## Exhibit 15

## Newscast Producer - WBBJ-TV

September 21, 2022 by WBEJ Staff (bithps://www.wbbitv.com/author/amberhaynes/).
WBBJ-TV, West Tennessee's News Channel, has an opening for a Newscast Producer. WBBJ-TV is located between Nashville and Memphis and is the dominant regional news operation in the West Tennessee market,
Producers are the backbone of our newsroom. We are looking for a creative, self-starting journalist who will lead exciting, energetic and informative newscasts.

## DESCRIPTION OF DUTIES:

- Select and write stories for the newscast
- Determine order of content
- Decide how to best tell stories using video, soundbites and graphics
- Quickly write general and breaking news stories
- Excellent spelling and attention to detail is a must
- Use social media to drive viewers to the newscast and to our website
- Use solid news judgement to gather content from local, regional, national and international sources
- Other news duties as assigned
- A four-year degree in broadcast journalism, communications or related fleld is beneficial to the candidate

Send resume and salary requirements to the below address or via email to ssanders@wbbjiv.com (mailto:ssanders@wbbjtv.com).
WBBJ 7 Eyewitness News
Producer Position
346 Muse St.
Jackson, TN 38301
Jackson Telecasters, Inc. is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex or national origin.

Categories: Job Spot (https://www.wbbjiv.com/category/job-spotf)
RELATED POSTS

| Sales / Office Assistant - Myrtle | Litigation Paralegal Position (https://www.wbbjtv.com/2023/1 paralegal-position/) | hitps://www.wbbity.com/2022/09/21/ney |
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| SC |  | producer-wbbj-tv-4i). |
| (https://www.wbbjtv.com/2024/d office-assistant-myrtle-beach-s |  | Newscast Producer - WBBJ-TV (https://www.wbbjtv.com/2022/C producer-wbbj-tv-4/) |



## VACANCY NOTIFICATIONS - Form BP-05

Job Title of Vacancy: Prodven
Date Vacancy Opened: $7 / 1 / 22$
Date Vacancy Filled: $11 / 21 / 22$

Notifications of vacancy information for the above job title were given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

INTERVIEWEE INFORMATION - Form BP-04

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****** Use additional pages as needed. Do Not Put in Public File. *****

## Jobs

© Post Job (/employer/post/category?t=0)
Search jobs by name... $\mathbf{Q}$ Add Filter Download Results
Open 3 (/employer/jobs?ntc=True) Drafts 3 (/employer/jobs/incomplete) Closed 4 (/employer/jobs/closed) You have 0 of 3 job slats available to post


WBBJ-TV ( Stan Sanders)-Jackson TN 38301
Posted on itireBroadcasting
Also posted on HirePublishing

Weekend Weather Talent / MM]
(/employer/jobs/editdetails/367008130)
WBBJ-TV ( Stan Sanders) - Jackson, TN 38301
Posted on IHireBroadcasting

Newscast Producer
9/7/2022
(/employer/jobs/editdetails/366907038)

WBBJ-TV ( Stan Sanders) - Jackson, TN 38301
Posted on Hirresroadcasting

10/7/2022

## Upgrade Your Job Postings for Maximum Exposure!

## Nationwide

Get exposure on our homepage and have your job emailed to candidates willing to relocate.

* Featured

Have your job highlighted in candidates search results to stand out from the crowd.



## Exhibit 16



2/17/2022

Jackson Telecasters, Inc., licensee of Station WBBJ, Jackson, TN, requests your assistance in identifying and locating individuals who may interested in the following job positions now available with our company:

## Position: Full Time Master Control Operator

## Description:

WBBJ-TV/DT has an immediate full time opening for Master Control Operator. Duties include switching live and recorded television programs, operating various playback equipment, satellite receivers and video servers. Operators are responsible for inserting commercials into a digital video server, monitoring audio/video transmissions and making necessary corrections to comply with industry and FCC Standards. Previous television/broadcast or college experience is preferred. Computer literacy, keyboard skills and the ability to learn quickly are a must. Applicants must be able to work flexible hours, all shifts, 24 hours a day, 7 days a week including holidays.

E-mail resumes to jpruitt@wbbjitv.com or mail your resume to:

## WBBJ-TV

Operations Supervisor
346 Muse Street
Jackson, TN 38301
No phone calls please
Jackson Telecasters, Inc. is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by 03/09/2022. At this time, we anticipate that hiring decisions will be made on or about 03/11/2022.

