

EXHIBIT 3

Copies of Job Notices Sent to the Job Site During the Reporting Period

KNSD

KUAN-LD

San Diego, California

Poway, ETC., California

Job Posting Preview

Digital Manager - NBC, Telemundo 20 San Diego

60699BR

Digital Media

NBCUniversal Local

Responsibilities

- Manage editorial strategy, operations, and direction for nbcсандiego.com and telemundo20.com websites, social media accounts, mobile apps, and OTT streaming platforms. This includes driving the operational vision and leading the team on the local editorial voice, programming the homepage, gathering and prioritizing content from a range of sources and feeds, managing the execution of publishing workflows, adhering to editorial style guides, and hitting aggressive benchmarks for the volume and frequency of content publication
- Coordinate digital elements of station projects with other departments.
- Partner closely with peers in the newsroom to ensure coordination of efforts and the ongoing transformation of the traditional news model into a multi-platform content
- Participate in editorial meetings and act as a liaison between television and digital platforms
- Create original articles, videos, and slideshows, assign stories across the newsroom, and curate a wide variety of stories from other sources, including blogs, newspapers, online publications, and magazines
- Collaborate with counterparts in other local markets to share stories and resources across all of NBC's local websites and digital platforms
- Liaise with national Integrated Media and local station leadership team, providing regular updates of business strategies and objectives
- Monitor traffic, qualitative, and engagement trends for digital and mobile platforms and share with the leadership team
- Manage local marketing efforts for digital platforms. Participate in business development with sales management and account executives to provide digital sales ideation. Seek and review business development opportunities for all news platforms
- Partner closely with sales. Present editorial projects, franchises, and associated traffic and qualitative metrics to sales team on regular basis, providing specific advertising solutions for clients. Attend client meetings as necessary
- Manage contracts on content partnerships and legal issues of website
- Lead weekly digital team meeting, providing a summary of editorial, marketing, business development, and research efforts
- Set and monitor traffic and engagement goals for the editorial team
- Supervise, mentor, and manage the station's web team

Qualifications/Requirements

- 5 or more years experience in a broadcast TV, Cable TV and/or Web-Internet management or operational role
- Bachelor's degree or equivalent work experience
- Must be willing to work in San Diego, CA

Desired Characteristics

- Must be a skilled writer with outstanding communication skills
- Must be able to effectively lead and manage staff in a creative, demanding, and breaking news environment
- Strong journalism and editorial skills; high journalistic integrity
- Experience managing online editorial teams, with the ability to coach, mentor, direct, and provide feedback to those employees
- Excellent organizational skills
- Proven ability to determine a strategic vision and lead its execution
- Ability to expertly influence a large population to embrace and execute within the digital news space
- Possess a creative and imaginative mindset with proven ability to work independently and multi-task in a results-driven environment
- Ability to adapt quickly to new internal tools and systems
- Experience editing video and creating slideshows
- Must be able to lead large-scale special projects (e.g. Olympics and election coverage)
- Must have unrestricted work authorization to work in the United States
- Must be 18 years or older
- Must be able to work early morning, night, and weekend hours when demanded by the group's start-up environment, breaking news, or other editorial responsibilities
- Must submit a resume through nbcunicareers.com

Desired Characteristics

- Bilingual is a plus

Sub-Business

NBCUL - KNSD

City

San Diego

Country

Career Level

Experienced

State/Province

California

United States

About Us

NBCUniversal owns and operates over 20 different businesses across 30 countries including a valuable portfolio of news and entertainment television networks, a premier motion picture company, significant television production operations, a leading television stations group, world-renowned theme parks and a premium ad-supported streaming service.

Here you can be your authentic self. As a company uniquely positioned to educate, entertain and empower through our platforms, Comcast NBCUniversal stands for including everyone. We strive to foster a diverse and inclusive culture where our employees feel supported, embraced and heard. We believe that our workforce should represent the communities we live in, so that together, we can continue to create and deliver content that reflects the current and ever-changing face of the world. Click here to learn more about Comcast NBCUniversal's commitment and how we are making an [impact](#).

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Close preview

Job Posting Preview

Digital Campaign Specialist, NBC 7 San Diego

60820BR

Sales

NBCUniversal Local

Responsibilities

Reporting to the Digital Sales Manager, The NBC 7 San Diego Digital Campaign Specialist will have three primary areas of responsibility:

Assist in the creation of digital marketing campaigns, development of creative assets, and execution of fulfillment strategies for multi-platform digital applications for NBC 7 & T20 clients

Support Sales and Marketing team by creating and optimizing digital campaigns for clients & stations

Manage the development of digital campaigns for both NBC 7 & Telemundo 20 and work with sellers to create targeted insertion orders

Accurately input insertion orders into system and oversee all aspects of digital campaign execution for both stations

Maintain strong communication with Account Executives on assets needed and digital campaign delivery

Track performance of contracts on NBC 7 & Telemundo 20 through Google DFP & FreeWheel.

Generate weekly "missing creative" report. Follow up on missing creative and other digital elements with agencies, clients and/or sales reps

Effectively present ideas / solutions in PowerPoint form for sales presentations / meetings

Provide digital strategist, marketing and emerging technologies insights to integrated media campaign pitches.

Provide research on web traffic using DOMO to sales and news teams; incorporate Scarborough / Nielsen research as needed for sales presentations

Assist with strategic marketing and digital campaigns as requested by Marketing Manager

Update and customize marketing decks for NBC 7

Responsible for ensuring all station sponsorships and opportunities are up-to-date (internal PowerPoint presentation archives) and online (B2B site)

Qualifications/Requirements

Minimum of 1 year of experience working with Excel, PowerPoint and Word

Basic knowledge of html and web-page creation

Bachelor's degree or equivalent work experience

Must be willing to work in San Diego

Willingness to travel and work overtime, and on weekends with short notice

Desired Characteristics

High level of organization – enjoys being organized, color coding Strong attention to detail

Problem solver / independent thinker – can take initiative and find a solution to a problem

Exceptional communication, project management and presentation skills.

Must possess the ability to manage multiple priorities at different stages in the workflow at once

Strong digital, integrated media skills - including experience with Google DFP and social CRM a plus.

Proficient in ideation, copywriting and PowerPoint design

Photoshop skills a plus

Previous professional experience in television production, ad sales or marketing, web/graphic design and digital experience

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Job Posting Preview

Story Producer - Telemundo San Diego

57377BR

Studio Technical Operations

NBCUniversal Local

Responsibilities

- Gather, edit, and assemble news content – focusing on (but not limited to) News, Weather and Traffic for broadcast and multi-platform applications.
- Conceptualize stories with producers, reporter, and talent, critique production and writing of news stories and edit stories and related video for all of platforms.
- Communicate with show producers and digital team to meet content need requirements.
- Gather and package relevant content around key stories from a range of external sources and feeds and content types.
- Prepare pre-pro, tease, edit and archive video.
- Write text articles, publish video clips and edit image galleries according to the local editorial “voice”.
- Program key related index pages for editorial impact, audience appeal and timeliness.
- Execute all publishing workflows for video, images and text including publishing to social media platforms.
- Enforce editorial style guides, standards and practices.
- Help maintain video archive system.

Qualifications/Requirements

- Excellent news instincts with the ability to react decisively to breaking news.
- At least 1 year prior news editing experience in a professional medium to large sized broadcast market or digital environment or equivalent.
- Ability to work on multiple tasks and stories simultaneously in a fast paced environment.
- Ability to write succinctly and with flair.
- Ability to react to breaking news, updating the news as stories evolve and writing intros and leads to video online content.
- Ability to work in a team and across all departments and locations, ensuring that news as published is 100% accurate without typos or errors.
- Flexible, with a willingness to undertake shift work associated with working for a 24/7 news operation.
- Experience of working in content management systems required.
- Bachelor’s degree.

- Demonstrated knowledge of AP Style writing and guidelines.
- Bilingual (English/Spanish) both written and verbal.

Desired Characteristics

- Knowledge of San Diego city and regions on both sides of the border and it's political and social personalities
- Proficient with Edius/Grass Valley or similar non-linear digital editing platform
- Knowledge of Video on Demand Server (VOD)
- Perform basics of photojournalism.
- Experience with INews, Clickability, Social Flow, Stratus systems a plus

Sub-Business

NBCUL-TLM_KUAN

Career Level

Entry-Level

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Close preview

Job Posting Preview

Producer - Telemundo San Diego

57474BR

Editorial

NBCUniversal Local

Responsibilities

- Conceptualize stories with story producers, reporters, and talent.
- Critique production, writing and editing of news stories.
- Work with newscast directors, creative, promotion and news staff to coordinate production of the newscast.
- Produce newscasts and other broadcast content in an automated production control environment
- Edit news content using non-linear editing equipment.
- Manage the newscast story producers.
- Perform other related duties as assigned.

Qualifications/Requirements

Basic Qualifications:

A minimum of 2 years of experience as broadcast producer

Bachelor's degree

At least 1 year prior news editing experience

Ability to work on multiple tasks and stories simultaneously in a fast paced environment

Ability to react to breaking news, updating the news as stories evolve and write intros and leads to video online content

Demonstrated knowledge of AP style writing and guidelines

Bilingual (English/Spanish) both written and verbal

Eligibility Requirements:

Interested candidates must submit a resume/CV through the www.nbcunicareers.com site

Must be willing to work at the station in San Diego location

Must be willing to submit to a background investigation

Must be 18 years or older

Must have unrestricted work authorization to work in the United States

Must have ability to work any of a 24x7 shift

Must accept Solutions, NBCUniversal's Dispute Resolution Program
 Must submit a sample of own work to be considered

Desired Characteristics

Desired:

Demonstrated leadership abilities

Ability to communicate effectively and work well with people while under pressure

Familiarity with local leaders a plus

Up to date on and interested in current news events

Knowledge of laws of libel, slander and applicable FCC rules and regulations

Personal initiative and ability to work with minimum supervision

Team player who is flexible

Displays a positive work ethic and can work under tight deadlines

High degree of integrity and professionalism

Strong organizational skills

Sub-Business

NBCUL-TLM_KUAN

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Experienced

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Job Posting Preview

Anchor,MMJ - Telemundo San Diego

58546BR

Editorial

NBCUniversal Local

Responsibilities

Anchors/Multi Media Journalists are expected first and foremost to contribute to the team effort of effectively presenting domestic and national news, and growing the audience. Further, Anchors/MMJ are expected to contribute story ideas on a daily basis, and aid producers in the development and writing of all newscasts and multi-platform applications. They are also expected to aid producers and reporters in presenting stories in a fair, accurate and balanced presentation. News Anchor/MMJ are also responsible for generating a news package on a regular basis, working as a multimedia journalist responsible for recording and editing their own story. As well as maintaining an active social media following to build on the station's brand engagement and write stories for digital platforms.

Job Duties include:

Cover all news stories as assigned by the News Department.

Produce original content for Digital Platforms.

Report the facts on station's news program on tape, digitally and/or live, either in the studio or on location.

Provide input to the show producer on show content and format

Be active on social media

Be expected to report/anchor from field, live shots, interviews, and package stories

Record daily topicals

Shoot, write and edit newsworthy events including breaking/spot news, general news, sports and feature stories relevant to the San Diego community.

Perform live interviews and/or live demonstrations.

Research, plan, and schedule stories or segments.

Edit or supervise the editing of videotape used in conjunction with news stories and programs.

Write scripts, lead-ins, cues and bridges as requested by supervisor.

May make appearances before social and civic groups and at schools and colleges on behalf of the station.

Anchor special projects and non-news shows

Provide coaching and input on stories to other staff members

Perform other related duties as assigned.

Qualifications/Requirements

Must be a skilled writer with outstanding communication skills

Bachelor's Degree or equivalent work experience

Minimum of 4 years reporting experience

Minimum of 2 years of live shot experience

Minimum of 2 years of anchoring experience, from a local station or network news environment

Bilingual (English/Spanish) both written and verbal.

Desired Characteristics

Strong live reporting skills. Able to handle working under the pressure of intense deadlines.

Prior experience as a multimedia journalist.

Must be able to ad-lib effortlessly in various types of situations, particularly breaking news.

Up to date on and interested in current news events

Ability to communicate effectively and work well with people while under pressure.

Knowledge of laws of libel, slander and applicable FCC rules and regulations.

Upbeat personality and quick wit.

Familiarity with local leaders a plus.

Team player who is flexible and can work under tight deadlines

High degree of integrity and professionalism

Strong storytelling skills

Sub-Business

NBCUL-TLM_KUAN

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Job Posting Preview

Producer - Telemundo San Diego

59644BR

Editorial

NBCUniversal Local

Responsibilities

Produce newscasts and other broadcast content in an automated production control environment

Conceptualize stories with story producers, reporters, and talent

Work with newscast directors, creative, promotion and news staff to coordinate production of the newscast.

Produce web/OTT content for online platforms.

Critique production, writing and editing of news stories.

Edit news video content using non-linear editing equipment.

Manage the newscast story producers.

Perform other related duties as assigned.

Qualifications/Requirements

A minimum of 2 years of experience as broadcast producer

Bachelor's degree

At least 1 year prior news editing experience

Ability to work on multiple tasks and stories simultaneously in a fast paced environment

Ability to react to breaking news, updating the news as stories evolve and write intros and leads to video online content

Demonstrated knowledge of AP style writing and guidelines

Bilingual (Spanish/English) both written and verbal

Interested candidates must submit a resume/CV through the www.nbcunicareers.com site

Must be willing to work at the station in San Diego location

Must be willing to submit to a background investigation

Must be 18 years or older

Must have unrestricted work authorization to work in the United States

Must have ability to work any of a 24x7 shift

Must accept Solutions, NBCUniversal's Dispute Resolution Program

Must submit a sample of own work to be considered

Desired Characteristics

Ability to direct the news crew in a "producer-driven" environment
Familiarity with local leaders a plus
Up to date on and interested in current news events
Knowledge of laws of libel, slander and applicable FCC rules and regulations
Personal initiative and ability to work with minimum supervision
Team player who is flexible
Displays a positive work ethic and can work under tight deadlines
High degree of integrity and professionalism
Strong organizational skills

Sub-Business

NBCUL-TLM_KUAN

Career Level

Experienced

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Close preview

Job Posting Preview

KUAN APC Operator

61007BR

Production

NBCUniversal Local

Responsibilities

Provide day to day Control Room Production Operation, for NBC 7 San Diego (and Telemundo 20 as needed), for services and technical support for broadcasts that are disseminated through a variety of multi-channel platforms 365 days a year.

Coding and technical execution of local news and programming utilizing the Ross Overdrive Automated Production Control environment

Technically produce broadcasts using a range of manual and automated processes.

Provide direction to talent and other production crew members

Operate Audio, Graphic and clip playback server operation

Responsible for the ultimate technical quality of newscasts and other productions

Additional duties as needed/assigned

Qualifications/Requirements

Minimum 2 years solid, medium to large sized market, local news TD/ Directing experience with Ross Overdrive Production Automation, or similar.

Experience with advanced production switcher operation and setup, manual and automated graphics play out

Proficient in Grass Valley/Stratus and Edius operation.

Must have strong oral /written communication, interpersonal skills and the ability to work accurately under pressure and deadlines.

Must demonstrate ability to remain calm under pressure, and think critically

Applicants must submit a resume/CV through www.nbcunicareers.com to be considered

Must have a flexible schedule with ability to work any of a 24x7 shift and willingness to work long hours and on weekends and holidays with short notice

Must be willing to work in San Diego, CA and surrounding areas

Must have unrestricted work authorization to work in the United States

Must have a valid driver's license

Desired Characteristics

Experience with Dalet Galaxy
Robotic camera operation and server playback and ingest operations experience a plus
Strong leadership skills
Self-motivated, highly creative

Sub-Business

NBCUL-TLM_KUAN

Career Level

Experienced

City

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Job Posting Preview

APC Operator, NBC 7/Telemundo 20

61111BR

Production

NBCUniversal Local

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Coding and technical execution of local news and programming utilizing the Ross Overdrive Automated Production Control environment

Technically produce broadcasts using a range of manual and automated processes.

Provide direction to talent and other production crew members

Operate Audio, Graphic and clip playback server operation

Responsible for the ultimate technical quality of newscasts and other productions

Additional duties as needed/assigned

Qualifications/Requirements

Bilingual

Minimum 2 years solid, medium to large sized market, local news TD/ Directing experience with Ross Overdrive Production Automation, or similar.

Experience with advanced production switcher operation and setup, manual and automated graphics play out

Proficient in Grass Valley/Stratus and Edius operation.

Must have strong oral /written communication, interpersonal skills and the ability to work accurately under pressure and deadlines.

Must demonstrate ability to remain calm under pressure, and think critically

Applicants must submit a resume/CV through www.nbcunicareers.com to be considered

Must have a flexible schedule with ability to work any of a 24x7 shift and willingness to work long hours and on weekends and holidays with short notice

Must be willing to work in San Diego, CA and surrounding areas

Must have unrestricted work authorization to work in the United States

Must have a valid driver's license

Desired Characteristics

Desired Characteristics :

Experience with Dalet Galaxy

Robotic camera operation and server playback and ingest operations experience a plus

Strong leadership skills

Self-motivated, highly creative

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Job Posting Preview

Reporter - Telemundo San Diego

61342BR

Editorial

NBCUniversal Local

Responsibilities

- News Reporter will be responsible for newsgathering and reporting for broadcast, digital and other multi-platform applications.
- Cover all news stories as assigned by the News Department and report the facts on station's news programs, web site and /or other multi-platform and digital properties.
- Perform live interviews and/or live demonstrations.
- Research, plan, and schedule stories or segments.
- Edit or supervise the editing of reports used in conjunction with news stories and programs.
- Write scripts, lead-ins, cues and bridges as requested by supervisor.
- Write banners and other graphic elements as requested by supervisor.
- Develop and grow an active social following via social media.
- Perform on air news anchor work when assigned.
- Make appearances before social and civic groups and at schools and colleges on behalf of the station.
- Perform other related duties as assigned, including editing and recording.

Qualifications/Requirements

Minimum of 4-years previous experience as a Reporter

Minimum of 3-years TV writing experience

Minimum of 1 year anchoring experience

Bachelor's degree.

Interested candidate must submit a resume/CV through www.nbcunicareers.com to be considered

Must be willing to work in San Diego

Willingness to travel and work overtime, and on weekends with short notice

Must have a valid driver's license

Must have ability to work any of a 24/7 shift

Must be able to provide a reel/portfolio of work examples -- if available, include a web address when you submit your resume

Desired Characteristics

Professionally bilingual (English/Spanish)

Multi-Media Journalist experience a plus

Minimum of 2 year experience doing live shots and covering breaking news

Ability to communicate effectively and work well with people while under pressure.

Upbeat personality and quick wit.

Familiarity with local leaders a plus.

Up to date on and interested in current news events

Knowledge of laws of libel, slander and applicable FCC rules and regulations.

Personal initiative and ability to work with minimum supervision.

Team player who is flexible

Displays a positive work ethic and can work under tight deadlines

High degree of integrity and professionalism

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