

# **Exhibit 1**

**KCRA-TV, KQCA (TV)**  
**EEO PUBLIC FILE REPORT**  
**July 22, 2014 - July 31, 2015**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Reporter Open Date: 6/28/2013 Hire Date: 8/11/2014	2, 4, 8-9, 11-14, 17, 19-20, 28, 30, 32, 34, 36, 40-41, 47, 53, 55, 57	17
Executive News Producer Open Date: 1/13/2014 Hire Date: 8/18/2014	2, 4, 8-9, 11-13, 17, 19-20, 22, 28, 32, 34, 47-48, 52-53, 55, 57	22
Account Executive Open Date: 3/4/2014 Hire Date: 9/22/2014	1-2, 4-15, 17-23, 26-28, 33-34, 46-50, 53, 55, 57	50
Anchor Reporter Open Date: 4/1/2014 Hire Date: 9/8/2014	2-4, 8-9, 11-14, 17, 20, 23, 28, 30, 34, 41, 47-48, 53, 55, 57	41
Modesto Bureau Reporter Open Date: 4/16/2014 Hire Date: 9/22/2014	2-4, 8-9, 11-14, 17, 19-20, 23, 28, 30-31, 34, 47-48, 53, 55, 57	23
Local Sales Manager Open Date: 5/8/2014 Hire Date: 7/28/2014	1-15, 17-22, 28-30, 33-34, 38, 46-50, 53, 55, 57	17
Reporter/Anchor Open Date: 6/30/2014 Hire Date: 9/22/2014	2-15, 17-21, 23-24, 28-30, 33-34, 37-38, 47-49, 53, 55, 57	17
KCRA Sports Reporter /Anchor Open Date: 7/15/2014 Hire Date: 9/22/2014	2-11, 13-15, 17-21, 24, 26, 28-30, 33-34, 37-38, 43, 47-49, 53, 55-57	17
News Photographer/Live Truck Operator – Full Time Open Date: 8/7/2014 Hire Date: 10/7/2014	2-8, 10-15, 17, 19-21, 23-24, 28-30, 33-34, 38, 43, 47-49, 53, 55-57	23
Client Service Specialist Open Date: 8/13/2014 Hire Date: 9/2/2014	1-8, 10-15, 17, 19-21, 23-24, 27-30, 33-34, 43, 45, 47-49, 53, 55-57	23
Digital Client Service Specialist Open Date: 9/5/2014 Hire Date: 10/6/2014	1-5, 7-15, 17-21, 24, 27-30, 33-34, 38, 43, 47-49, 53, 55-57	27
Client Service Specialist Open Date: 9/9/2014 Hire Date: 10/20/2014	1-5, 7-24, 27-30, 33-34, 38, 42-43, 47-49, 53, 55-57	22
News Reporter – Full Time Open Date: 9/18/2014 Hire Date: 6/15/2015	2-5, 7-15, 17-21, 24, 28-31, 33-34, 38, 40, 43, 47-49, 53, 55-57	17
News Editor Open Date: 10/29/2014 Hire Date: 12/11/2014	2-5, 7-14, 17-21, 24-25, 28-30, 33-34, 38, 43, 46-49, 53, 55-57	25

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
KCRA Multi-cast Producer Open Date: 11/12/2014 Hire Date: 1/6/2015	1-2, 4-5, 7-15, 17-21, 23-24, 27-30, 33-34, 38, 43, 46-49, 53, 55-57	17
Assistant Creative Services Director Open Date: 11/12/2014 Hire Date: 1/26/2015	1-5, 7-15, 17-22, 24, 27-30, 33-34, 38, 43, 46-49, 53, 55-57	22
Director of Programming Open Date: 11/17/2014 Hire Date: 3/30/2015	1-2, 4-5, 7-15, 17-21, 24-25, 27-30, 33-34, 39, 43, 46-49, 53, 55-57	25
Account Executive Open Date: 12/23/2014 Hire Date: 3/30/2015	1-5, 7-15, 17, 19-21, 23-24, 28-30, 33-34, 38-39, 43, 46-49, 53, 55-57	23
Client Service Specialist Open Date: 1/30/2015 Hire Date: 3/30/2015	1-2, 4, 7-8, 10-15, 17, 19-20, 23-24, 27-30, 33-34, 46-49, 53, 55, 57	27
Senior Producer/Editor Open Date: 1/30/2015 Hire Date: 4/1/2015	1-5, 8-15, 17, 19-22, 24, 28-30, 32-34, 38, 46-49, 53, 55, 57	22
Assignment Editor-FT Open Date: 2/3/2015 Hire Date: 4/1/2015	1-5, 7-15, 17, 19-24, 28-30, 33-34, 38, 43, 46-49, 53, 55-57	22
News Reporter – Full Time Open Date: 2/3/2015 Hire Date: 6/15/2015	1-5, 7-15, 17, 19-21, 23-24, 28-31, 33-35, 38, 43, 46-49, 53, 55-57	23
Producer Open Date: 3/3/2015 Hire Date: 6/3/2015	1-5, 7-15, 17, 19-21, 23-24, 28-30, 33-34, 38, 43, 46-49, 51, 53, 55, 57	23
Producer Open Date: 3/3/2015 Hire Date: 4/20/2015	1-5, 7-15, 17, 19-21, 23-24, 28-30, 33-34, 38, 43, 46-49, 51, 53, 55, 57	17
Client Service Specialist Open Date: 3/19/2015 Hire Date: 4/27/2015	2-5, 7-15, 17, 19-21, 24, 27-30, 33-34, 38, 43, 46-49, 51, 53-57	17
News Editor Open Date: 4/16/2015 Hire Date: 6/15/2015	1-5, 7-15, 17, 19-21, 23-24, 28-30, 33-34, 38, 43-44, 46-49, 51, 53-57	23
Producer/Editor-Bilingual Open Date: 4/22/2015 Hire Date: 7/20/2015	1-5, 7, 9-15, 17, 19-21, 23-24, 28-30, 33-34, 38, 43-44, 46-49, 51, 53-57	17
Client Service Specialist Open Date: 5/11/2015 Hire Date: 7/13/2015	1-2, 4, 7-15, 17, 20-21, 24, 27-30, 33-34, 38, 44, 46-49, 53-55, 57	17

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**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Director of Engineering Open Date: 6/11/2015 Hire Date: 7/13/2015	2, 4-5, 7-15, 17, 19-22, 24, 28-30, 33- 34, 38, 43-44, 46-49, 51, 53-55, 57	22



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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	1
2	A Family Affair Connections 3521 Broadway Sacramento, California 95817 Phone : 916-393-9682 Email : afabridges@yahoo.com Albert Johnson	Y	0
3	AAJA 5 Third Street Suite 1108 San Francisco, California Phone : 415-346-2051 Career Services Manual Posting	N	0
4	Africana Journalists Society of San Diego State University 5500 Campanile Drive San Diego, California 92182 Phone : (619) 594-6531 Email : africana@mail.sdsu.edu Career Services	Y	0
5	American Broadcasting School 4511 SE 29th St. Oklahoma City, Oklahoma 73115 Phone : (405) 672-6511 Email : admissions@radioschool.com Career Services	N	0
6	American News Women's Club 1607 22nd St. NW Washington DC , Maryland 20008 Phone : 202.332.6770 Email : ancw@ancw.org Janina Roncevic	N	0
7	Asian Women's Resources 940 Washington St San Francisco, California 94108 Phone : 415.788.1008 Email : awregloria@pacbell.net Peter Goetze	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Bay Area Star 900 Front Street San Francisco, California 94111 Phone : 408-249-7682 Url : <a href="http://www.bayareastar.org/">http://www.bayareastar.org/</a> Career Services Manual Posting	N	0
9	Black Journalist Association of Southern California P.O. Box 75129 Los Angeles, California 90075 Phone : 301-405-0248 Email : <a href="mailto:INFO@bjasc.org">INFO@bjasc.org</a> Career Services	N	0
10	CA State University, Chico 400 West 1st St. Chico, California 95929 Phone : 530.898.5253 Email : <a href="mailto:humanresources@csuchico.edu">humanresources@csuchico.edu</a> Career Services	N	1
11	CA State University, Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818-677-1200 Email : <a href="mailto:career.center@csun.edu">career.center@csun.edu</a> Career Services	Y	0
12	Cal Jobs PO Box 826880 MIC 83 Sacramento, California 94280 Phone : 1-800-758-0398 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Career Services Manual Posting	N	0
13	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	California Employment Development Dept. PO Box 826880 MIC 83 Sacramento, California 94280 Phone : 916-654-7241 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Career Services Manual Posting	N	0
15	California Indian Manpower Consortium 738 North Market Blvd. Sacramento, California 95834 Phone : 916.920.0285 Email : <a href="mailto:terrio@cimcinc.com">terrio@cimcinc.com</a> Career Services	N	0
16	Career Fair	N	1
17	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8073 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> HTV Careers	N	59
18	Center for Employment Training 8376 Fruitridge Rd Sacramento, California 92828 Phone : 916.393.7401 Email : <a href="mailto:Sacramento@cet2000.org">Sacramento@cet2000.org</a> Career Services	N	0
19	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
20	Cosumnes River College 8401 Center Parkway Sacramento, California 95823 Phone : 916-691-7344 Email : <a href="mailto:garymartin@accesssacramento.org">garymartin@accesssacramento.org</a> Gary Martin	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Crossroads Diversified Employment Services 7011 Sylvan Rd Citrus Heights, California 95610 Phone : 916.676.2540 Email : eren@crossroadsdiversified.com Career Services	N	0
22	Current Employee	N	10
23	Employee Referral	N	23
24	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
25	Former Employee	N	2
26	Former Employee Referral	N	2
27	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : . Url : www.indeed.com Career Services Manual Posting	N	28
28	Inter-Tribal Council of CA. Inc. 2755 Cottage Way Ste #14 Sacramento, California 95825 Phone : 916-973-9581 Email : larryb@itccinc.org Fax : 1-916-973-0117 Larry Barther	Y	0
29	Jesus Christ of Latter Day Saints Church 2090 California Circle Rancho Cordova, California 95742-6402 Phone : 916-357-5870 Email : erline.applegate@yahoo.com ..	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Job Journal 3050 Fite Circle Suite 100 Sacramento, California 95827 Phone : 916-925-0800 x310 John Nelson Manual Posting	N	1
31	Ken Linder & Associates Inc. 2029 Century Park East, Suite 1000 Los Angeles, California Fax : 1-310-277-5806 Ken Linder	N	4
32	LinkedIn.com 2029 Stierlin Court Mountain View, California Phone : . Career Services Manual Posting	N	2
33	Maynard Institute for Journalism Education 663 13th St., suite 200 Oakland, California 94612 Phone : 510.891.9202 Email : djm@maynardije.org Career Services	N	0
34	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Career Services	N	0
35	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hill, California 90211 Phone : 310-385-8222 Recruiter . Manual Posting	N	2
36	Naso Group 19501 East Country Club Drive Aventura, Florida 33180 Phone : 305.682.0564 Michael Naso Manual Posting	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
37	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 866-964-2765 Url : <a href="http://www.careerservices.najb.org">http://www.careerservices.najb.org</a> Stephanie Anderson Manual Posting	N	2
38	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://nahj.ihispano.com/">http://nahj.ihispano.com/</a> Career Services Manual Posting	N	0
39	Non-Employee Referral	N	2
40	NSB Talent Agency 250 West 57th street Suite 333 New York, New York 10107 Phone : 212 765 3040 Recruiter . Manual Posting	N	2
41	NWT Group 2110 Elmwood Bryan, Texas Phone : 817-987-3600 Nancy Shafran Manual Posting	N	2
42	Previous Applicant	N	2
43	Radio Television Digital News Association 529 14th St, NW Suite 425 Washington, District of Columbia 20045 Phone : 202-725-8318 Url : <a href="http://www.rtnda.org/jobs">http://www.rtnda.org/jobs</a> Fax : 1-202-223-4007 Career Services	N	0
44	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
45	Runyon Saltzman Einhorn, Inc 2020 L Street, Suite 100 Sacramento, California 95811 Phone : 916-446-9900 Recruiter . Manual Posting	N	1
46	Sacramento Chinese Community Service Center 420 I St. #5 Sacramento, California 95814 Phone : 916.442.4228 Email : admin@sccsc.org ..	N	0
47	Sacramento County Employment Services 609 9th St Sacramento, California 95814 Email : chaostasaccounty@saccounty.net Career Services	N	0
48	Sacramento Works Career Center 915 Broadway Sacramento, California 95818 Email : MarkSandersSWCC@delpaso.seta.net Career Services	N	0
49	Solano Community College 4000 Suisun Valley Rd Fairfield, California 95434 Phone : 707.864.7124 Email : jpstuden@solano.edu ..	N	0
50	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Career Services Manual Posting	N	4
51	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-951-9610 Email : connell@talentdynamics.com Sandra Connell	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
52	The LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051-0368 Phone : (610) 248-1317 Url : <a href="http://www.lornadave.com/index.html">http://www.lornadave.com/index.html</a> John DERR Manual Posting	N	1
53	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	7
54	TVB 120 Wall Street, 15th Floor New York , New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
55	University of California-Davis 1 Shields Avenue Davis, California 95616 Phone : 530-752-2855 Url : <a href="http://www.Iccweb.ucdavis.edu">http://www.Iccweb.ucdavis.edu</a> Career Services Manual Posting	N	1
56	Willinger Talent Agency 875 Avenue of the Americas Suite 201 New York, New York 10001 Phone : 2126957950 Email : <a href="mailto:info@willingertalent.com">info@willingertalent.com</a> Fax : 1-212-695-1855 Greg Willinger	N	1
57	Yuba College 2088 North Beale Road Marysville, California 95901 Phone : 509-741-6700 Email : <a href="mailto:aepler@yccd.edu">aepler@yccd.edu</a> Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>162</b>



**KCRA-TV, KQCA (TV)**  
**EEO PUBLIC FILE REPORT**  
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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	7/30/2014	Participation in events sponsored by community groups	National Association of Black Journalists four day Convention and Career Expo (7/30/14-8/3/14). Discussed career opportunities in broadcast journalism in general and with Hearst Stations, Inc. with convention attendees.	1	News Director
2	9/1/2014	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Fall of 2014. For this filing period the station had 13 interns who acquired skills in the area of broadcasting.	5	Executive News Producer Digital Media Manager Assistant News Director
3	9/6/2014	Participation in Job Fairs	Hiring Our Heroes Veterans Event - A workshop for current military personnel, veterans, and their families focusing on resume writing, tips on how to navigate hiring fairs, military skill translation and interviewing. Interviewed candidates for open positions and hired one person as an editor on a temporary basis. Forwarded resumes to corporate HR to share with other stations.	2	Business Manager Director of Engineering
4	11/20/2014	Participation in events or programs sponsored by educational institutions	Dustin Snyder spoke to a group of students at Sacramento State University about Broadcast Career opportunities.	1	GSM KQCA Sales
5	12/14/2014	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Spring of 2015. For this filing period the station had 13 interns who acquired skills in the area of broadcasting.	5	News Director Executive News Producer Digial Media Manager General Manager
6	3/3/2015	Participation in events or programs sponsored by educational institutions	Gretchen Littlejohn spoke to a Communications Class at California State University, Sacramento about KCRA's internship program.	1	Executive Producer
7	3/27/2015	Participation in events or programs sponsored by educational institutions	Melinda Meza spoke to over 40 students from the Workability Program at John C. Kimball High School in Tracy. She talked about the day to day responsibilities of a reporter. She also talked about job opportunities in the broadcasting industry.	1	Reporter

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	4/2/2015	Participation in Job Fairs	University of Southern California's Anneberg School of Communication and Journalism held a job fair on 4-2-15. News Director met with college juniors and seniors who were looking for both internships and entry level positions.	1	News Director
9	4/15/2015	Participation in Job Fairs	During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Education Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with over 100 prospective applicants for open positions throughout HTV.	2	Director of Engineering Chief Engineer
10	4/16/2015	Participation in events or programs sponsored by educational institutions	Larry Kellogg gave a tour of the station to students from Sacramento New Tech High School. He also lectured on what is expected from a producer and how to create a good promo spot. He worked with the students to create a spot for a non-profit project they were working on and over the next few weeks provided feedback to the teacher and students.	1	Director Creative Services
11	5/6/2015	Participation in Job Fairs	Sacramento City College Annual Career Day - Discussed and distributed information regarding the station's current open positions and the required skills for various careers in the broadcasting industry in general. Accepted resumes from people interested in open positions.	3	GSM KCRA Sales GSM KQCA Sales Executive Assistant GM
12	6/1/2015	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Summer of 2015. For this filing period the station had 15 interns who acquired skills in the area of broadcasting.	16	News Director Executive News Producer Digital Media Manager General Manager

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13	6/15/2015	Participation in events or programs sponsored by educational institutions	Arizona State University in partnership with NAB Education Foundation held a two day Media Sales Institute Program. College level candidates who have an interest in media sales are selected and offered a 10 day training course. GSM and NSM watched participants present a media marketing strategy to clients and then interviewed 16 candidates for open sales positions.	2	General Sales Manager -KCRA National Sales Manager-KCRA

# **Exhibit 2**

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**August 1, 2015 - July 31, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive Open Date: 4/2/2014 Hire Date: 9/15/2015	1-2, 4, 6, 8-19, 21, 25-28, 31, 40-42, 44, 46, 48, 50	27
Producer Open Date: 4/20/2015 Hire Date: 1/18/2016	1-5, 9-19, 22, 25-26, 28, 30-31, 34, 36- 37, 40-42, 44-48, 50	16
News Reporter Open Date: 5/28/2015 Hire Date: 1/1/2016	2-6, 8-19, 21-22, 25-26, 28, 30-31, 34- 37, 40-42, 44-50	35
Assignment Editor Open Date: 5/28/2015 Hire Date: 9/7/2015	2-6, 8-20, 22, 25-26, 28, 30-31, 34, 36- 37, 40-42, 44-50	20
Producer Open Date: 6/3/2015 Hire Date: 9/1/2015	2-6, 8-19, 21-22, 25-26, 28, 30-31, 34, 36-37, 40-42, 44-50	21
Broadcast/IT Engineering Maintenance Technician Open Date: 6/22/2015 Hire Date: 8/24/2015	2-6, 8-20, 22, 24-26, 28, 30-31, 34, 36- 37, 40-42, 44-50	20
Modesto Bureau News Photographer/Live Truck Operat Open Date: 7/6/2015 Hire Date: 8/11/2015	2-6, 8-19, 21-22, 24-26, 28, 30-31, 34, 36-37, 40-42, 44-50	21
Senior Digital Editor Open Date: 7/7/2015 Hire Date: 8/24/2015	1-6, 8-22, 25-26, 28, 30-31, 34, 37-38, 40-42, 44-50	20
Broadcast/IT Engineering Maintenance Technician Open Date: 7/27/2015 Hire Date: 10/7/2015	2-6, 8-16, 18-19, 22, 24-26, 28, 31, 34, 36-37, 40-42, 44-50	16
Meteorologist Open Date: 7/27/2015 Hire Date: 1/1/2016	2-6, 8-20, 22, 25-26, 28, 30-32, 34, 37, 40-42, 44-50	20
Account Executive Open Date: 8/14/2015 Hire Date: 7/7/2016	1-2, 4, 6, 8-11, 13-19, 21-22, 25-26, 28, 30-31, 36-37, 40-41, 44-45, 47-48, 50	21
Client Service Specialist Open Date: 8/14/2015 Hire Date: 9/15/2015	1-2, 4, 6, 8-11, 13-14, 16, 18-19, 21-22, 24-26, 28, 37, 40-42, 44, 47-48, 50	21
Account Executive Open Date: 8/18/2015 Hire Date: 11/2/2015	1-11, 13-19, 21-22, 25-26, 28, 30-31, 34, 36-37, 40-41, 44-50	16
Social Media Manager Open Date: 8/21/2015 Hire Date: 9/18/2015	1-6, 8-18, 21-22, 24-26, 28, 30-31, 34, 37, 40-42, 44-47, 50	21

**KCRA-TV, KQCA (TV)**  
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**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Client Service Specialist Open Date: 8/24/2015 Hire Date: 9/24/2015	1-2, 4, 6, 8, 10-11, 13, 15-16, 18-19, 21-22, 24-26, 28, 37, 40-42, 44, 46-48, 50	16
Assignment Editor Open Date: 9/18/2015 Hire Date: 1/11/2016	2-4, 6, 8, 10-19, 21-22, 25-26, 28, 30-31, 34, 36-37, 40-41, 44-50	21
Digital Producer Open Date: 9/18/2015 Hire Date: 11/30/2015	2-4, 6, 8, 10-19, 21-22, 25-26, 28, 30-31, 34, 36-37, 40-41, 44-50	21
Regional Accounting Manager Open Date: 10/2/2015 Hire Date: 12/14/2015	2, 4, 11-14, 16, 18, 21-22, 24-25, 28-29, 40-41	21
News Reporter Open Date: 10/28/2015 Hire Date: 2/22/2016	1-6, 8-19, 22, 25-26, 28, 30-34, 36-37, 40-41, 44-50	32
Digital Client Service Specialist Open Date: 10/29/2015 Hire Date: 11/30/2015	2-19, 21-22, 24-26, 28, 30-31, 34, 36-37, 40-41, 44-50	21
Client Service Specialist Open Date: 10/30/2015 Hire Date: 12/1/2015	1-2, 4-6, 8-19, 21-22, 24-26, 28, 30-31, 34, 36-37, 40-41, 44-48, 50	21
News Reporter Open Date: 11/1/2015 Hire Date: 3/14/2016	2-20, 22, 25-26, 28, 30-31, 33-34, 36-37, 40-41, 44-50	20
Tech Operator Open Date: 11/6/2015 Hire Date: 2/8/2016	2, 4-20, 22, 25-26, 28, 30-31, 34, 36-37, 40-41, 44-48, 50	20
News Photographer/Live Truck Operator Open Date: 11/24/2015 Hire Date: 3/24/2016	2-19, 22-23, 25-26, 28, 30-31, 34, 36-37, 40-41, 44-50	23
Producer Open Date: 11/24/2015 Hire Date: 4/11/2016	2-19, 22, 25-26, 28, 30-31, 34, 36-37, 40-41, 44-50	16
Director Open Date: 11/25/2015 Hire Date: 2/22/2016	2-19, 21-22, 24-26, 28, 30-31, 34, 36-37, 40-41, 44-50	21
Topical Producer/Editor Open Date: 11/30/2015 Hire Date: 3/25/2016	1-6, 8, 10-20, 22, 24-26, 28, 30-31, 34, 36-37, 40-41, 44-50	20
Digital Media Manager Open Date: 2/8/2016 Hire Date: 3/14/2016	1-6, 8, 10-20, 22, 25-26, 28, 31, 34, 36-37, 40-41, 44-50	20

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**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
National Sales Manager Open Date: 2/8/2016 Hire Date: 3/21/2016	1-2, 4-6, 8, 10-20, 22, 24-26, 28, 31, 34 -37, 40-41, 44-48, 50	35
Tech Operator Open Date: 2/26/2016 Hire Date: 4/18/2016	2, 4, 6-8, 10-20, 22, 25-26, 28, 31, 34, 36-37, 40-41, 44-48, 50	20
Tech Operator Open Date: 2/26/2016 Hire Date: 4/4/2016	2-8, 10-20, 22, 25-26, 28, 31, 34, 37, 40 -41, 44-48, 50	20
Topical Promotion Producer/Editor Open Date: 4/4/2016 Hire Date: 5/31/2016	1-6, 8, 10-19, 22, 24-26, 28-31, 34, 36- 37, 40-41, 44-50	24
Client Service Specialist Open Date: 4/4/2016 Hire Date: 5/9/2016	1-2, 4-6, 8, 10-11, 13-19, 22, 24-26, 28, 30-31, 34, 36-37, 40-41, 43-48	16
Producer Open Date: 5/4/2016 Hire Date: 6/20/2016	2-6, 8, 10-19, 22, 25-26, 28, 30-31, 34, 36-37, 39-41, 44-50	16

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	A Family Affair Connections 3521 Broadway Sacramento, California 95817 Phone : 916-393-9682 Email : afabridges@yahoo.com Albert Johnson	Y	0
3	AAJA 5 Third Street Suite 1108 San Francisco, California Phone : 415-346-2051 Career Services Manual Posting	N	0
4	Africana Journalists Society of San Diego State University 5500 Campanile Drive San Diego, California 92182 Phone : (619) 594-6531 Email : africana@mail.sdsu.edu Career Services	Y	0
5	American Broadcasting School 4511 SE 29th St. Oklahoma City, Oklahoma 73115 Phone : (405) 672-6511 Email : admissions@radioschool.com Career Services	N	0
6	Asian Women's Resources 940 Washington St San Francisco, California 94108 Phone : 415.788.1008 Email : awregloria@pacbell.net Peter Goetze	N	0
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0



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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Bay Area Star 900 Front Street San Francisco, California 94111 Phone : 408-249-7682 Url : <a href="http://www.bayareastar.org/">http://www.bayareastar.org/</a> Career Services Manual Posting	N	0
9	Black Journalist Association of Southern California P.O. Box 75129 Los Angeles, California 90075 Phone : 301-405-0248 Email : <a href="mailto:INFO@bjasc.org">INFO@bjasc.org</a> Career Services	N	0
10	CA State University, Chico 400 West 1st St. Chico, California 95929 Phone : 530.898.5253 Email : <a href="mailto:humanresources@csuchico.edu">humanresources@csuchico.edu</a> Career Services	N	0
11	CA State University, Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818-677-1200 Email : <a href="mailto:career.center@csun.edu">career.center@csun.edu</a> Career Services	Y	0
12	Cal Jobs PO Box 826880 MIC 83 Sacramento, California 94280 Phone : 1-800-758-0398 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Career Services Manual Posting	N	0
13	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	California Employment Development Dept. PO Box 826880 MIC 83 Sacramento, California 94280 Phone : 916-654-7241 Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Career Services Manual Posting	N	0
15	California Indian Manpower Consortium 738 North Market Blvd. Sacramento, California 95834 Phone : 916.920.0285 Email : <a href="mailto:terrio@cimcinc.com">terrio@cimcinc.com</a> Career Services	N	0
16	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8073 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> HTV Careers	N	45
17	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
18	Cosumnes River College 8401 Center Parkway Sacramento, California 95823 Phone : 916-691-7344 Email : <a href="mailto:garymartin@accesssacramento.org">garymartin@accesssacramento.org</a> Gary Martin	Y	0
19	Crossroads Diversified Employment Services 7011 Sylvan Rd Citrus Heights, California 95610 Phone : 916.676.2540 Email : <a href="mailto:eren@crossroadsdiversified.com">eren@crossroadsdiversified.com</a> Career Services	N	0
20	Current Employee	N	19
21	Employee Referral	N	20

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
23	Former Employee	N	1
24	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : . Url : www.indeed.com Career Services Manual Posting	N	22
25	Inter-Tribal Council of CA. Inc. 2755 Cottage Way Ste #14 Sacramento, California 95825 Phone : 916-973-9581 Email : larryb@itccinc.org Fax : 1-916-973-0117 Larry Barther	Y	0
26	Jesus Christ of Latter Day Saints Church 2090 California Circle Rancho Cordova, California 95742-6402 Phone : 916-357-5870 Email : erline.applegate@yahoo.com ..	N	0
27	Job Fair	N	1
28	Job Journal 3050 Fite Circle Suite 100 Sacramento, California 95827 Phone : 916-925-0800 x310 John Nelson Manual Posting	N	0
29	LinkedIn.com 2029 Stierlin Court Mountain View, California Phone : . Career Services Manual Posting	N	2

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Maynard Institute for Journalism Education 663 13th St., suite 200 Oakland, California 94612 Phone : 510.891.9202 Email : djm@maynardije.org Career Services	N	0
31	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Career Services	N	0
32	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hill, California 90211 Phone : 310-385-8222 Recruiter . Manual Posting	N	2
33	Naso Group 19501 East Country Club Drive Aventura, Florida 33180 Phone : 305.682.0564 Michael Naso Manual Posting	N	2
34	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://nahj.ihispano.com/">http://nahj.ihispano.com/</a> Career Services Manual Posting	N	0
35	Non-Employee Referral	N	2
36	Radio Television Digital News Association 529 14th St, NW Suite 425 Washington, District of Columbia 20045 Phone : 202-725-8318 Url : <a href="http://www.rtnda.org/jobs">http://www.rtnda.org/jobs</a> Fax : 1-202-223-4007 Career Services	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
37	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
38	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : rickgevers.com Email : rick@rickgevers.com Fax : 1-317-769-7910 Rick Gevers	N	0
39	RMC Employment Services . Sacramento, California Phone : 916-287-0762 Email : rmcemployment6854@gmail.com Gemma Wright	Y	0
40	Sacramento Chinese Community Service Center 420 I St. #5 Sacramento, California 95814 Phone : 916.442.4228 Email : admin@sccsc.org ..	N	0
41	Sacramento County Employment Services 609 9th St Sacramento, California 95814 Email : chaostasaccounty@saccounty.net Career Services	N	0
42	Sacramento Works Career Center 915 Broadway Sacramento, California 95818 Email : MarkSandersSWCC@delpaso.seta.net Career Services	N	0
43	SimplyHired.com 370 San Aleso Ave Sunnyvale, California Phone : (408) 400-4770 Career Serivces Manual Posting	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
44	Solano Community College 4000 Suisun Valley Rd Fairfield, California 95434 Phone : 707.864.7124 Email : jpstuden@solano.edu ..	N	0
45	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-951-9610 Email : connell@talentdynamics.com Sandra Connell	N	0
46	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	2
47	TVB 120 Wall Street, 15th Floor New York , New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
48	University of California-Davis 1 Shields Avenue Davis, California 95616 Phone : 530-752-2855 Url : <a href="http://www.lccweb.ucdavis.edu">http://www.lccweb.ucdavis.edu</a> Career Services Manual Posting	N	0
49	Willinger Talent Agency 875 Avenue of the Americas Suite 201 New York, New York 10001 Phone : 2126957950 Email : <a href="mailto:info@willingertalent.com">info@willingertalent.com</a> Fax : 1-212-695-1855 Greg Willinger	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
50	Yuba College 2088 North Beale Road Marysville, California 95901 Phone : 509-741-6700 Email : aepler@yccd.edu Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>120</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/5/2015	Participation in events sponsored by community groups	National Association of Black Journalists five day Convention and Career Expo (8/5/15-8/9/15). Discussed career opportunities in broadcast journalism in general and with Hearst Stations, Inc. with convention attendees.	1	News Director
2	8/12/2015	Participation in Job Fairs	Asian American Journalism Association Conference in San Francisco (8/12/15 - 8/14/15). Discussed career opportunities in broadcast journalism and with Hearst Stations, Inc. with convention attendees.	1	Assistant Director - News
3	8/31/2015	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Fall of 2015. For this filing period the station had 17 interns who acquired skills in the area of broadcasting.	3	News Director Executive News Producer GM Executive Assistant
4	10/6/2015	Participation in events or programs sponsored by educational institutions	Career Day at Bella Vista HS. Discussed career opportunities in broadcast journalism with over 2,100 high school students.	2	Executive Producer Anchor/Report
5	11/3/2015	Participation in events or programs sponsored by educational institutions	Spoke to a class of 35 Senior/Graduating Communication (broadcast) students at Sacramento State. Discussed future opportunities upon graduation.	1	General Sales Manager
6	1/18/2016	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Spring of 2016. For this filing period the station had 16 interns who acquired skills in the area of broadcasting.	3	Producer News Executive Executive Assistant News Director
7	3/15/2016	Participation in events or programs sponsored by educational institutions	On March 15, 2016, Michelle Dapper, Sports Anchor/Reporter spoke to a Sport and Society class at Moreau Catholic HS about a career in sports media.	1	Sports Anchor/Reporter
8	3/22/2016	Participation in Job Fairs	University of Southern California's Annenberg School of Communication and Journalism held a job fair on 3-22-16. News Director met with college juniors and seniors who were looking for both internships and entry level positions.	1	News Director



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	5/11/2016	Participation in events sponsored by community groups	A Media and public speaking session for the Nehemiah Emerging Leaders Program was held at KCRA for 17 participants who were given feedback/advice on how to talk with the media.	3	Creative Services Director Anchor/Reporter Anchor/Reporter
10	6/13/2016	Establishment of an intern program designed to assist members of the community	KCRA/KQCA maintained an internship program for the Summer of 2016. For this filing period the station had 12 interns who acquired skills in the area of broadcasting.	3	Executive News Producer News Director Executive Assistant
11	6/15/2016	Participation in events or programs sponsored by educational institutions	Arizona State University - Walter Cronkite School of Journalism and Mass Communication with NAB held a media Sales Institute Program for 15 college level candidates who have an interest in media sales.	1	General Sales Manager
12	7/19/2016	Provision of training to management	Hearst's Director of Veteran Recruiting visited the Employment Unit to provide training to hiring managers relating to the hiring of U.S. Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of Armed Services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	8	General Manager; Creative Services Director; Director of Engineering; Program Director; News Director; Promotion Manager; General Sales Managers, KCRA-TV and KQCA
13	7/21/2016	Participation in Job Fairs	A hiring event on 7-21-16 from 11:00am to 3:00pm held at McClellan Park for veterans, transitioning military personnel, national guard members, reserve members and spouses.	2	Director of Engineering Director of Veteran Recruiting

# **Exhibit 3**

**KCRA-TV, KQCA (TV)**  
**Fax and E-mail verification summary report for Reporter**

**Position: Reporter**

**Hire Date: August 11, 2014**

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

Job Description: KCRA 3 is looking for a competitive, enterprising reporter who knows how to dig for great stories. "Where the News Comes First" is not only our brand – it's our deep commitment to journalistic excellence. We set the bar high for excellent storytelling, aggressive investigative reporting and outstanding breaking news coverage. Our ideal candidate thrives on breaking news and breaking stories.

**Requirements:**

Qualifications Requirements: • At least 3-5 years of reporting experience • Proficient in digital newsgathering and social media • Must be able to work flexible hours or shifts if needed

**Experience:**

Experience Requirements: • Excellent writing and storytelling skills • Proven ability to find great enterprise stories • Commanding on air presence • Strong, collaborative team player

**Additional Information:**

**Contact:**

To Apply: Interested and qualified applicants should email a resume and content link to lwaldon@hearst.com.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Reporter**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 6/28/2013 2:06:17 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: twulf@mail.sdsu.edu	Sent: 6/28/2013 2:06:17 PM
<b>9</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 6/28/2013 2:06:18 PM
<b>11</b>	<b>CA State University, Northridge</b> E-mail: mm@csun.edu	Sent: 6/28/2013 2:06:18 PM
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 6/28/2013 2:06:22 PM
<b>19</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 6/28/2013 2:06:19 PM
<b>20</b>	<b>Cosumnes River College</b> E-mail: marting@crc.losrios.edu	Sent: 6/28/2013 2:06:19 PM
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 6/28/2013 2:06:19 PM
<b>30</b>	<b>Job Journal</b> Fax: 1-916-366-3436	Sent: 6/28/2013 2:40:52 PM
<b>34</b>	<b>Medialine</b> E-mail: mark@medialine.com	Sent: 6/28/2013 2:06:20 PM
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 6/28/2013 2:06:20 PM
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 6/28/2013 2:06:21 PM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 70/76**Job Notification details between 6/28/2013 to 6/21/2014****Reporter (Broadcast1Source tracking number 20668)****No. of Agencies were used:** 18

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 06/28/2013**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Reporter**Experience:**

Experience Requirements: • Excellent writing and storytelling skills • Proven ability to find great enterprise stories • Commanding on air presence • Strong, collaborative team player

**Requirements:**

Qualifications Requirements: • At least 3-5 years of reporting experience • Proficient in digital newsgathering and social media • Must be able to work flexible hours or shifts if needed

**Description:**

Job Description: KCRA 3 is looking for a competitive, enterprising reporter who knows how to dig for great stories. "Where the News Comes First" is not only our brand – it's our deep commitment to journalistic excellence. We set the bar high for excellent storytelling, aggressive investigative reporting and outstanding breaking news coverage. Our ideal candidate thrives on breaking news and breaking stories.

**Additional Information:****Contact:**

To Apply: Interested and qualified applicants should email a resume and content link to lwalton@hearst.com.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
6/28/2013	California Job Journal	No	Career Services	1-916-366-3436	

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 71/76**Job Notification details between 6/28/2013 to 6/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
6/28/2013	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
6/28/2013	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
6/28/2013	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
6/28/2013	Yuba College	No	Career Services	1--	aepler@yccd.edu
6/28/2013	Medialine	No	Career Services	1--	mark@medialine.com
6/28/2013	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
6/28/2013	Collective Talent	No	Career Services	1--	bille@michaelsmedia.com
6/28/2013	Cosumnes River College	Yes	Career Services	1--	marting@crc.losrios.edu
6/28/2013	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
6/28/2013	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
6/28/2013	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
6/28/2013	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
6/28/2013	CA State University, Northridge	Yes	Career Services	1--	mm@csun.edu
6/28/2013	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
6/28/2013	Afrikana Journalists Society of San Diego State University	Yes	Career Services	1--	twulf@mail.sdsu.edu
6/28/2013	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
6/28/2013	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 4**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Executive News Producer

Position: Executive News Producer

Hire Date: August 18, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: KCRA 3 a Hearst Television owned #1 news leader in Sacramento, has an immediate opening for an Executive Producer. We are looking for a dynamic leader and a strong journalist who knows how to win in a very competitive news market. • Collaborates with our Managing Editor to lead aggressive enterprise news coverage and breaking news on air and on line • Knows the importance of delivering highly promotable stories with strong viewer benefit • Coaches excellent writing and copy editing • Understands the importance of maintaining high journalistic and ethical standards • Builds strong collaboration among producers, reporters, anchors and directors • Possesses the creative, critical eye of a "Show Doctor" who can deliver visually compelling show production

#### Requirements:

Qualifications Requirements: • College Degree

#### Experience:

Experience : • Absolutely no beginners! • At least 5 years of experience as a producer and/or as an Executive Producer. • Must be able to work flexible hours if needed. • Hearst Television is an outstanding company and at KCRA, you will be working at a station located in a great place to live in Northern California.

#### Additional Information:

#### Contact:

To Apply: Please send your cover letter and resume to: Lori Waldon KCRA 3 News Director: lwaldon@hearst.com (preferred) Or mail: Lori Waldon, News Director, KCRA 3 News, 3 Television Circle, Sacramento, CA 95814 NO PHONE CALLS!EOEM/F/D/V

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

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**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Executive News Producer**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 1/13/2014 8:31:20 AM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: twulf@mail.sdsu.edu	Sent: 1/13/2014 8:31:20 AM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 1/13/2014 8:31:20 AM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: mm@csun.edu	Sent: 1/13/2014 8:31:21 AM
<b>18</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 1/13/2014 8:31:24 AM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 1/13/2014 8:31:21 AM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 1/13/2014 8:31:22 AM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 1/13/2014 8:31:22 AM
<b>36</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 1/13/2014 8:31:22 AM
<b>51</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 1/13/2014 8:31:22 AM
<b>52</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 1/13/2014 8:31:23 AM
<b>62</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 1/13/2014 8:31:23 AM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 42/76**Job Notification details between 6/28/2013 to 6/21/2014****Executive News Producer (Broadcast1Source tracking number 23892)****No. of Agencies were used:** 17

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 01/13/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Executive News Producer**Experience:**

Experience : • Absolutely no beginners! • At least 5 years of experience as a producer and/or as an Executive Producer. • Must be able to work flexible hours if needed. • Hearst Television is an outstanding company and at KCRA, you will be working at a station located in a great place to live in Northern California.

**Requirements:**

Qualifications Requirements: • College Degree

**Description:**

Job Description: KCRA 3 a Hearst Television owned #1 news leader in Sacramento, has an immediate opening for an Executive Producer. We are looking for a dynamic leader and a strong journalist who knows how to win in a very competitive news market. • Collaborates with our Managing Editor to lead aggressive enterprise news coverage and breaking news on air and on line • Knows the importance of delivering highly promotable stories with strong viewer benefit • Coaches excellent writing and copy editing • Understands the importance of maintaining high journalistic and ethical standards • Builds strong collaboration among producers, reporters, anchors and directors • Possesses the creative, critical eye of a "Show Doctor" who can deliver visually compelling show production

**Additional Information:****Contact:**

To Apply: Please send your cover letter and resume to: Lori Waldon KCRA 3 News Director: lwaldon@hearst.com (preferred) Or mail: Lori Waldon, News Director, KCRA 3 News, 3 Television Circle, Sacramento, CA 95814 NO PHONE CALLS!EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

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**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 43/76**Job Notification details between 6/28/2013 to 6/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
1/13/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
1/13/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
1/13/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
1/13/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
1/13/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
1/13/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
1/13/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
1/13/2014	Medialine	No	Career Services	1--	medialine@medialine.com
1/13/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@saccounty.net
1/13/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
1/13/2014	Collective Talent	No	Career Services	1--	bille@michaelsmedia.com
1/13/2014	CA State University, Northridge	Yes	Career Services	1--	mm@csun.edu
1/13/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
1/13/2014	Afrikana Journalists Society of San Diego State University	Yes	Career Services	1--	twulf@mail.sdsu.edu
1/13/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
1/13/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
1/13/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 5**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Account Executive

Position: Account Executive

Hire Date: September 22, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: Hearst Television in Sacramento is seeking a Media Sales Account Executive to join our growing team at KQCA-TV. This is a great opportunity for the right individual to learn the fast-paced media business joining a highly respected TV station and begin a career with Hearst Television. Applicants must have a high level of energy and enthusiasm and strong in-person/phone communication skills plus presentation skills. Must have the ability to work independently and achieve sales goals. Responsibilities include developing new business across multiple platforms, including KQCA My58 TV, ThisTV Sacramento, KCRA.com, KCRA Mobile and other online platforms. Job Responsibilities: • Developing new business across multiple platforms • Create and build new client relationships • Make face-to-face weekly sales calls

#### Requirements:

Qualifications Requirements: • Exceptional communication skills • Work well under pressure with an eye for numbers and is detail-oriented • Self-motivated and results driven Education: • BS/BA preferred

#### Experience:

Experience Requirements: • Computer experience is essential • Sales experience preferred, but not required

#### Additional Information:

#### Contact:

To Apply: Email resume and cover letter to dsnyder@hearst.com or mail to:  
TV Attn: Dustin Snyder .58 Television  
Circle Sacramento, CA 95814EOEM/F/D/V

KQCA-

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

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**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Account Executive**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
1	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: 3/4/2014 8:33:15 AM
2	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 3/4/2014 8:33:10 AM
4	<b>Africana Journalists Society of San Diego State University</b> E-mail: twulf@mail.sdsu.edu	Sent: 3/4/2014 8:33:10 AM
5	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: Manual Posting On 3/4/2014
6	<b>American News Women's Club</b> E-mail: ancw@ancw.org	Sent: Manual Posting On 3/4/2014
7	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: Manual Posting On 3/4/2014
9	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 3/4/2014 8:33:11 AM
10	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: Manual Posting On 3/4/2014
11	<b>CA State University, Northridge</b> E-mail: mm@csun.edu	Sent: 3/4/2014 8:33:11 AM
15	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: Manual Posting On 3/4/2014
17	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 3/4/2014 8:33:15 AM
18	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: Manual Posting On 3/4/2014
19	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 3/4/2014 8:33:12 AM
20	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 3/4/2014 8:33:12 AM
21	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: Manual Posting On 3/4/2014
28	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 3/4/2014 8:33:12 AM
33	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: Manual Posting On 3/4/2014

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Account Executive**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 3/4/2014 8:33:13 AM
<b>46</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: nancy@sccsc.org	Sent: Manual Posting On 3/4/2014
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 3/4/2014 8:33:13 AM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 3/4/2014 8:33:14 AM
<b>49</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: Manual Posting On 3/4/2014
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 3/4/2014 8:33:14 AM

**Job Notification Details Report**

**Date:** 3/1/2017

**From:** Sacramento,CA

**Page:** 28/76

**Job Notification details between 6/28/2013 to 6/21/2014**

**Account Executive (Broadcast1Source tracking number 24792)**

**No. of Agencies were used:** 29

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 03/04/2014

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** tnelson@brookspierce.com

**Title:** Account Executive

**Experience:**

Experience Requirements: • Computer experience is essential • Sales experience preferred, but not required

**Requirements:**

Qualifications Requirements: • Exceptional communication skills • Work well under pressure with an eye for numbers and is detail-oriented • Self-motivated and results driven Education: • BS/BA preferred

**Description:**

Job Description: Hearst Television in Sacramento is seeking a Media Sales Account Executive to join our growing team at KQCA-TV. This is a great opportunity for the right individual to learn the fast-paced media business joining a highly respected TV station and begin a career with Hearst Television. Applicants must have a high level of energy and enthusiasm and strong in-person/phone communication skills plus presentation skills. Must have the ability to work independently and achieve sales goals. Responsibilities include developing new business across multiple platforms, including KQCA My58 TV, ThisTV Sacramento, KCRA.com, KCRA Mobile and other online platforms. Job Responsibilities: • Developing new business across multiple platforms • Create and build new client relationships • Make face-to-face weekly sales calls

**Additional Information:**

**Contact:**

To Apply: Email resume and cover letter to dsnyder@hearst.com or mail to:

TV

Attn: Dustin Snyder

58 Television

Circle

Sacramento, CA 95814EOEM/F/D/V

KQCA-

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

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**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 29/76**Job Notification details between 6/28/2013 to 6/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
3/4/2014	American News Women's Club	No	..	1--	ancw@ancw.org
3/4/2014	Center for Employment Training	No	..	1--	Sacramento@cet2000.org
3/4/2014	CA State University, Chico	No	..	1--	humanresources@csuchico.edu
3/4/2014	Maynard Institute for Journalism Education	No	..	1--	djm@maynardije.org
3/4/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
3/4/2014	Crossroads Diversified Employment Services	No	..	1--	eren@crossroadsdiversified.com
3/4/2014	Sacramento Chinese Community Service Center	No	..	1--	nancy@scsc.org
3/4/2014	American Broadcast School	No	..	1--	admissions@radioschool.com
3/4/2014	California Indian Manpower Consortium	No	..	1--	terrio@cimcinc.com
3/4/2014	Asian Women's Resources	No	..	1--	awrcgloria@pacbell.net
3/4/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
3/4/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
3/4/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
3/4/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
3/4/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
3/4/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
3/4/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasacounty@saccounty.net
3/4/2014	Medialine	No	Career Services	1--	medialine@medialine.com
3/4/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
3/4/2014	Collective Talent	No	Career Services	1--	bille@michaelsmedia.com
3/4/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 30/76**Job Notification details between 6/28/2013 to 6/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
3/4/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
3/4/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
3/4/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
3/4/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
3/4/2014	CA State University, Northridge	Yes	Career Services	1--	mm@csun.edu
3/4/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
3/4/2014	Afrikana Journalists Society of San Diego State University	Yes	Career Services	1--	twulf@mail.sdsu.edu
3/4/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 6**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Anchor Reporter

Position: Anchor Reporter

Hire Date: September 8, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: KCRA/KQCA a Hearst Television owned station has an opening for an Anchor/Reporter. Successful candidates will be versatile, enterprising self-starters, experienced at covering breaking stories and hard news. We are looking for a creative individual who is fast, efficient, works well under tight deadlines, can develop sources and has excellent live reporting skills. We are serious about breaking news, big coverage of big stories, weather and investigative reporting. Our reporters work a variety of shifts reporting for multiple newscasts while providing significant content to our website throughout their day.

#### Requirements:

Qualifications Requirements: • Excellent writing and storytelling skills • Able to enterprise and uncover • Solid live reporting skills • Able to work under tight deadlines • Able to work with a variety of digital platforms

#### Experience:

Experience Requirements: • Previous TV news and web reporting experience • Experience covering major breaking and weather events • Demonstrated ability to enterprise and uncover • Experience with web content

#### Additional Information:

#### Contact:

To Apply: Interested and qualified applicants should email a resume and content link to lwaldon@hearst.com.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Anchor Reporter**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 4/1/2014 3:51:46 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: twulf@mail.sdsu.edu	Sent: 4/1/2014 3:51:46 PM
<b>9</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 4/1/2014 3:51:47 PM
<b>11</b>	<b>CA State University, Northridge</b> E-mail: mm@csun.edu	Sent: 4/1/2014 3:51:47 PM
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 4/1/2014 3:51:51 PM
<b>20</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 4/1/2014 3:51:48 PM
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 4/1/2014 3:51:48 PM
<b>30</b>	<b>Job Journal</b> Fax: 1-916-366-3436	Sent: 4/2/2014 5:14:24 AM
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 4/1/2014 3:51:49 PM
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 4/1/2014 3:51:49 PM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 4/1/2014 3:51:50 PM
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 4/1/2014 3:51:50 PM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 21/76**Job Notification details between 6/28/2013 to 6/21/2014****Anchor Reporter (Broadcast1Source tracking number 25377)****No. of Agencies were used:** 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 04/01/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Anchor Reporter**Experience:**

Experience Requirements: • Previous TV news and web reporting experience • Experience covering major breaking and weather events • Demonstrated ability to enterprise and uncover • Experience with web content

**Requirements:**

Qualifications Requirements: • Excellent writing and storytelling skills • Able to enterprise and uncover • Solid live reporting skills • Able to work under tight deadlines • Able to work with a variety of digital platforms

**Description:**

Job Description: KCRA/KQCA a Hearst Television owned station has an opening for an Anchor/Reporter. Successful candidates will be versatile, enterprising self-starters, experienced at covering breaking stories and hard news. We are looking for a creative individual who is fast, efficient, works well under tight deadlines, can develop sources and has excellent live reporting skills. We are serious about breaking news, big coverage of big stories, weather and investigative reporting. Our reporters work a variety of shifts reporting for multiple newscasts while providing significant content to our website throughout their day.

**Additional Information:****Contact:**

To Apply: Interested and qualified applicants should email a resume and content link to [lwaldon@hearst.com](mailto:lwaldon@hearst.com). EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

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Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
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**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 22/76**Job Notification details between 6/28/2013 to 6/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
4/1/2014	AAJA	No	Media Recruiter	1--	contact@broadcast1source.com
4/1/2014	Job Journal	No	John Nelson	1-916-366-3436	
4/1/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
4/1/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
4/1/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
4/1/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
4/1/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
4/1/2014	Medialine	No	Career Services	1--	medialine@medialine.com
4/1/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
4/1/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
4/1/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
4/1/2014	Inter-Tribal Council of CA, Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
4/1/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
4/1/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
4/1/2014	CA State University, Northridge	Yes	Career Services	1--	mm@csun.edu
4/1/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
4/1/2014	Afrikana Journalists Society of San Diego State University	Yes	Career Services	1--	twulf@mail.sdsu.edu
4/1/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
4/1/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 7**



## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Modesto Bureau Reporter

Position: Modesto Bureau Reporter

Hire Date: September 22, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: KCRA/KQCA Hearst Television owned has an opening for a Modesto Bureau Reporter. We are looking for an aggressive enterprising reporter who likes to dig for stories in a dynamic and interesting community. Successful candidates are excellent live reporters who are experienced at covering breaking news, meeting tight deadlines and working collaboratively. Candidates must also be digitally savvy and will be responsible for producing content for KCRA.com as well as our other digital platforms.

#### Requirements:

Qualifications Requirements: • Excellent live reporting skills. • Crisp, polished writing • Knows how to dig deep for stories • Comfortable producing content for all of our digital platforms.

#### Experience:

Experience Requirements: • Breaking news • Producing hard news stories • Meeting tight deadlines

#### Additional Information:

#### Contact:

To Apply: Interested and qualified applicants should email a resume and content link to:  
Lwaldon@hearst.com EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Modesto Bureau Reporter**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 4/16/2014 4:53:31 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: twulf@mail.sdsu.edu	Sent: 4/16/2014 4:53:31 PM
<b>9</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 4/16/2014 4:53:32 PM
<b>11</b>	<b>CA State University, Northridge</b> E-mail: mm@csun.edu	Sent: 4/16/2014 4:53:32 PM
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 4/16/2014 4:53:36 PM
<b>19</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 4/16/2014 4:53:33 PM
<b>20</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 4/16/2014 4:53:33 PM
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 4/16/2014 4:53:33 PM
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 4/16/2014 4:53:34 PM
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 4/16/2014 4:53:34 PM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 4/16/2014 4:53:34 PM
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 4/16/2014 4:53:35 PM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 14/76**Job Notification details between 6/28/2013 to 6/21/2014****Modesto Bureau Reporter (Broadcast1Source tracking number 25685)****No. of Agencies were used:** 20

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:  
To

**All recruiting agencies listed in the report below****Sent On:** 04/16/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Modesto Bureau Reporter**Experience:**

Experience Requirements: • Breaking news • Producing hard news stories • Meeting tight deadlines

**Requirements:**

Qualifications Requirements: • Excellent live reporting skills. • Crisp, polished writing • Knows how to dig deep for stories • Comfortable producing content for all of our digital platforms.

**Description:**

Job Description: KCRA/KQCA Hearst Television owned has an opening for a Modesto Bureau Reporter. We are looking for an aggressive enterprising reporter who likes to dig for stories in a dynamic and interesting community. Successful candidates are excellent live reporters who are experienced at covering breaking news, meeting tight deadlines and working collaboratively. Candidates must also be digitally savvy and will be responsible for producing content for KCRA.com as well as our other digital platforms.

**Additional Information:****Contact:**

To Apply: Interested and qualified applicants should email a resume and content link to:  
Lwaldon@hearst.com EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
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**Job Notification Details Report**

Date: 3/1/2017

From: Sacramento,CA

Page: 15/76

**Job Notification details between 6/28/2013 to 6/21/2014**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
4/16/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
4/16/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
4/16/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
4/16/2014	AAJA	No	Media Recruiter	1--	contact@broadcast1source.com
4/16/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
4/16/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
4/16/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasacounty@saccounty.net
4/16/2014	Medialine	No	Career Services	1--	medialine@medialine.com
4/16/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
4/16/2014	Collective Talent	No	Career Services	1--	bille@michaelsmedia.com
4/16/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
4/16/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
4/16/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
4/16/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
4/16/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
4/16/2014	CA State University, Northridge	Yes	Career Services	1--	mm@csun.edu
4/16/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
4/16/2014	Afrikan Journalists Society of San Diego State University	Yes	Career Services	1--	twulf@mail.sdsu.edu
4/16/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
4/16/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 8**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Local Sales Manager

Position: Local Sales Manager

Hire Date: July 28, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

KQCA-TV, the Hearst Television, Inc My58 in Sacramento, California, seeks a dynamic Local Sales Manager. Under the direction of the General Sales Manager, the Local Sales Manager directs the local sales department at KQCA. We are looking for a sales leader who creates a positive culture for success through leadership, clear direction, teaching, motivating and evaluating the sales efforts of our local team. Individual should be highly organized, able to coach a winning team and have experience in pricing and inventory management. The ideal candidate must have a proven track record of success in TV Sales with a notable focus on new business development and non-traditional revenue streams including digital media. Job Responsibilities: • Provide leadership and coaching of our local Account Executives. • Hire, train and motivate Account Executives to achieve revenue and share goals. • Schedule and conduct weekly sales meetings and sales training. • Conduct weekly one-on-one meetings and quarterly strategy meetings with each Account Executive. • Clearly define account executive performance expectations and measurement processes to assure account executives efforts and attention will lead to achievement of those expectations. • Develop relationships with our clients and key prospects via frequent visibility. This includes being active in the sales process, getting out on sales calls and entertaining clients. • Assist in accurately forecasting revenue throughout the year & exceed quarterly & annual forecasts. • Meet and exceed our departmental goals for Revenue, Market Share, New Business, Internet, Mobile, etc. • Manage, alongside the GSM and National Sales Manager, inventory and rates to maximize station revenue and achieve and exceed revenue goals. • Manage, alongside the Digital Sales Manager, our internet and web sales efforts to achieve and exceed revenue goals. • Advise the Research Director in creation of research pieces to assist in our sales efforts. • Communicate effectively with other Managers and Supervisors. • Perform other duties as assigned by management.

#### Requirements:

Qualifications Requirements: • Understands how to communicate effectively and build strong internal and external relationships. • Has a history of achieving budgets on multiple platforms. • Is a skilled negotiator and problem solver. • Has a passion to build and maintain strong client relationships. • Has the creativity to develop targeted, customer focused marketing solutions using multiple media products including television, web, mobile, and multi-cast. • Has a track record of success in new business development. • Has an excellent understanding of how to price effectively and manage inventory. • Takes full ownership of local budgets and revenue goals and is constantly developing strategies to overachieve. • Takes pride in being extremely well-organized and always prepared. • Have strong verbal and written communication skills. • Is highly computer literate in all Microsoft Office products and ideally has experience with Wide Orbit and Matrix.

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Local Sales Manager**

**Experience:**

Our ideal candidate has a minimum of 3 years broadcast sales management experience.

**Additional Information:**

Bachelor's Degree preferred

**Contact:**

If you believe you fit the criteria we are looking for, please send your resume and cover note to:  
Dustin Snyder GSM KQCA-TV 58 Television Circle Sacramento, CA. 95814 916-554-  
4611 dsnyder@hearst.com EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Local Sales Manager**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: 5/8/2014 12:26:09 PM
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 5/8/2014 12:26:04 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: twulf@mail.sdsu.edu	Sent: 5/8/2014 12:26:04 PM
<b>5</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: Manual Posting On 5/8/2014
<b>6</b>	<b>American News Women's Club</b> E-mail: ancw@ancw.org	Sent: Manual Posting On 5/8/2014
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: Manual Posting On 5/8/2014
<b>9</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 5/8/2014 12:26:04 PM
<b>10</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: Manual Posting On 5/8/2014
<b>11</b>	<b>CA State University, Northridge</b> E-mail: mm@csun.edu	Sent: 5/8/2014 12:26:05 PM
<b>15</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: Manual Posting On 5/8/2014
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 5/8/2014 12:26:10 PM
<b>18</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: Manual Posting On 5/8/2014
<b>19</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 5/8/2014 12:26:06 PM
<b>20</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 5/8/2014 12:26:06 PM
<b>21</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: Manual Posting On 5/8/2014
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 5/8/2014 12:26:06 PM
<b>29</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 5/8/2014 1:03:45 PM



**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Local Sales Manager**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>33</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: Manual Posting On 5/8/2014
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 5/8/2014 12:26:07 PM
<b>46</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: nancy@scsc.org	Sent: Manual Posting On 5/8/2014
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 5/8/2014 12:26:08 PM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 5/8/2014 12:26:08 PM
<b>49</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: Manual Posting On 5/8/2014
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 5/8/2014 12:26:09 PM

**Job Notification details between 6/28/2013 to 6/21/2014**

**Local Sales Manager (Broadcast1Source tracking number 26097)**

**No. of Agencies were used:** 34

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 05/08/2014

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** tnelson@brookspierce.com

**Title:** Local Sales Manager

**Experience:**

Our ideal candidate has a minimum of 3 years broadcast sales management experience.

**Requirements:**

Qualifications Requirements: • Understands how to communicate effectively and build strong internal and external relationships. • Has a history of achieving budgets on multiple platforms. • Is a skilled negotiator and problem solver. • Has a passion to build and maintain strong client relationships. • Has the creativity to develop targeted, customer focused marketing solutions using multiple media products including television, web, mobile, and multi-cast. • Has a track record of success in new business development. • Has an excellent understanding of how to price effectively and manage inventory. • Takes full ownership of local budgets and revenue goals and is constantly developing strategies to overachieve. • Takes pride in being extremely well-organized and always prepared. • Have strong verbal and written communication skills. • Is highly computer literate in all Microsoft Office products and ideally has experience with Wide Orbit and Matrix.

**Description:**

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 5/76**Job Notification details between 6/28/2013 to 6/21/2014**

KQCA-TV, the Hearst Television, Inc My58 in Sacramento, California, seeks a dynamic Local Sales Manager. Under the direction of the General Sales Manager, the Local Sales Manager directs the local sales department at KQCA. We are looking for a sales leader who creates a positive culture for success through leadership, clear direction, teaching, motivating and evaluating the sales efforts of our local team. Individual should be highly organized, able to coach a winning team and have experience in pricing and inventory management. The ideal candidate must have a proven track record of success in TV Sales with a notable focus on new business development and non-traditional revenue streams including digital media. Job Responsibilities: • Provide leadership and coaching of our local Account Executives. • Hire, train and motivate Account Executives to achieve revenue and share goals. • Schedule and conduct weekly sales meetings and sales training. • Conduct weekly one-on-one meetings and quarterly strategy meetings with each Account Executive. • Clearly define account executive performance expectations and measurement processes to assure account executives efforts and attention will lead to achievement of those expectations. • Develop relationships with our clients and key prospects via frequent visibility. This includes being active in the sales process, getting out on sales calls and entertaining clients. • Assist in accurately forecasting revenue throughout the year & exceed quarterly & annual forecasts. • Meet and exceed our departmental goals for Revenue, Market Share, New Business, Internet, Mobile, etc. • Manage, alongside the GSM and National Sales Manager, inventory and rates to maximize station revenue and achieve and exceed revenue goals. • Manage, alongside the Digital Sales Manager, our internet and web sales efforts to achieve and exceed revenue goals. • Advise the Research Director in creation of research pieces to assist in our sales efforts. • Communicate effectively with other Managers and Supervisors. • Perform other duties as assigned by management.

**Additional Information:**

Bachelor's Degree preferred

**Contact:**

If you believe you fit the criteria we are looking for, please send your resume and cover note to:  
Dustin SnyderGSM KQCA-TV58 Television CircleSacramento, CA. 95814916-554-  
4611dsnyder@hearst.com EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
5/8/2014	Spots N Dots	No	Career Services	1--	contact@broadcast1source.com
5/8/2014	American Broadcast School	No	..	1--	admissions@radioschool.com
5/8/2014	California Indian Manpower Consortium	No	...	1--	terrio@cimcinc.com
5/8/2014	Asian Women's Resources	No	..	1--	awrcgloria@pacbell.net

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 6/76**Job Notification details between 6/28/2013 to 6/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
5/8/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
5/8/2014	Crossroads Diversified Employment Services	No	..	1--	eren@crossroadsdiversified.com
5/8/2014	Sacramento Chinese Community Service Center	No	..	1--	nancy@sccsc.org
5/8/2014	American News Women's Club	No	..	1--	ancw@ancw.org
5/8/2014	Center for Employment Training	No	..	1--	Sacramento@cet2000.org
5/8/2014	CA State University, Chico	No	..	1--	humanresources@csuchico.edu
5/8/2014	Maynard Institute for Journalism Education	No	..	1--	djm@maynardije.org
5/8/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
5/8/2014	AAJA	No	Media Recruiter	1--	contact@broadcast1source.com
5/8/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
5/8/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
5/8/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
5/8/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
5/8/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
5/8/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
5/8/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
5/8/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
5/8/2014	Medialine	No	Career Services	1--	medialine@medialine.com
5/8/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
5/8/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
5/8/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 7/76**Job Notification details between 6/28/2013 to 6/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
5/8/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
5/8/2014	Collective Talent	No	Career Services	1--	bille@michaelsmedia.com
5/8/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
5/8/2014	CA State University, Northridge	Yes	Career Services	1--	mm@csun.edu
5/8/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
5/8/2014	Afrikana Journalists Society of San Diego State University	Yes	Career Services	1--	twulf@mail.sdsu.edu
5/8/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
5/8/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
5/8/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 9**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Reporter/Anchor

Position: Reporter/Anchor

Hire Date: September 22, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: KCRA 3 Hearst Television's NBC affiliate in Sacramento, CA has an opening for a reporter/anchor. We are looking for a strong, versatile and enterprising storyteller who likes to cover hard news and break stories. Our reporters work a variety of shifts reporting for multiple newscasts while providing significant content to our website throughout the their day. The Successful candidate also shines on the anchor desk and is sharp, poised and personable and knows how to connect with our viewers. Whether it's in the field or on the anchor desk, KCRA has set a high bar for excellent journalism. We are serious about breaking news, big coverage of big stories, weather and investigative reporting.

#### Requirements:

Qualifications Requirements: • Excellent writing and storytelling skills • Solid anchoring skills • Able to work under tight deadlines • Able to work with a variety of digital platforms

#### Experience:

Experience Requirements: • Previous TV news and web reporting experience • Experience covering major breaking news and weather events • Demonstrated ability to dig and uncover great enterprise stories • Experience with web content

#### Additional Information:

#### Contact:

To Apply: No beginners! Interested and qualified applicants should email a resume and content link to lwaldon@hearst.com.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Reporter/Anchor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 6/30/2014 3:36:22 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: twulf@mail.sdsu.edu	Sent: 6/30/2014 3:36:23 PM
<b>5</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 6/30/2014 3:36:29 PM
<b>6</b>	<b>American News Women's Club</b> E-mail: ancw@ancw.org	Sent: 6/30/2014 3:36:31 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 6/30/2014 3:36:31 PM
<b>9</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 6/30/2014 3:36:23 PM
<b>10</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 6/30/2014 3:36:30 PM
<b>11</b>	<b>CA State University, Northridge</b> E-mail: mm@csun.edu	Sent: 6/30/2014 3:36:24 PM
<b>15</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 6/30/2014 3:36:29 PM
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 6/30/2014 3:36:28 PM
<b>18</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 6/30/2014 3:36:31 PM
<b>19</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 6/30/2014 3:36:25 PM
<b>20</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 6/30/2014 3:36:25 PM
<b>21</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 6/30/2014 3:36:31 PM
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 6/30/2014 3:36:25 PM
<b>29</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 6/30/2014 3:36:28 PM
<b>33</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 6/30/2014 3:36:30 PM



**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Reporter/Anchor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 6/30/2014 3:36:26 PM
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 6/30/2014 3:36:26 PM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 6/30/2014 3:36:27 PM
<b>49</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 6/30/2014 3:36:30 PM
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 6/30/2014 3:36:28 PM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 10/88**Job Notification details between 6/28/2013 to 7/21/2014****Reporter/Anchor (Broadcast1Source tracking number 27066)****No. of Agencies were used:** 32

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 06/30/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Reporter/Anchor**Experience:**

Experience Requirements: • Previous TV news and web reporting experience • Experience covering major breaking news and weather events • Demonstrated ability to dig and uncover great enterprise stories • Experience with web content

**Requirements:**

Qualifications Requirements: • Excellent writing and storytelling skills • Solid anchoring skills • Able to work under tight deadlines • Able to work with a variety of digital platforms

**Description:**

Job Description: KCRA 3 Hearst Television's NBC affiliate in Sacramento, CA has an opening for a reporter/anchor. We are looking for a strong, versatile and enterprising storyteller who likes to cover hard news and break stories. Our reporters work a variety of shifts reporting for multiple newscasts while providing significant content to our website throughout the their day. The Successful candidate also shines on the anchor desk and is sharp, poised and personable and knows how to connect with our viewers. Whether it's in the field or on the anchor desk, KCRA has set a high bar for excellent journalism. We are serious about breaking news, big coverage of big stories, weather and investigative reporting.

**Additional Information:****Contact:**

To Apply: No beginners! Interested and qualified applicants should email a resume and content link to lwalton@hearst.com.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 11/88**Job Notification details between 6/28/2013 to 7/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
6/30/2014	American News Women's Club	No	..	1--	ancw@ancw.org
6/30/2014	Center for Employment Training	No	..	1--	Sacramento@cet2000.org
6/30/2014	Crossroads Diversified Employment Services	No	..	1--	eren@crossroadsdiversified.com
6/30/2014	Asian Women's Resources	No	..	1--	awrcgloria@pacbell.net
6/30/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
6/30/2014	CA State University, Chico	No	..	1--	humanresources@csuchico.edu
6/30/2014	Maynard Institute for Journalism Education	No	..	1--	djm@maynardije.org
6/30/2014	American Broadcast School	No	..	1--	admissions@radioschool.com
6/30/2014	California Indian Manpower Consortium	No	..	1--	terrio@cimcinc.com
6/30/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
6/30/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
6/30/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
6/30/2014	AAJA	No	Media Recruiter	1--	contact@broadcast1source.com
6/30/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
6/30/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
6/30/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
6/30/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
6/30/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
6/30/2014	Medialine	No	Career Services	1--	medialine@medialine.com
6/30/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
6/30/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
6/30/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 12/88**Job Notification details between 6/28/2013 to 7/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
6/30/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
6/30/2014	Collective Talent	No	Career Services	1--	bille@michaelsmedia.com
6/30/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
6/30/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
6/30/2014	CA State University, Northridge	Yes	Career Services	1--	mm@csun.edu
6/30/2014	Afrikana Journalists Society of San Diego State University	Yes	Career Services	1--	twulf@mail.sdsu.edu
6/30/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
6/30/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
6/30/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
6/30/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 10**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for KCRA Sports Reporter /Anchor

Position: KCRA Sports Reporter /Anchor

Hire Date: September 22, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: KCRA 3, Hearst Television's NBC affiliate the #1 station in Sacramento has an immediate opening for a full-time sports reporter/anchor. We're looking for someone who will do more than just report scores and highlights or get the same, predictable locker room sound bite. We are looking for a strong, enterprising storyteller. Our ideal sports reporter likes to dig for great local sports stories. We treat sports as real news and we're looking for a sports reporter who isn't afraid to ask tough questions and break stories. Our ideal candidate is also a strong anchor with great presence. He/She knows how to connect with both sports and non-sports viewers. We're an award-winning newsroom that sets a high bar for excellent journalism. We are also aggressive and competitive. Like all good sports teams, we play to win.

#### Requirements:

Qualifications Requirements: • Outstanding reporting and writing skills • Deep knowledge of a variety of sports and the ability to connect with both sports and non- traditional sports viewers. • Must be a team player and communicate well with colleagues • Knowledgeable in logistical planning, credentialing and travel scheduling • Must be able to work flexible hours/shifts and must be willing to travel • Must possess a valid California Driver's License

#### Experience:

Experience Requirements: • At least two years- experience as a sports reporter or anchor on multiple platforms • Solid live reporting experience • Must be highly skilled at preparing and producing sports stories and segments • Knows how to develop great sources • Proven ability to enterprise both hard and feature stories • Comfortable working under tight deadlines

#### Additional Information:

#### Contact:

To Apply: No phone calls please! Interested and qualified applicants should email a resume and content link to KCRA News Director Lori Waldon: lwaldon@hearst.com.EOEM/F/D/V

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for KCRA Sports Reporter /Anchor**

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at [cswinford@hearst.com](mailto:cswinford@hearst.com)

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for KCRA Sports Reporter /Anchor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 7/15/2014 3:49:31 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 7/15/2014 3:49:32 PM
<b>5</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 7/15/2014 3:49:37 PM
<b>6</b>	<b>American News Women's Club</b> E-mail: ancw@ancw.org	Sent: 7/15/2014 3:49:39 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 7/15/2014 3:49:39 PM
<b>9</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 7/15/2014 3:49:32 PM
<b>10</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 7/15/2014 3:49:38 PM
<b>11</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 7/15/2014 3:49:33 PM
<b>15</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 7/15/2014 3:49:38 PM
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 7/15/2014 3:49:37 PM
<b>18</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 7/15/2014 3:49:40 PM
<b>19</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 7/15/2014 3:49:33 PM
<b>20</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 7/15/2014 3:49:33 PM
<b>21</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 7/15/2014 3:49:39 PM
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 7/15/2014 3:49:34 PM
<b>29</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 7/15/2014 3:49:37 PM
<b>33</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 7/15/2014 3:49:39 PM



**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for KCRA Sports Reporter /Anchor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 7/15/2014 3:49:34 PM
<b>43</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 7/15/2014 3:59:51 PM
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 7/15/2014 3:49:35 PM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 7/15/2014 3:49:36 PM
<b>49</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 7/15/2014 3:49:38 PM
<b>56</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 7/15/2014 4:03:09 PM
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 7/15/2014 3:49:36 PM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 1/88**Job Notification details between 6/28/2013 to 7/21/2014****KCRA Sports Reporter /Anchor (Broadcast1Source tracking number 27338)****No. of Agencies were used:** 33

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 07/15/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** KCRA Sports Reporter /Anchor**Experience:**

Experience Requirements: • At least two years- experience as a sports reporter or anchor on multiple platforms • Solid live reporting experience • Must be highly skilled at preparing and producing sports stories and segments • Knows how to develop great sources • Proven ability to enterprise both hard and feature stories • Comfortable working under tight deadlines

**Requirements:**

Qualifications Requirements: • Outstanding reporting and writing skills • Deep knowledge of a variety of sports and the ability to connect with both sports and non- traditional sports viewers. • Must be a team player and communicate well with colleagues • Knowledgeable in logistical planning, credentialing and travel scheduling • Must be able to work flexible hours/shifts and must be willing to travel • Must possess a valid California Driver's License

**Description:**

Job Description: KCRA 3, Hearst Television's NBC affiliate the #1 station in Sacramento has an immediate opening for a full-time sports reporter/anchor. We're looking for someone who will do more than just report scores and highlights or get the same, predictable locker room sound bite. We are looking for a strong, enterprising storyteller. Our ideal sports reporter likes to dig for great local sports stories. We treat sports as real news and we're looking for a sports reporter who isn't afraid to ask tough questions and break stories. Our ideal candidate is also a strong anchor with great presence. He/She knows how to connect with both sports and non-sports viewers. We're an award-winning newsroom that sets a high bar for excellent journalism. We are also aggressive and competitive. Like all good sports teams, we play to win.

**Additional Information:****Contact:**

To Apply: No phone calls please! Interested and qualified applicants should email a resume and content link to KCRA News Director Lori Waldon: lwaldon@hearst.com.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 2/88**Job Notification details between 6/28/2013 to 7/21/2014****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at [cswinford@hearst.com](mailto:cswinford@hearst.com)

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/15/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
7/15/2014	American News Women's Club	No	Janina Roncevic	1--	ancw@ancw.org
7/15/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
7/15/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
7/15/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
7/15/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
7/15/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
7/15/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
7/15/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
7/15/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
7/15/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
7/15/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
7/15/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
7/15/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
7/15/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
7/15/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
7/15/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
7/15/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
7/15/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 3/88**Job Notification details between 6/28/2013 to 7/21/2014**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
7/15/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
7/15/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
7/15/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@saccounty.net
7/15/2014	Medialine	No	Career Services	1--	medialine@medialine.com
7/15/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
7/15/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
7/15/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
7/15/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
7/15/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
7/15/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
7/15/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
7/15/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
7/15/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
7/15/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 11**

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for News Photographer/Live Truck Operator – Full Time**

**Position:** News Photographer/Live Truck Operator – Full Time

**Hire Date:** October 7, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

Job Description: KCRA Hearst Television's NBC affiliate in Sacramento has an immediate opening for a full time photojournalist/live truck operator. We are the #1 station in the Sacramento region and a strong presence in Northern California. Our award winning news team sets a very high bar for excellent journalism. We are serious about breaking news, big coverage of big stories, weather and investigative reporting. Our photojournalists are passionate about news and great visual storytelling. We are looking for an excellent editor; a creative thinker; a critical thinker who knows how to balance both the big picture and the small details; a fierce competitor in breaking news and a very strong team player. This is an IBEW Union Position. Job Responsibilities: • Shoot video and sound for stories as assigned • Crisp, clean, compelling editing skills • Operate Live ENG Truck/TVU • Post video and pictures to multiple digital platforms • Familiarity with helicopter photography is a plus! • Exceptional problem solving skills

**Requirements:**

**Experience:**

Experience Requirements: • At least two years of relevant work experience • Ability to work well under very strict deadlines • Familiar with Adobe Premier Editing • Familiarity with Satellite Trucks • A valid driver's license and clean driving record • Ability to carry at least 50 pounds of equipment

**Additional Information:**

**Contact:**

To Apply: No beginners! Interested and qualified applicants should email a resume and content link to KCRA News Director Lori Waldon: lwaldon@hearst.com. ABSOLUTELY NO PHONE CALLS! EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for News Photographer/Live Truck  
Operator – Full Time**

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for News Photographer/Live Truck Operator – Full Time**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 8/7/2014 8:26:35 AM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 8/7/2014 8:26:35 AM
<b>5</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 8/7/2014 8:26:43 AM
<b>6</b>	<b>American News Women's Club</b> E-mail: ancw@ancw.org	Sent: 8/7/2014 8:26:45 AM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 8/7/2014 8:26:46 AM
<b>10</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 8/7/2014 8:26:44 AM
<b>11</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 8/7/2014 8:26:37 AM
<b>15</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 8/7/2014 8:26:43 AM
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 8/7/2014 8:26:42 AM
<b>19</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 8/7/2014 8:26:37 AM
<b>20</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 8/7/2014 8:26:38 AM
<b>21</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 8/7/2014 8:26:45 AM
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 8/7/2014 8:26:38 AM
<b>29</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 8/7/2014 8:26:43 AM
<b>33</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 8/7/2014 8:26:45 AM
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 8/7/2014 8:26:38 AM



**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for News Photographer/Live Truck Operator – Full Time**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>43</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 8/7/2014 8:30:22 AM
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 8/7/2014 8:26:40 AM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 8/7/2014 8:26:40 AM
<b>49</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 8/7/2014 8:26:44 AM
<b>56</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 8/7/2014 8:32:45 AM
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 8/7/2014 8:26:41 AM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 279/284**Job Notification details between 7/22/2014 to 7/31/2016****News Photographer/Live Truck Operator – Full Time (Broadcast1Source tracking number 27943)****No. of Agencies were used:** 32

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/07/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** News Photographer/Live Truck Operator – Full Time**Experience:**

Experience Requirements: • At least two years of relevant work experience • Ability to work well under very strict deadlines • Familiar with Adobe Premier Editing • Familiarity with Satellite Trucks • A valid driver's license and clean driving record • Ability to carry at least 50 pounds of equipment

**Requirements:****Description:**

Job Description: KCRA Hearst Television's NBC affiliate in Sacramento has an immediate opening for a full time photojournalist/live truck operator. We are the #1 station in the Sacramento region and a strong presence in Northern California. Our award winning news team sets a very high bar for excellent journalism. We are serious about breaking news, big coverage of big stories, weather and investigative reporting. Our photojournalists are passionate about news and great visual storytelling. We are looking for an excellent editor; a creative thinker; a critical thinker who knows how to balance both the big picture and the small details; a fierce competitor in breaking news and a very strong team player. This is an IBEW Union Position. Job Responsibilities: • Shoot video and sound for stories as assigned • Crisp, clean, compelling editing skills • Operate Live ENG Truck/TVU • Post video and pictures to multiple digital platforms • Familiarity with helicopter photography is a plus! • Exceptional problem solving skills

**Additional Information:****Contact:**

To Apply: No beginners! Interested and qualified applicants should email a resume and content link to KCRA News Director Lori Waldon: lwaldon@hearst.com. ABSOLUTELY NO PHONE CALLS! EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 280/284**Job Notification details between 7/22/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
8/7/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
8/7/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
8/7/2014	American News Women's Club	No	Janina Roncevic	1--	ancw@ancw.org
8/7/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
8/7/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
8/7/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
8/7/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
8/7/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
8/7/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
8/7/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
8/7/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
8/7/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
8/7/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
8/7/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
8/7/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
8/7/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
8/7/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
8/7/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
8/7/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@saccounty.net
8/7/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
8/7/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 281/284**Job Notification details between 7/22/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
8/7/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
8/7/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
8/7/2014	Medialine	No	Career Services	1--	medialine@medialine.com
8/7/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
8/7/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
8/7/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
8/7/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
8/7/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
8/7/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
8/7/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
8/7/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 12**

## Fax and E-mail verification summary report for Client Service Specialist

**Hire Date: September 2, 2014**

This fax or email has been sent using the services provided by BroadcastSource. If you want to change your contact details, please email Chelsea Swinford at [cswinford@hearst.com](mailto:cswinford@hearst.com)

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: 8/13/2014 5:19:25 PM
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 8/13/2014 5:19:19 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 8/13/2014 5:19:20 PM
<b>5</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 8/13/2014 5:19:27 PM
<b>6</b>	<b>American News Women's Club</b> E-mail: ancw@ancw.org	Sent: 8/13/2014 5:19:29 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 8/13/2014 5:19:30 PM
<b>10</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 8/13/2014 5:19:28 PM
<b>11</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 8/13/2014 5:19:21 PM
<b>15</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 8/13/2014 5:19:27 PM
<b>17</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 8/13/2014 5:19:26 PM
<b>19</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 8/13/2014 5:19:21 PM
<b>20</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 8/13/2014 5:19:22 PM
<b>21</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 8/13/2014 5:19:29 PM
<b>28</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 8/13/2014 5:19:22 PM
<b>29</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 8/13/2014 5:19:27 PM
<b>33</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 8/13/2014 5:19:29 PM
<b>34</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 8/13/2014 5:19:22 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>43</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 8/13/2014 5:22:55 PM
<b>47</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 8/13/2014 5:19:23 PM
<b>48</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 8/13/2014 5:19:24 PM
<b>49</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 8/13/2014 5:19:28 PM
<b>56</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 8/13/2014 5:25:14 PM
<b>57</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 8/13/2014 5:19:25 PM



**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 276/284**Job Notification details between 7/22/2014 to 7/31/2016****Client Service Specialist (Broadcast1Source tracking number 28080)****No. of Agencies were used:** 32

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 08/13/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Client Service Specialist**Experience:**

Education: • BS/BA preferred

**Requirements:**

Qualifications Requirements: • Proficiency in Powerpoint, Excel and MS Word • Excellent telephone and verbal communication skills • Accuracy and attention to detail a must • Graphic Capabilities a plus

**Description:**

Job Description: KQCA, Hearst Television's station in Sacramento, CA seeks an energetic person to become a Client Service Specialist. This position provides administrative assistance and support to the sales department. Successful candidate will possess a can-do attitude and enjoy contributing as a member of a productive team. Job Responsibilities: • Sales order input • Creating sales proposals/presentations/reports • General office duties • Coordinate offsite events

**Additional Information:****Contact:**

To Apply: Email cover letter and resume to Ian Ambrose at iambrose@hearst.com or mail to:  
KQCA-TV Attn: Dustin Snyder 58 Television  
Circle Sacramento, CA 95814EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
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**Job Notification Details Report**

Date: 3/1/2017

From: Sacramento,CA

Page: 277/284

**Job Notification details between 7/22/2014 to 7/31/2016**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/13/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
8/13/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
8/13/2014	American News Women's Club	No	Janina Roncevic	1--	ancw@ancw.org
8/13/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
8/13/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
8/13/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
8/13/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
8/13/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
8/13/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
8/13/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
8/13/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
8/13/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
8/13/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
8/13/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
8/13/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
8/13/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
8/13/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
8/13/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
8/13/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
8/13/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@saccounty.net
8/13/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
8/13/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 278/284**Job Notification details between 7/22/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
8/13/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
8/13/2014	Medialine	No	Career Services	1--	medialine@medialine.com
8/13/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
8/13/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
8/13/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
8/13/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
8/13/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
8/13/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
8/13/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
8/13/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 13**

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Digital Client Service Specialist**

**Position: Digital Client Service Specialist**

**Hire Date: October 6, 2014**

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

Job Description: KCRA 3 Hearst Television's NBC affiliate in Sacramento, CA seeks an energetic person to become a Digital Client Service Specialist. Day to day management of digital advertising sales campaigns including forecast management, CRM and campaign management and sales analysis. Help build, traffic and schedule advertising creative. Proactively monitor, analyze and optimize all online advertising performance from creating insertion order to post completion reporting. Effectively communicate with internal sales (sales, production, finance) and external clients on performance and delivery of commitments. Successful candidate will possess a can-do attitude and enjoy contributing as a member of a productive team. Job Responsibilities: • Sales order input • Creating sales proposals/presentations/reports • General office duties

**Requirements:**

Qualifications Requirements: • Proficiency in MS Word, Excel, Powerpoint • Excellent telephone and verbal communication skills • Accuracy and attention to detail a must Education: • BA/BS or equivalent preferred

**Experience:**

Experience Requirements: • Online advertising trafficking • Sales coordinator/planner

**Additional Information:**

**Contact:**

To Apply: Email cover letter and resume to Deana Schweitzer at dmschweitzer@hearst.com or mail to:

KCRA-TV Attn: Deana Schweitzer 58 Television  
Circle Sacramento, CA 95814EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Digital Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
1	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: 9/5/2014 2:41:18 PM
2	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 9/5/2014 2:41:13 PM
4	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 9/5/2014 2:41:13 PM
6	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 9/5/2014 2:41:20 PM
7	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 9/5/2014 2:41:22 PM
10	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 9/5/2014 2:41:14 PM
11	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 9/5/2014 2:41:21 PM
12	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 9/5/2014 2:41:14 PM
17	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 9/5/2014 2:41:20 PM
19	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 9/5/2014 2:41:19 PM
0	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 9/5/2014 2:41:22 PM
20	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 9/5/2014 2:41:15 PM
21	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 9/5/2014 2:41:15 PM
22	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 9/5/2014 2:41:21 PM
29	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 9/5/2014 2:41:15 PM
30	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 9/5/2014 2:41:20 PM
34	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 9/5/2014 2:41:21 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Digital Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 9/5/2014 2:41:16 PM
<b>40</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 9/5/2014 3:20:48 PM
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 9/5/2014 2:41:17 PM
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 9/5/2014 2:41:17 PM
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 9/5/2014 2:41:21 PM
<b>53</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 9/5/2014 3:12:19 PM
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 9/5/2014 2:41:18 PM

**Job Notification Details Report**

**Date:** 3/1/2017

**From:** Sacramento,CA

**Page:** 273/284

**Job Notification details between 7/22/2014 to 7/31/2016**

**Digital Client Service Specialist (Broadcast1Source tracking number 28478)**

**No. of Agencies were used:** 34

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 09/05/2014

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** tnelson@brookspierce.com

**Title:** Digital Client Service Specialist

**Experience:**

Experience Requirements: • Online advertising trafficking • Sales coordinator/planner

**Requirements:**

Qualifications Requirements: • Proficiency in MS Word, Excel, Powerpoint • Excellent telephone and verbal communication skills • Accuracy and attention to detail a must Education: • BA/BS or equivalent preferred

**Description:**

Job Description: KCRA 3 Hearst Television's NBC affiliate in Sacramento, CA seeks an energetic person to become a Digital Client Service Specialist. Day to day management of digital advertising sales campaigns including forecast management, CRM and campaign management and sales analysis. Help build, traffic and schedule advertising creative. Proactively monitor, analyze and optimize all online advertising performance from creating insertion order to post completion reporting. Effectively communicate with internal sales (sales, production, finance) and external clients on performance and delivery of commitments. Successful candidate will possess a can-do attitude and enjoy contributing as a member of a productive team. Job Responsibilities: • Sales order input • Creating sales proposals/presentations/reports • General office duties

**Additional Information:**

**Contact:**

To Apply: Email cover letter and resume to Deana Schweitzer at dmschweitzer@hearst.com or mail to:  
KCRA-TV Attn: Deana Schweitzer 58 Television  
Circle Sacramento, CA 95814EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com



**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 274/284**Job Notification details between 7/22/2014 to 7/31/2016**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/5/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
9/5/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
9/5/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
9/5/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
9/5/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
9/5/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
9/5/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
9/5/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
9/5/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
9/5/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
9/5/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
9/5/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
9/5/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
9/5/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
9/5/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
9/5/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
9/5/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
9/5/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
9/5/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
9/5/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
9/5/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
9/5/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 275/284**Job Notification details between 7/22/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
9/5/2014	Medialine	No	Career Services	1--	medialine@medialine.com
9/5/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
9/5/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
9/5/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
9/5/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
9/5/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
9/5/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
9/5/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
9/5/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
9/5/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
9/5/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
9/5/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 14**

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Client Service Specialist**

**Position: Client Service Specialist**

**Hire Date: October 20, 2014**

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

Job Description: KQCA, a Hearst Television station seeks an energetic person to become a Client Service Specialist. This position provides administrative assistance and support to the sales department. Successful candidate will possess a can-do attitude and enjoy contributing as a member of a productive team. Job Responsibilities: • Sales order input • Creating sales proposals/presentations/reports • General office duties • Coordinate offsite events