## VACANCY NOTIFICATIONS - Form BP-05

Job Title of Vacancy:Full Time Master Control Operator
Date Vacancy Opened:2/17/2022

## Date Vacancy Filled: : $7 / 6 / 2022$

Notifications of vacancy information for the above job title were given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

| Type of Notification <br> EMAIL/WEBSITE | Date of <br> Notification | Type of Notification | Date of <br> Notification |
| :--- | :--- | :--- | :--- |
| Tennessee Association of Broadcasters | $2 / 17 / 2022$ | WBBJ-TV Television Job Spot | $2 / 17 / 2022$ |
| TVJobs.Com | $2 / 17 / 2022$ | WBBJ-TV Website | $2 / 17 / 2022$ |
| Jackson State Comm. College | $2 / 17 / 2022$ |  |  |
| Lane College | $2 / 17 / 2022$ |  |  |
| Ohio/ Hlinois Center for Broadcasting | $2 / 17 / 2022$ |  |  |
| Tennessee Career Center Jackson | $2 / 17 / 2022$ |  |  |
| medialine.com | $2 / 17 / 2022$ |  |  |
| The Star Center | $2 / 17 / 2022$ |  |  |
| Tennessee State University | $2 / 17 / 2022$ |  |  |
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[^0]INTERVIEWEE INFORMATION - Form BP-04
le of Vacancy Full Time Master Control Operator 2/17/2022

| \# | Interviewee's Name | Referral Source | Interview\# | Interviewee's Name |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
|  |  | tabtn.org |  |  | Referral Source |
|  |  | Indeed.com |  |  |  |

***** Use additional pages as needed. Do Not Put in Public File. ${ }^{* * * * *}$

| UI payments may be DELAYED due to banking holiday on Monday Feb 21 st to Learn how to Download Your 1099-G Fax Form or if You Have Questions About Why You Rece |
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s. Operators are respon ndards.
r Control Operator
ఖwbbjtv.com or mail your resume to:
an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or nati


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WBBJTV<br>346 Muse Street<br>Jackson, TN 38301

Send Payment To.
WBBJ/CBS-TV
346 Muse St
Jackson, TN 38301
Main: (731)424-4515
Billing:
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Send Payment To:

## WBBJ/CBS-TV <br> 346 Muse St <br> Jackson, TN 38301

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Send Payment To:
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Send Payment To:
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Send Payment To:
WBBJ/CBS-TV
346 Muse St Jackson, TN 38301

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| Product | Master Control Operator |  |  |
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Send Payment To:
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WBBJ/CBS-TV
346 Muse St
Jackson, TN 38301

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| Product | Master Control Operator |  |  |
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Payment Terms 30 Days

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| Billing Address: |  | Sales Office | WBBJ Local |  |
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Send Payment To:
WBBJ/CBS-TV
346 Muse St
Jackson, TN 38301

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Send Payment To:
WBBJ/CBS-TV
346 Muse St Jackson, TN 38301

| Invoice ${ }^{\text {a }}$ | 373189-3 | Invoice Month | April 2022 |
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# Send Payment To: <br> WBBJ/CBS-TV <br> 346 Muse St <br> Jackson, TN 38301 

| Invoice \# | 373189-3 | Invoice Month | April 2022 |
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| Invoice Date. | $04 / 24 / 22$ | Invoice Period | $03 / 28 / 22-04 / 24 / 22$ |
| Advertiser: | WBBJ-TV |  |  |
| Product: | Master Control Operator |  |  |
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Send Payment To:
WBBJ/CBS-TV
346 Muse St
Jackson, TN 38301

| Invoice \#, | 373189-3 | Invoice Month | April 2022 |
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| Invoice Date: | 04/24/22 | Invoice Period | 03/28/22-04/24/22 |
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Total Spots $\quad 174$

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| Product | Master Control Operator |  |  |
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|  | Account Executive | Mark Brooks |  |
|  | Sales Office ${ }^{\text {a }}$, ${ }^{\text {a }}$ | WBBJ Local |  |
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|  | Product2 |  |  |

[^1]
## WBBJ/CBS-TV <br> 346 Muse St <br> Jackson, TN 38301 <br> Main: (731)424-4515 <br> Billing:

Billing Address:

WBBJ-TV<br>Attention: Accounts Payable<br>346 Muse Street<br>Jackson, TN 38301



Send Payment To:

## WBBJ/CBS-TV 346 Muse St Jackson, TN 38301

| Invoice \#: | 373189-1 | Invoice Month | February 2022 |
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| Estimate \# |  |  |  |



## Total Spots

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WBBJ/CBS-TV
346 Muse St
Jackson, TN 38301
Main: (731)424-4515
Billing:

## Billing Address:

## WBBJ-TV <br> Attention: Accounts Payable 346 Muse Street <br> Jackson, TN 38301

Send Payment To:
WBBJ/CBS-TV 346 Muse St Jackson, TN 38301

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|  | Account Executive | Mark Brooks |  |
|  | Sales Office: | WBBJ Local |  |
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# Send Payment To: <br> WBBJ/CBS-TV <br> 346 Muse St <br> Jackson, TN 38301 

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Send Payment To:
WBBJ/CBS-TV
346 Muse St
Jackson, TN 38301

| Invoice \# | 373189-5 | Invoice Month | June 2022 |
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| Line | Start Date | End Date | Description | Start/End Time | MTWTFSS | Length | Spots/ <br> Week | