</td>
<td>Business Manager Local Sales Manager Digital Sales Manager</td>
</tr>
<tr>
<td>3/25/2021</td>
<td>Participation in Job Fairs</td>
<td>Seminole State College Virtual Career Fair was geared towards providing students with the latest information about career options and related educational programs and provide our vendors with opportunities to recruit transfer students, volunteers, interns and potential employees.</td>
<td>3</td>
<td>Local Sales Manager Business Manager Digital Sales Manager</td>
</tr>
<tr>
<td>7/27/2021</td>
<td>Provision of training to management</td>
<td>Station leaders participated in a 4 hour conscious inclusion training hosted by a third party partner. The training included information on how to cultivate a culture of awareness around the many dimensions of diversity. Leaders reviewed a model of inclusion, how to uncover unconscious bias and other topics related to diversity and inclusion to create an inclusive environment of diverse perspectives to make individuals work experiences better.</td>
<td>3</td>
<td>Business Manager National Sales Manager Digital Sales Manager</td>
</tr>
</tbody>
</table>
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<table>
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<th>Brief Description of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/12/2021</td>
<td>Establishment of training programs for station personnel</td>
<td>The Hearst Leadership Development Program (Cohort3) is a collaborative effort with Harvard Business School and is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined program topics and follow up assignments. After successful completion of the Hearst Leadership Development Program, participants will have the requisite skills to qualify for career advancement and leadership roles.</td>
<td>1</td>
<td>National Sales Manager</td>
</tr>
</tbody>
</table>