**Requirements:**

Education: • BS/BA preferred

**Experience:**

Qualifications Requirements: • Proficiency in Powerpoint, Excel and MS Word • Excellent telephone and verbal communication skills • Accuracy and attention to detail a must • Graphic Capabilities a plus

**Additional Information:**

**Contact:**

To Apply: Email cover letter and resume to Randy Grossert at rgrossert@hearst.com or mail to:  
KQCA-TV Attn: Randy Grossert 58 Television  
Circle Sacramento, CA 95814EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: 9/9/2014 3:59:55 PM
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 9/9/2014 3:59:49 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 9/9/2014 3:59:49 PM
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 9/9/2014 3:59:57 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 9/9/2014 4:00:00 PM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 9/9/2014 3:59:50 PM
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 9/9/2014 3:59:58 PM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 9/9/2014 3:59:51 PM
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 9/9/2014 3:59:58 PM
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 9/9/2014 3:59:57 PM
<b>0</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 9/9/2014 4:00:00 PM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 9/9/2014 3:59:51 PM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 9/9/2014 3:59:52 PM
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 9/9/2014 3:59:59 PM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 9/9/2014 3:59:52 PM
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 9/9/2014 3:59:57 PM
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 9/9/2014 3:59:59 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 9/9/2014 3:59:52 PM
<b>40</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 9/9/2014 4:43:03 PM
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 9/9/2014 3:59:54 PM
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 9/9/2014 3:59:54 PM
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 9/9/2014 3:59:59 PM
<b>53</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 9/9/2014 4:45:23 PM
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 9/9/2014 3:59:55 PM

**Job Notification details between 7/31/2014 to 7/31/2016****Client Service Specialist (Broadcast1Source tracking number 28535)****No. of Agencies were used:** 34

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 09/09/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Client Service Specialist**Experience:**

Qualifications Requirements: • Proficiency in Powerpoint, Excel and MS Word • Excellent telephone and verbal communication skills • Accuracy and attention to detail a must • Graphic Capabilities a plus

**Requirements:**

Education: • BS/BA preferred

**Description:**

Job Description: KQCA, a Hearst Television station seeks an energetic person to become a Client Service Specialist. This position provides administrative assistance and support to the sales department. Successful candidate will possess a can-do attitude and enjoy contributing as a member of a productive team. Job Responsibilities: • Sales order input • Creating sales proposals/presentations/reports • General office duties • Coordinate offsite events

**Additional Information:****Contact:**

To Apply: Email cover letter and resume to Randy Grossert at rgrossert@hearst.com or mail to:

KQCA-TV

Attn: Randy Grossert

58 Television

Circle

Sacramento, CA 95814EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
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**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 271/284**Job Notification details between 7/22/2014 to 7/31/2016**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/9/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
9/9/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
9/9/2014	Solano Community College	No	.	1--	jpstuden@solano.edu
9/9/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
9/9/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
9/9/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
9/9/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
9/9/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
9/9/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
9/9/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
9/9/2014	Jesus Christ of Latter Day Saints Church	No	.	1--	erline.applegate@yahoo.com
9/9/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
9/9/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
9/9/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
9/9/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
9/9/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
9/9/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
9/9/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
9/9/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
9/9/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
9/9/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
9/9/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	



**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 272/284**Job Notification details between 7/22/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
9/9/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
9/9/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
9/9/2014	Medialine	No	Career Services	1--	medialine@medialine.com
9/9/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
9/9/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
9/9/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
9/9/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
9/9/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
9/9/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
9/9/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
9/9/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
9/9/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 15**

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for News Reporter – Full Time**

**Position: News Reporter – Full Time**

**Hire Date: June 15, 2015**

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

KCRA 3 Hearst Television's NBC affiliate in Sacramento, CA has an opening for a general assignment reporter. We are looking for a strong, take-charge reporter who hits the ground running every day. The successful candidate loves breaking news and is highly competitive. We value strong enterprise reporting and we're looking for someone who finds the stories that lead newscasts.

The KCRA News Team sets a high bar for excellent journalism. We are serious about breaking news, big coverage of big stories, weather and investigative reporting.

**Requirements:**

• Excellent writing and storytelling skills • Able to work under tight deadlines • Able to work with a variety of digital platforms • Must be able to work evenings and weekends

**Experience:**

• Previous TV news and web reporting experience • Strong live presence • Experience covering major breaking news and weather events • Demonstrated ability to dig and uncover great enterprise stories

**Additional Information:**

**Contact:**

Interested candidates should send their resumes and links of their work to KCRA News Director Lori Waldon: lwaldon@hearst.com No DVD's and absolutely no phone calls! EOEMF/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for News Reporter – Full Time**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 9/18/2014 9:11:37 AM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 9/18/2014 9:11:38 AM
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 9/18/2014 9:11:46 AM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 9/18/2014 9:11:49 AM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 9/18/2014 9:11:38 AM
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 9/18/2014 9:11:47 AM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 9/18/2014 9:11:39 AM
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 9/18/2014 9:11:47 AM
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 9/18/2014 9:11:46 AM
<b>0</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 9/18/2014 9:11:49 AM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 9/18/2014 9:11:40 AM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 9/18/2014 9:11:40 AM
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 9/18/2014 9:11:48 AM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 9/18/2014 9:11:41 AM
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 9/18/2014 9:11:46 AM
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 9/18/2014 9:11:48 AM
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 9/18/2014 9:11:41 AM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for News Reporter – Full Time**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>40</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 9/18/2014 9:14:13 AM
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 9/18/2014 9:11:43 AM
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 9/18/2014 9:11:43 AM
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 9/18/2014 9:11:48 AM
<b>53</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 9/18/2014 9:16:31 AM
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 9/18/2014 9:11:44 AM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 267/284**Job Notification details between 7/22/2014 to 7/31/2016****News Reporter – Full Time (Broadcast1Source tracking number 28696)****No. of Agencies were used:** 33

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 09/18/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** News Reporter – Full Time**Experience:**

- Previous TV news and web reporting experience
- Strong live presence
- Experience covering major breaking news and weather events
- Demonstrated ability to dig and uncover great enterprise stories

**Requirements:**

- Excellent writing and storytelling skills
- Able to work under tight deadlines
- Able to work with a variety of digital platforms
- Must be able to work evenings and weekends

**Description:**

KCRA 3 Hearst Television's NBC affiliate in Sacramento, CA has an opening for a general assignment reporter. We are looking for a strong, take-charge reporter who hits the ground running every day. The successful candidate loves breaking news and is highly competitive. We value strong enterprise reporting and we're looking for someone who finds the stories that lead newscasts.

The KCRA News Team sets a high bar for excellent journalism. We are serious about breaking news, big coverage of big stories, weather and investigative reporting.

**Additional Information:****Contact:**

Interested candidates should send their resumes and links of their work to KCRA News Director Lori Waldon: lwaldon@hearst.com No DVD's and absolutely no phone calls! EOEMF/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 268/284**Job Notification details between 7/22/2014 to 7/31/2016**

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/18/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
9/18/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
9/18/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
9/18/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
9/18/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
9/18/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
9/18/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
9/18/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
9/18/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
9/18/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
9/18/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
9/18/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
9/18/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
9/18/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
9/18/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
9/18/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
9/18/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
9/18/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
9/18/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
9/18/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
9/18/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
9/18/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 269/284**Job Notification details between 7/22/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
9/18/2014	Medialine	No	Career Services	1--	medialine@medialine.com
9/18/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
9/18/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
9/18/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
9/18/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
9/18/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
9/18/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
9/18/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
9/18/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
9/18/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
9/18/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com



# **Exhibit 16**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for News Editor

Position: News Editor

Hire Date: December 11, 2014

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: KCRA 3 TV, Hearst Television owned NBC affiliate has an immediate opening for a highly motivated and creative news editor to work in a very competitive news market. Our ideal candidate has an excellent eye for visual compelling storytelling. He/She is passionate about combining strong writing and storytelling with great pictures and sound. Job Responsibilities: • Edits video for daily newscasts, special projects and longer form stories • Takes in news feeds from news bureaus, network, and other various sources • Effectively collaborates with producers, reporters and managers to produce high quality stories • Uses a critical eye to produce video that meets our high standards of excellence

#### Requirements:

Job Qualifications • Ability to edit on non- linear equipment, including Final Cut Pro, Avid and Edius • Able to work in a fast paced, detail-oriented environment with calm, skilled execution • Must be able to record multiple feeds on a digital encoding system • Able to search for source materials from multiple outlets and platforms. • Willingness to work flexible shifts, including mornings, weekends, nights and holidays • Possess a valid drivers' license and good driving record

#### Experience:

Experience Requirements: • Ability to work on linear and non- linear equipment • Proficiency editing with Adobe Premiere a plus. • Must be able to handle and juggle multiple editing assignments under strict deadlines • At least two years' experience in television news editing

#### Additional Information:

#### Contact:

To Apply: Absolutely no phone calls! Please send resume and link to: Lwaldon@hearst.comEOEM/F/D/V

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for News Editor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 10/29/2014 2:35:49 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 10/29/2014 2:35:49 PM
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 10/29/2014 2:35:58 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awregloria@pacbell.net	Sent: 10/29/2014 2:36:00 PM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 10/29/2014 2:35:50 PM
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 10/29/2014 2:35:59 PM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 10/29/2014 2:35:51 PM
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 10/29/2014 2:35:57 PM
<b>0</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 10/29/2014 2:36:01 PM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 10/29/2014 2:35:51 PM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 10/29/2014 2:35:52 PM
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 10/29/2014 2:36:00 PM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 10/29/2014 2:35:52 PM
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 10/29/2014 2:35:57 PM
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 10/29/2014 2:36:00 PM
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 10/29/2014 2:35:52 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for News Editor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
40	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 10/29/2014 2:40:21 PM
44	<b>Sacramento Chinese Community Service Center</b> E-mail: admin@sccsc.org	Sent: 10/29/2014 2:36:01 PM
45	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 10/29/2014 2:35:54 PM
46	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 10/29/2014 2:35:54 PM
48	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 10/29/2014 2:35:59 PM
53	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 10/29/2014 2:42:49 PM
54	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 10/29/2014 2:35:55 PM

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 261/284**Job Notification details between 7/22/2014 to 7/31/2016****News Editor (Broadcast1Source tracking number 29498)****No. of Agencies were used:** 33

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 10/29/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** News Editor**Experience:**

Experience Requirements: • Ability to work on linear and non- linear equipment • Proficiency editing with Adobe Premiere a plus. • Must be able to handle and juggle multiple editing assignments under strict deadlines • At least two years' experience in television news editing

**Requirements:**

Job Qualifications • Ability to edit on non- linear equipment, including Final Cut Pro, Avid and Edius • Able to work in a fast paced, detail-oriented environment with calm, skilled execution • Must be able to record multiple feeds on a digital encoding system • Able to search for source materials from multiple outlets and platforms. • Willingness to work flexible shifts, including mornings, weekends, nights and holidays • Possess a valid drivers' license and good driving record

**Description:**

Job Description: KCRA 3 TV, Hearst Television owned NBC affiliate has an immediate opening for a highly motivated and creative news editor to work in a very competitive news market. Our ideal candidate has an excellent eye for visual compelling storytelling. He/She is passionate about combining strong writing and storytelling with great pictures and sound. Job Responsibilities: • Edits video for daily newscasts, special projects and longer form stories • Takes in news feeds from news bureaus, network, and other various sources • Effectively collaborates with producers, reporters and managers to produce high quality stories • Uses a critical eye to produce video that meets our high standards of excellence

**Additional Information:****Contact:**To Apply: Absolutely no phone calls! Please send resume and link to: [Lwaldon@hearst.com](mailto:Lwaldon@hearst.com) EOEM/F/D/V**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact

**Job Notification Details Report****From:** Sacramento,CA**Date:** 3/1/2017**Page:** 262/284**Job Notification details between 7/22/2014 to 7/31/2016**

details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
10/29/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
10/29/2014	Sacramento Chinese Community Service Center	No	..	1--	admin@sccsc.org
10/29/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
10/29/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
10/29/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
10/29/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
10/29/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
10/29/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
10/29/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
10/29/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
10/29/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
10/29/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
10/29/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
10/29/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
10/29/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
10/29/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
10/29/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
10/29/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
10/29/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
10/29/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com

**Job Notification Details Report****Date:** 3/1/2017**From:** Sacramento,CA**Page:** 263/284**Job Notification details between 7/22/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
10/29/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
10/29/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
10/29/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
10/29/2014	Medialine	No	Career Services	1--	medialine@medialine.com
10/29/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
10/29/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
10/29/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
10/29/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
10/29/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
10/29/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
10/29/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
10/29/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
10/29/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 17**



## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for KCRA Multi-cast Producer

Position: KCRA Multi-cast Producer

Hire Date: January 6, 2015

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

##### Job Description:

KCRA3/KQCA MY58, the Hearst Duopoly in Sacramento, has an immediate opening for a highly motivated Bilingual (Spanish) producer/editor. Candidate will be a brand manager for our secondary digital channels, in addition to writing, shooting and editing commercials and entertainment promos. Ideal candidate will write and speak fluent Spanish and have CC/Premiere editing experience. Candidate must also have excellent interpersonal and communication skills, be detail-minded with the ability to handle tight deadlines, work well under pressure and prioritize multiple projects.

##### Job Responsibilities:

- Produce and edit compelling on-air commercials and promos from start to finish.
- Write and edit Spanish language commercials and promo spots.
- Write, produce and edit entertainment promos for secondary digital channels.
- Other duties as assigned.

#### Requirements:

Qualifications Requirements: • Can handle multiple projects in a fast paced environment • Works efficiently under time constraints • Able to communicate effectively and tactfully with all levels of personnel • Highly organized and pays close attention to detail • Can work a flexible schedule including overtime, if necessary • Absolutely MUST have a great attitude and be a strong team player Education: • HS diploma required

#### Experience:

Experience Requirements: • 2-5 years of experience producing/editing on-air promos or commercials • Strong skills & experience in Non-Linear Editing, After Effects and Photoshop • Must be able to speak and write in both Spanish and English

#### Additional Information:

#### Contact:

To Apply: Send resume and reel to: KCRA-TV/KQCA-TV Attn: Larry Kellogg Creative Services Director 3 Television

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for KCRA Multi-cast Producer**

CircleSacramento, CA 95814\*No calls please\* APPLICANTS WITHOUT A DEMO REEL WILL NOT BE  
CONSIDERED.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at [cswinford@hearst.com](mailto:cswinford@hearst.com)

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for KCRA Multi-cast Producer**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: Manual Posting On 11/12/2014
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 11/12/2014 2:50:17 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 11/12/2014 2:50:17 PM
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 11/12/2014 2:50:26 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 11/12/2014 2:50:29 PM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 11/12/2014 2:50:18 PM
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 11/12/2014 2:50:27 PM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 11/12/2014 2:50:19 PM
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 11/12/2014 2:50:27 PM
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 11/12/2014 2:50:25 PM
<b>0</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 11/12/2014 2:50:29 PM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 11/12/2014 2:50:20 PM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 11/12/2014 2:50:20 PM
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 11/12/2014 2:50:28 PM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 11/12/2014 2:50:21 PM
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 11/12/2014 2:50:26 PM
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 11/12/2014 2:50:28 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for KCRA Multi-cast Producer**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 11/12/2014 2:50:21 PM
<b>40</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 11/12/2014 4:51:01 PM
<b>44</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: admin@sccsc.org	Sent: 11/12/2014 2:50:29 PM
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 11/12/2014 2:50:23 PM
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 11/12/2014 2:50:23 PM
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 11/12/2014 2:50:28 PM
<b>53</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 11/12/2014 4:53:20 PM
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 11/12/2014 2:50:24 PM

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 255/281**Job Notification details between 7/31/2014 to 7/31/2016****KCRA Multi-cast Producer (Broadcast1Source tracking number 29737)****No. of Agencies were used:** 34

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 11/12/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** KCRA Multi-cast Producer**Experience:**

Experience Requirements: • 2-5 years of experience producing/editing on-air promos or commercials • Strong skills & experience in Non-Linear Editing, After Effects and Photoshop • Must be able to speak and write in both Spanish and English

**Requirements:**

Qualifications Requirements: • Can handle multiple projects in a fast paced environment • Works efficiently under time constraints • Able to communicate effectively and tactfully with all levels of personnel • Highly organized and pays close attention to detail • Can work a flexible schedule including overtime, if necessary • Absolutely MUST have a great attitude and be a strong team player Education: • HS diploma required

**Description:****Job Description:**

KCRA3/KQCA MY58, the Hearst Duopoly in Sacramento, has an immediate opening for a highly motivated Bilingual (Spanish) producer/editor. Candidate will be a brand manager for our secondary digital channels, in addition to writing, shooting and editing commercials and entertainment promos. Ideal candidate will write and speak fluent Spanish and have CC/Premiere editing experience. Candidate must also have excellent interpersonal and communication skills, be detail-minded with the ability to handle tight deadlines, work well under pressure and prioritize multiple projects.

**Job Responsibilities:**

- Produce and edit compelling on-air commercials and promos from start to finish.
- Write and edit Spanish language commercials and promo spots.
- Write, produce and edit entertainment promos for secondary digital channels.
- Other duties as assigned.

**Additional Information:****Contact:**

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 256/281**Job Notification details between 7/31/2014 to 7/31/2016**

To Apply:Send resume and reel to: KCRA-TV/KQCA-TVAttn: Larry KelloggCreative Services Director3 Television CircleSacramento, CA 95814\*No calls please\* APPLICANTS WITHOUT A DEMO REEL WILL NOT BE CONSIDERED.EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
11/12/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
11/12/2014	Sacramento Chinese Community Service Center	No	..	1--	admin@sccsc.org
11/12/2014	Asian Women's Resources	No	Peter Goetze	1--	awregloria@pacbell.net
11/12/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
11/12/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
11/12/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
11/12/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
11/12/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimeinc.com
11/12/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
11/12/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
11/12/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
11/12/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
11/12/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
11/12/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
11/12/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
11/12/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
11/12/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 257/281**Job Notification details between 7/31/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
11/12/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasacounty@sac county.net
11/12/2014	TV Jobs	No	Career Services	1--	contact@broadcast1so ource.com
11/12/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
11/12/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
11/12/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1so ource.com
11/12/2014	Medialine	No	Career Services	1--	medialine@medialine. com
11/12/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia. com
11/12/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssac ramento.org
11/12/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1so ource.com
11/12/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1so ource.com
11/12/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.ed u
11/12/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
11/12/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1so ource.com
11/12/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.co m
11/12/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.ed u
11/12/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1so ource.com
11/12/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communic ations.com

# **Exhibit 18**



## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Assistant Creative Services Director

Position: Assistant Creative Services Director

Hire Date: January 26, 2015

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

#### Details:

Job Description: KCRA3/KQCA MY58, the dominant news station and multi-platform Hearst Duopoly in Sacramento, has an immediate opening for a highly motivated Assistant Creative Services Director. Candidate will work closely with CSD in developing brand and marketing strategies for KCRA 3, multiple digital channels and internet properties including web and mobile apps. The ability to produce high-quality, big market spots from start to finish is required. Candidate will have exceptional copy writing, design and conceptual skills with a willingness and ability to teach others. Candidate must also have Adobe CC editing experience and exceptional skills with After Effects. Candidate must also have excellent interpersonal and communication skills, be detail-minded with the ability to handle tight deadlines, work well under pressure and prioritize multiple projects. 3-5 years prior television experience is required. MUST SEND REEL OR LINK TO WORK TO BE CONSIDERED.

Job Responsibilities: • Help develop marketing strategies for KCRA 3, multiple digital channels and internet properties including web and mobile apps • Produce and edit high-quality, big market spots from start to finish • Help oversee day-to-day operations including news topicals, episodic show promotion, community events and social marketing

#### Requirements:

Qualifications Requirements: • Exceptional copy writing, design and conceptual skills with a willingness and ability to teach others • Excellent interpersonal and communication skills • Detail-minded with the ability to handle tight deadlines • Work well under pressure and prioritize multiple projects Education: • HS diploma or GED

#### Experience:

Experience Requirements: • 3-5 years prior television experience is required • Adobe CC editing experience and exceptional skills with After Effects

#### Additional Information:

#### Contact:

Qualifications Requirements: • Exceptional copy writing, design and conceptual skills with a willingness and ability to teach others • Excellent interpersonal and communication skills • Detail-minded with the ability to handle tight deadlines • Work well under pressure and

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Assistant Creative Services Director**

prioritize multiple projects Education:  
GED

• HS diploma or

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at [cswinford@hearst.com](mailto:cswinford@hearst.com)

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Assistant Creative Services Director**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: Manual Posting On 11/12/2014
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 11/12/2014 2:51:40 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 11/12/2014 2:51:41 PM
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 11/12/2014 2:51:50 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 11/12/2014 2:51:53 PM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 11/12/2014 2:51:42 PM
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 11/12/2014 2:51:51 PM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 11/12/2014 2:51:42 PM
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 11/12/2014 2:51:50 PM
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 11/12/2014 2:51:49 PM
<b>0</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 11/12/2014 2:51:53 PM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 11/12/2014 2:51:43 PM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 11/12/2014 2:51:44 PM
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 11/12/2014 2:51:52 PM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 11/12/2014 2:51:44 PM
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 11/12/2014 2:51:50 PM
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 11/12/2014 2:51:52 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Assistant Creative Services Director**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 11/12/2014 2:51:44 PM
<b>40</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 11/12/2014 5:21:32 PM
<b>44</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: admin@sccsc.org	Sent: 11/12/2014 2:51:54 PM
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 11/12/2014 2:51:46 PM
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 11/12/2014 2:51:46 PM
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 11/12/2014 2:51:52 PM
<b>53</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 11/12/2014 5:23:57 PM
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 11/12/2014 2:51:48 PM

**Job Notification details between 7/31/2014 to 7/31/2016**

**Assistant Creative Services Director (Broadcast1Source tracking number 29738)**

**No. of Agencies were used:** 35

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 11/12/2014

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** tnelson@brookspierce.com

**Title:** Assistant Creative Services Director

**Experience:**

Experience Requirements: • 3-5 years prior television experience is required • Adobe CC editing experience and exceptional skills with After Effects

**Requirements:**

Qualifications Requirements: • Exceptional copy writing, design and conceptual skills with a willingness and ability to teach others • Excellent interpersonal and communication skills • Detail-minded with the ability to handle tight deadlines • Work well under pressure and prioritize multiple projects Education: • HS diploma or GED

**Description:**

Job Description: KCRA3/KQCA MY58, the dominant news station and multi-platform Hearst Duopoly in Sacramento, has an immediate opening for a highly motivated Assistant Creative Services Director. Candidate will work closely with CSD in developing brand and marketing strategies for KCRA 3, multiple digital channels and internet properties including web and mobile apps. The ability to produce high-quality, big market spots from start to finish is required. Candidate will have exceptional copy writing, design and conceptual skills with a willingness and ability to teach others. Candidate must also have Adobe CC editing experience and exceptional skills with After Effects. Candidate must also have excellent interpersonal and communication skills, be detail-minded with the ability to handle tight deadlines, work well under pressure and prioritize multiple projects. 3-5 years prior television experience is required. **MUST SEND REEL OR LINK TO WORK TO BE CONSIDERED.** Job Responsibilities: • Help develop marketing strategies for KCRA 3, multiple digital channels and internet properties including web and mobile apps • Produce and edit high-quality, big market spots from start to finish • Help oversee day-to-day operations including news topicals, episodic show promotion, community events and social marketing

**Additional Information:**

**Contact:**

Qualifications Requirements: writing, design and conceptual skills with a willingness and ability to teach others • Exceptional copy  
Excellent interpersonal and

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 253/281**Job Notification details between 7/31/2014 to 7/31/2016**

communication skills • Detail-minded with the ability to handle tight deadlines• Work well under pressure and  
 prioritize multiple projects Education: • HS diploma or  
 GED

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
11/12/2014	Sacramento Chinese Community Service Center	No	..	1--	admin@sccsc.org
11/12/2014	Asian Women's Resources	No	Peter Goetze	1--	awregloria@pacbell.net
11/12/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
11/12/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
11/12/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
11/12/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
11/12/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
11/12/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
11/12/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
11/12/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
11/12/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
11/12/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
11/12/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
11/12/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
11/12/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
11/12/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
11/12/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 254/281**Job Notification details between 7/31/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
11/12/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
11/12/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@saccounty.net
11/12/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
11/12/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
11/12/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
11/12/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
11/12/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
11/12/2014	Medialine	No	Career Services	1--	medialine@medialine.com
11/12/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
11/12/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
11/12/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
11/12/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
11/12/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
11/12/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
11/12/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
11/12/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
11/12/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com
11/12/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com

# **Exhibit 19**



**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Director of Programming**

**Position: Director of Programming**

**Hire Date: March 30, 2015**

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Job Description:** The Hearst-owned duopoly in Sacramento, CA, KCRA TV, the NBC affiliate and KQCA-TV, the My Network affiliate is seeking qualified applicants for a Director of Programming. This position is responsible for the stations programming functions including, but not limited to, scheduling and strategy of primary and multicast stations, syndication, network programming, FCC required reporting for the station public file and HTV programming responsibilities and duties. Job Responsibilities include but not limited to: • Handle all station programming (local, syndication, and network) and associated duties, including scheduling, strategy and acquisition (in conjunction with GM and HTV programming), communication, coordination and implementation. • Responsible for all FCC quarterly reporting (Children's and Issues Reports) and other FCC reporting, as needed. • Must have a solid understanding of Nielsen ratings, tracking/trending and research. • Responsible for effective internal and external communication.

**Requirements:**

**Education:** College degree required

**Experience:**

**Experience Requirements:** Ideal candidate should have extensive related experience working at a television station and be particularly adept at program operations, planning, program contract management as well as an understanding of FCC reporting requirements

**Additional Information:**

**Contact:**

To Apply: Please email cover letter and resume to makina@hearst.com or mail to address below. No phone calls, please. KCRA-TV Mike Akina 3 Television Circle Sacramento, CA 95814 EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

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**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Director of Programming**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: 11/17/2014 2:27:18 PM
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 11/17/2014 2:27:11 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 11/17/2014 2:27:12 PM
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 11/17/2014 2:27:20 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 11/17/2014 2:27:22 PM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 11/17/2014 2:27:13 PM
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 11/17/2014 2:27:21 PM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 11/17/2014 2:27:13 PM
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 11/17/2014 2:27:20 PM
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 11/17/2014 2:27:19 PM
<b>0</b>	<b>Center for Employment Training</b> E-mail: Sacramento@cet2000.org	Sent: 11/17/2014 2:27:23 PM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 11/17/2014 2:27:14 PM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 11/17/2014 2:27:14 PM
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 11/17/2014 2:27:22 PM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 11/17/2014 2:27:15 PM
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 11/17/2014 2:27:19 PM
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 11/17/2014 2:27:21 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Director of Programming**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 11/17/2014 2:27:15 PM
<b>40</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 11/17/2014 2:29:25 PM
<b>44</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: admin@sccsc.org	Sent: 11/17/2014 2:27:23 PM
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 11/17/2014 2:27:16 PM
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 11/17/2014 2:27:16 PM
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 11/17/2014 2:27:21 PM
<b>53</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 11/17/2014 2:31:48 PM
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 11/17/2014 2:27:17 PM

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 249/281**Job Notification details between 7/31/2014 to 7/31/2016****Director of Programming (Broadcast1Source tracking number 29826)****No. of Agencies were used:** 33

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 11/17/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Director of Programming**Experience:**

Experience Requirements: Ideal candidate should have extensive related experience working at a television station and be particularly adept at program operations, planning, program contract management as well as an understanding of FCC reporting requirements

**Requirements:**

Education: College degree required

**Description:**

Job Description: The Hearst-owned duopoly in Sacramento, CA, KCRA TV, the NBC affiliate and KQCA-TV, the My Network affiliate is seeking qualified applicants for a Director of Programming. This position is responsible for the stations programming functions including, but not limited to, scheduling and strategy of primary and multicast stations, syndication, network programming, FCC required reporting for the station public file and HTV programming responsibilities and duties. Job Responsibilities include but not limited to: • Handle all station programming (local, syndication, and network) and associated duties, including scheduling, strategy and acquisition (in conjunction with GM and HTV programming), communication, coordination and implementation. • Responsible for all FCC quarterly reporting (Children's and Issues Reports) and other FCC reporting, as needed. • Must have a solid understanding of Nielsen ratings, tracking/trending and research. • Responsible for effective internal and external communication.

**Additional Information:****Contact:**

To Apply: Please email cover letter and resume to makina@hearst.com or mail to address below. No phone calls, please. KCRA-TV Mike Akina 3 Television Circle Sacramento, CA 95814 EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

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**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 250/281**Job Notification details between 7/31/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
11/17/2014	Center for Employment Training	No	Career Services	1--	Sacramento@cet2000.org
11/17/2014	Sacramento Chinese Community Service Center	No	..	1--	admin@sccsc.org
11/17/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
11/17/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
11/17/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
11/17/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
11/17/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
11/17/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
11/17/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
11/17/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcastsource.com
11/17/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
11/17/2014	Job Journal	No	John Nelson	1--	contact@broadcastsource.com
11/17/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
11/17/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
11/17/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
11/17/2014	TV Jobs	No	Career Services	1--	contact@broadcastsource.com
11/17/2014	University of California-Davis	No	Career Services	1--	contact@broadcastsource.com
11/17/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
11/17/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
11/17/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@saccounty.net
11/17/2014	Medialine	No	Career Services	1--	medialine@medialine.com

## Job Notification details between 7/31/2014 to 7/31/2016

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
11/17/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
11/17/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
11/17/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
11/17/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
11/17/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
11/17/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
11/17/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
11/17/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
11/17/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
11/17/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
11/17/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
11/17/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 20**

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Account Executive**

**Position: Account Executive**

**Hire Date: March 30, 2015**

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

KQCA-TV, the Hearst Television, Inc. and My Network affiliate in Sacramento, California, seeks a superstar Account Executive for its Spanish language station, Estrella TV. This position will be responsible for agency and local direct revenue generation and will serve as a station ambassador to the Northern California Hispanic business community. Ideal candidate must be bi-lingual and have at least 1-3 years media sales experience.

**Job Responsibilities:**

- Generating New Revenue
- Managing Accounts and Clients

**Requirements:**

Qualifications Requirements: • 1-3 years Media Sales Experience • Bilingual • Solid Negotiation Skills • Candidate must be creative, highly motivated, and a self-starter Education: • College degree preferred.

**Experience:**

Experience Requirements: • Prior Experience as an Account Executive in Media Sales • Hispanic selling experience a plus • A proven track record on new business development a must

**Additional Information:**

**Contact:**

To Apply: Qualified candidates should send resume to Dustin Snyderdsnyder@hearst.com EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com



**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Account Executive**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: 12/23/2014 2:17:39 PM
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: 12/23/2014 2:17:32 PM
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: 12/23/2014 2:17:32 PM
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: 12/23/2014 2:17:41 PM
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: 12/23/2014 2:17:44 PM
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: 12/23/2014 2:17:33 PM
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: 12/23/2014 2:17:42 PM
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: 12/23/2014 2:17:34 PM
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: 12/23/2014 2:17:42 PM
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: 12/23/2014 2:17:41 PM
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: 12/23/2014 2:17:35 PM
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: 12/23/2014 2:17:35 PM
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: 12/23/2014 2:17:43 PM
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: 12/23/2014 2:17:36 PM
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: 12/23/2014 2:17:41 PM
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: 12/23/2014 2:17:43 PM
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: 12/23/2014 2:17:36 PM

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Account Executive**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>40</b>	<b>Radio Television Digital News Association</b> Fax: 1-202-223-4007	Sent: 12/23/2014 3:32:59 PM
<b>44</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: admin@sccsc.org	Sent: 12/23/2014 2:17:44 PM
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: 12/23/2014 2:17:37 PM
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: 12/23/2014 2:17:38 PM
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: 12/23/2014 2:17:43 PM
<b>53</b>	<b>Willinger Talent Agency</b> Fax: 1-212-695-1855	Sent: 12/23/2014 3:35:18 PM
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: 12/23/2014 2:17:39 PM

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 243/281**Job Notification details between 7/31/2014 to 7/31/2016****Account Executive (Broadcast1Source tracking number 30440)****No. of Agencies were used:** 34

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 12/23/2014**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Account Executive**Experience:**

Experience Requirements: • Prior Experience as an Account Executive in Media Sales • Hispanic selling experience a plus • A proven track record on new business development a must

**Requirements:**

Qualifications Requirements: • 1-3 years Media Sales Experience • Bilingual • Solid Negotiation Skills • Candidate must be creative, highly motivated, and a self-starter Education: • College degree preferred.

**Description:**

KQCA-TV, the Hearst Television, Inc. and My Network affiliate in Sacramento, California, seeks a superstar Account Executive for its Spanish language station, Estrella TV. This position will be responsible for agency and local direct revenue generation and will serve as a station ambassador to the Northern California Hispanic business community. Ideal candidate must be bi-lingual and have at least 1-3 years media sales experience.

**Job Responsibilities:**

- Generating New Revenue
- Managing Accounts and Clients

**Additional Information:****Contact:**

To Apply: Qualified candidates should send resume to Dustin Snyderdsnyder@hearst.com EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER****\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 244/281**Job Notification details between 7/31/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
12/23/2014	Sacramento Chinese Community Service Center	No	..	1--	admin@sccsc.org
12/23/2014	Asian Women's Resources	No	Peter Goetze	1--	awrcgloria@pacbell.net
12/23/2014	Solano Community College	No	..	1--	jpstuden@solano.edu
12/23/2014	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com
12/23/2014	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
12/23/2014	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
12/23/2014	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
12/23/2014	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
12/23/2014	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
12/23/2014	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
12/23/2014	Jesus Christ of Latter Day Saints Church	No	..	1--	erline.applegate@yahoo.com
12/23/2014	AAJA	No	Career Services	1--	contact@broadcast1source.com
12/23/2014	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
12/23/2014	Yuba College	No	Career Services	1--	aepler@yccd.edu
12/23/2014	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
12/23/2014	Willinger Talent Agency	No	Greg Willinger	1-212-695-1855	
12/23/2014	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
12/23/2014	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
12/23/2014	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
12/23/2014	Radio Television Digital News Association	No	Career Services	1-202-223-4007	
12/23/2014	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
12/23/2014	Medialine	No	Career Services	1--	medialine@medialine.com

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento, CA**Page:** 245/281**Job Notification details between 7/31/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
12/23/2014	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
12/23/2014	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
12/23/2014	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
12/23/2014	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
12/23/2014	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
12/23/2014	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
12/23/2014	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
12/23/2014	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
12/23/2014	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
12/23/2014	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
12/23/2014	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
12/23/2014	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 21**

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Client Service Specialist**

**Position:** Client Service Specialist

**Hire Date:** March 30, 2015

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

**To**

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Client Service Specialist**

**Job**

**Description:**

KQCA, Hearst Televisions owned station in Sacramento, CA seeks an energetic person to become a Client Service Specialist. This position provides administrative assistance and support to the sales department. Successful candidate will possess a can-do attitude and enjoy contributing as a member of a productive team.

**Job Responsibilities:**

Sales  
order input  
Creating  
sales proposals/presentations/reports

General  
office duties  
Coordinate  
offsite events



**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Client Service Specialist**

**Requirements:**

Qualifications Requirements: • Proficiency in Powerpoint, Excel and MS Word • Excellent telephone and verbal communication skills • Accuracy and attention to detail a must • Graphic Capabilities a plus

**Experience:**

Education: • BS/BA preferred

**Additional Information:**

**Contact:**

To Apply: Email cover letter and resume to Randy Grossert at [rgrossert@hearst.com](mailto:rgrossert@hearst.com) or mail to:  
KQCA-TV Attn: Randy Grossert 58 Television  
Circle Sacramento, CA 95814EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at [cswinford@hearst.com](mailto:cswinford@hearst.com)

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: Manual Posting On 1/30/2015
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: Manual Posting On 1/30/2015
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: Manual Posting On 1/30/2015
<b>7</b>	<b>Asian Women's Resources</b> E-mail: awrcgloria@pacbell.net	Sent: Manual Posting On 1/30/2015
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: Manual Posting On 1/30/2015
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: Manual Posting On 1/30/2015
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: Manual Posting On 1/30/2015
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: Manual Posting On 1/30/2015
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: Manual Posting On 1/30/2015
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: Manual Posting On 1/30/2015
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: Manual Posting On 1/30/2015
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: Manual Posting On 1/30/2015
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: Manual Posting On 1/30/2015
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: Manual Posting On 1/30/2015
<b>44</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: admin@sccsc.org	Sent: Manual Posting On 1/30/2015
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: Manual Posting On 1/30/2015
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: Manual Posting On 1/30/2015

**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Client Service Specialist**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: Manual Posting On 1/30/2015
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: Manual Posting On 1/30/2015

**Job Notification details between 7/31/2014 to 7/31/2016**

**Client Service Specialist (Broadcast1Source tracking number 31253)**

**No. of Agencies were used:** 27

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below**

**Sent On:** 01/30/2015

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**E-Mail:** tnelson@brookspierce.com

**Title:** Client Service Specialist

**Experience:**

Education: • BS/BA preferred

**Requirements:**

Qualifications Requirements: • Proficiency in Powerpoint, Excel and MS Word • Excellent telephone and verbal communication skills • Accuracy and attention to detail a must • Graphic Capabilities a plus

**Description:**

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 235/281**Job Notification details between 7/31/2014 to 7/31/2016****Job****Description:**

KQCA, Hearst Televisions owned station in Sacramento, CA seeks an energetic person to become a Client Service Specialist. This position provides administrative assistance and support to the sales department. Successful candidate will possess a can-do attitude and enjoy contributing as a member of a productive team.

**Job Responsibilities:**

Sales  
order input  
Creating  
sales proposals/presentations/reports

General  
office duties  
Coordinate  
offsite events

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento, CA**Page:** 236/281**Job Notification details between 7/31/2014 to 7/31/2016****Additional Information:****Contact:**To Apply: Email cover letter and resume to Randy Grossert at [rgrossert@hearst.com](mailto:rgrossert@hearst.com) or mail to:

KQCA-TV

Attn: Randy Grossert

58 Television

Circle

Sacramento, CA 95814 EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at [cswinford@hearst.com](mailto:cswinford@hearst.com)

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/30/2015	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	<a href="mailto:larryb@itccinc.org">larryb@itccinc.org</a>
1/30/2015	Bay Area Star	No	Career Services	1--	<a href="mailto:contact@broadcast1source.com">contact@broadcast1source.com</a>
1/30/2015	Cosumnes River College	Yes	Gary Martin	1--	<a href="mailto:garymartin@accesssacramento.org">garymartin@accesssacramento.org</a>
1/30/2015	Sacramento Works Career Center	No	Career Services	1--	<a href="mailto:MarkSandersSWCC@delpaso.seta.net">MarkSandersSWCC@delpaso.seta.net</a>
1/30/2015	Yuba College	No	Career Services	1--	<a href="mailto:aepler@yccd.edu">aepler@yccd.edu</a>
1/30/2015	Job Journal	No	John Nelson	1--	<a href="mailto:contact@broadcast1source.com">contact@broadcast1source.com</a>
1/30/2015	Jesus Christ of Latter Day Saints Church	No	..	1--	<a href="mailto:erline.applegate@yahoo.com">erline.applegate@yahoo.com</a>
1/30/2015	CA State University, Chico	No	Career Services	1--	<a href="mailto:humanresources@csuchico.edu">humanresources@csuchico.edu</a>
1/30/2015	Maynard Institute for Journalism Education	No	Career Services	1--	<a href="mailto:djm@maynardije.org">djm@maynardije.org</a>
1/30/2015	A Family Affair Connections	Yes	Albert Johnson	1--	<a href="mailto:afabridges@yahoo.com">afabridges@yahoo.com</a>
1/30/2015	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	<a href="mailto:africana@mail.sdsu.edu">africana@mail.sdsu.edu</a>
1/30/2015	California Employment Development Dept.	No	Career Services	1--	<a href="mailto:contact@broadcast1source.com">contact@broadcast1source.com</a>
1/30/2015	CA State University, Northridge	Yes	Career Services	1--	<a href="mailto:career.center@csun.edu">career.center@csun.edu</a>
1/30/2015	Medialine	No	Career Services	1--	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>

**Job Notification Details Report****From:** Sacramento,CA**Date:** 3/7/2017**Page:** 237/281**Job Notification details between 7/31/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
1/30/2015	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
1/30/2015	Solano Community College	No	..	1--	jpstuden@solano.edu
1/30/2015	Sacramento Chinese Community Service Center	No	..	1--	admin@sccsc.org
1/30/2015	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
1/30/2015	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
1/30/2015	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
1/30/2015	Asian Women's Resources	No	Peter Goetze	1--	awregloria@pacbell.net
1/30/2015	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
1/30/2015	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@saccounty.net
1/30/2015	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com

# **Exhibit 22**



**KCRA-TV, KQCA (TV)**

**Fax and E-mail verification summary report for Senior Producer/Editor**

**Position:** Senior Producer/Editor

**Hire Date:** April 1, 2015

This report, generated by Broadcast1Source, verifies that KCRA-TV, KQCA (TV) used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Job Description:**

Hearst Television owned KQCA My58, part of the strongest duopoly in Sacramento, California, is building its team of A+ producers/editors. We have an immediate opening for a highly skilled Senior Producer/Editor who can create compelling promos that break through the clutter. If you have experience in entertainment promotion and your creative can't be ignored, we want you!

As seen on Forbes, Sacramento was just ranked #2 on the list of happiest places to work in the country. Sacramento is a hidden gem in the heart of Northern California, surrounded by Napa Valley, San Francisco, the Pacific Coast, Lake Tahoe, Yosemite and more. As one of the most affordable cities in California, Sacramento boasts beautiful weather year round, along with an impressive array of parks, landmarks and some of the best produce in the country.

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Senior Producer/Editor

KQCA My58, located in downtown Sacramento, has one of the most unique and exciting programming lineups on television, with America's best comedies every night in Primetime. If promoting The Big Bang Theory, Modern Family, The Simpsons, How I Met Your Mother and Charlie Sheen's new show Anger Management, is up your alley, My58 is the place for you!

#### **Job Responsibilities:**

Your main focus will be creating national quality, compelling promos that entice viewers to watch My58's comedy block. You will also promote other My58 programming, including entertainment shows, daytime talk, local news, movies, dramas and more. You will work extensively with After Effects to continually update and enhance My58's on-air graphics, giving My58 a high-end, energetic look & feel.

#### **Requirements:**

#### **Experience:**

## KCRA-TV, KQCA (TV)

### Fax and E-mail verification summary report for Senior Producer/Editor

Experience Requirements: • After effects whiz, able to create national quality animated graphics • Strong graphic design skills or background • Strong editing skills; Adobe Premiere experience preferred • Minimum 3 years of experience creating compelling promos • Extremely high standards • Ability to write, produce and edit promos start to finish • Meet tight deadlines and adapt to whatever the project calls for • Highly organized with attention to detail • Handle multiple projects in a fast paced environment • Work efficiently under time constraints • Communicate effectively with all levels of personnel • Work a flexible schedule including overtime, if necessary • Great attitude and strong team player • Takes critiques and direction well • Demo reel speaks for itself & contains promos for entertainment programming that show off your after effects skills

#### Additional Information:

#### Contact:

To Apply: If this description fits you, send your demo reel along with a resume and compelling cover letter to Jill Olsen: jolsen@hearst.com. No phone calls please. Email preferred, but snail mail accepted as well. KQCA My58 Attn: Jill Olsen 3 Television Circle Sacramento CA 95814 APPLICANTS WITHOUT A DEMO REEL WILL NOT BE CONSIDERED. EOEM/F/D/V

#### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Senior Producer/Editor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>602 Communications</b> E-mail: slizik@602communications.com	Sent: Manual Posting On 1/30/2015
<b>2</b>	<b>A Family Affair Connections</b> E-mail: afabridges@yahoo.com	Sent: Manual Posting On 1/30/2015
<b>4</b>	<b>Africana Journalists Society of San Diego State University</b> E-mail: africana@mail.sdsu.edu	Sent: Manual Posting On 1/30/2015
<b>6</b>	<b>American Broadcasting School</b> E-mail: admissions@radioschool.com	Sent: Manual Posting On 1/30/2015
<b>10</b>	<b>Black Journalist Association of Southern California</b> E-mail: INFO@bjasc.org	Sent: Manual Posting On 1/30/2015
<b>11</b>	<b>CA State University, Chico</b> E-mail: humanresources@csuchico.edu	Sent: Manual Posting On 1/30/2015
<b>12</b>	<b>CA State University, Northridge</b> E-mail: career.center@csun.edu	Sent: Manual Posting On 1/30/2015
<b>17</b>	<b>California Indian Manpower Consortium</b> E-mail: terrio@cimcinc.com	Sent: Manual Posting On 1/30/2015
<b>19</b>	<b>Careers.HearstTelevision.com</b> E-mail: htv.careers@hearst.com	Sent: Manual Posting On 1/30/2015
<b>20</b>	<b>Collective Talent</b> E-mail: bille@michaelsmedia.com	Sent: Manual Posting On 1/30/2015
<b>21</b>	<b>Cosumnes River College</b> E-mail: garymartin@accesssacramento.org	Sent: Manual Posting On 1/30/2015
<b>22</b>	<b>Crossroads Diversified Employment Services</b> E-mail: eren@crossroadsdiversified.com	Sent: Manual Posting On 1/30/2015
<b>29</b>	<b>Inter-Tribal Council of CA. Inc.</b> E-mail: larryb@itccinc.org	Sent: Manual Posting On 1/30/2015
<b>30</b>	<b>Jesus Christ of Latter Day Saints Church</b> E-mail: erline.applegate@yahoo.com	Sent: Manual Posting On 1/30/2015
<b>34</b>	<b>Maynard Institute for Journalism Education</b> E-mail: djm@maynardije.org	Sent: Manual Posting On 1/30/2015
<b>35</b>	<b>Medialine</b> E-mail: medialine@medialine.com	Sent: Manual Posting On 1/30/2015

**KCRA-TV, KQCA (TV)****Fax and E-mail verification summary report for Senior Producer/Editor**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>44</b>	<b>Sacramento Chinese Community Service Center</b> E-mail: admin@sccsc.org	Sent: Manual Posting On 1/30/2015
<b>45</b>	<b>Sacramento County Employment Services</b> E-mail: chaostasaccounty@saccounty.net	Sent: Manual Posting On 1/30/2015
<b>46</b>	<b>Sacramento Works Career Center</b> E-mail: MarkSandersSWCC@delpaso.seta.net	Sent: Manual Posting On 1/30/2015
<b>48</b>	<b>Solano Community College</b> E-mail: jpstuden@solano.edu	Sent: Manual Posting On 1/30/2015
<b>54</b>	<b>Yuba College</b> E-mail: aepler@yccd.edu	Sent: Manual Posting On 1/30/2015

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 238/281**Job Notification details between 7/31/2014 to 7/31/2016****Senior Producer/Editor (Broadcast1Source tracking number 31252)****No. of Agencies were used:** 32

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

**All recruiting agencies listed in the report below****Sent On:** 01/30/2015**Subject:** Job Notification from Broadcast1Source**From:** contact@broadcast1source.com**E-Mail:** tnelson@brookspierce.com**Title:** Senior Producer/Editor**Experience:**

Experience Requirements: • After effects whiz, able to create national quality animated graphics • Strong graphic design skills or background • Strong editing skills; Adobe Premiere experience preferred • Minimum 3 years of experience creating compelling promos • Extremely high standards • Ability to write, produce and edit promos start to finish • Meet tight deadlines and adapt to whatever the project calls for • Highly organized with attention to detail • Handle multiple projects in a fast paced environment • Work efficiently under time constraints • Communicate effectively with all levels of personnel • Work a flexible schedule including overtime, if necessary • Great attitude and strong team player • Takes critiques and direction well • Demo reel speaks for itself & contains promos for entertainment programming that show off your after effects skills

**Requirements:****Description:****Job Description:**

Hearst Television owned KQCA My58, part of the strongest duopoly in Sacramento, California, is building its team of A+ producers/editors. We have an immediate opening for a highly skilled Senior Producer/Editor who can create compelling promos that break through the clutter. If you have experience in entertainment promotion and your creative can't be ignored, we want you!

**Job Notification details between 7/31/2014 to 7/31/2016**

As seen on Forbes, Sacramento was just ranked #2 on the list of happiest places to work in the country. Sacramento is a hidden gem in the heart of Northern California, surrounded by Napa Valley, San Francisco, the Pacific Coast, Lake Tahoe, Yosemite and more. As one of the most affordable cities in California, Sacramento boasts beautiful weather year round, along with an impressive array of parks, landmarks and some of the best produce in the country.

KQCA My58, located in downtown Sacramento, has one of the most unique and exciting programming lineups on television, with America's best comedies every night in Primetime. If promoting The Big Bang Theory, Modern Family, The Simpsons, How I Met Your Mother and Charlie Sheen's new show Anger Management, is up your alley, My58 is the place for you!

**Job Responsibilities:**

Your main focus will be creating national quality, compelling promos that entice viewers to watch My58's comedy block. You will also promote other My58 programming, including entertainment shows, daytime talk, local news, movies, dramas and more. You will work extensively with After Effects to continually update and enhance My58's on-air graphics, giving My58 a high-end, energetic look & feel.

**Job Notification details between 7/31/2014 to 7/31/2016****Additional Information:****Contact:**

To Apply: If this description fits you, send your demo reel along with a resume and compelling cover letter to Jill Olsen: jolsen@hearst.com. No phone calls please. Email preferred, but snail mail accepted as well. KQCA My58 Attn: Jill Olsen 3 Television Circle Sacramento CA 95814 APPLICANTS WITHOUT A DEMO REEL WILL NOT BE CONSIDERED. EOEM/F/D/V

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chelsea Swinford at cswinford@hearst.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/30/2015	LinkedIn.com	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	Inter-Tribal Council of CA. Inc.	Yes	Larry Barther	1--	larryb@itccinc.org
1/30/2015	Bay Area Star	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	Cosumnes River College	Yes	Gary Martin	1--	garymartin@accesssacramento.org
1/30/2015	National Association of Hispanic Journalists	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	Sacramento Works Career Center	No	Career Services	1--	MarkSandersSWCC@delpaso.seta.net
1/30/2015	Yuba College	No	Career Services	1--	aepler@yccd.edu
1/30/2015	AAJA	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	Job Journal	No	John Nelson	1--	contact@broadcast1source.com
1/30/2015	Jesus Christ of Latter Day Saints Church	No	.	1--	erline.applegate@yahoo.com



## Job Notification details between 7/31/2014 to 7/31/2016

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/30/2015	CA State University, Chico	No	Career Services	1--	humanresources@csuchico.edu
1/30/2015	Maynard Institute for Journalism Education	No	Career Services	1--	djm@maynardije.org
1/30/2015	Cal Jobs	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	Black Journalist Association of Southern California	No	Career Services	1--	INFO@bjasc.org
1/30/2015	Collective Talent	No	Michael Bille	1--	bille@michaelsmedia.com
1/30/2015	Sacramento County Employment Services	No	Career Services	1--	chaostasaccounty@sacounty.net
1/30/2015	University of California-Davis	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	Careers.HearstTelevision.com	No	HTV Careers	1--	htv.careers@hearst.com
1/30/2015	American Broadcasting School	No	Career Services	1--	admissions@radioschool.com
1/30/2015	California Indian Manpower Consortium	No	Career Services	1--	terrio@cimcinc.com
1/30/2015	EqualityMagazines.com	No	Jeff Palmatier	1--	contact@broadcast1source.com
1/30/2015	TV Jobs	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	A Family Affair Connections	Yes	Albert Johnson	1--	afabridges@yahoo.com
1/30/2015	Africana Journalists Society of San Diego State University	Yes	Career Services	1--	africana@mail.sdsu.edu
1/30/2015	California Employment Development Dept.	No	Career Services	1--	contact@broadcast1source.com
1/30/2015	CA State University, Northridge	Yes	Career Services	1--	career.center@csun.edu
1/30/2015	Medialine	No	Career Services	1--	medialine@medialine.com
1/30/2015	602 Communications	No	Sandy Lizik	1--	slizik@602communications.com
1/30/2015	Solano Community College	No	..	1--	jpstuden@solano.edu
1/30/2015	Crossroads Diversified Employment Services	No	Career Services	1--	eren@crossroadsdiversified.com

**Job Notification Details Report****Date:** 3/7/2017**From:** Sacramento,CA**Page:** 242/281**Job Notification details between 7/31/2014 to 7/31/2016**

<b>Notification Date</b>	<b>Agency Name</b>	<b>Prong2</b>	<b>Name</b>	<b>Notification By Fax</b>	<b>Notification By Email</b>
1/30/2015	Sacramento Chinese Community Service Center	No	..	1--	admin@sccsc.org
1/30/2015	California Broadcasters Assoc.	No	Joe Berry	1--	contact@broadcast1source.com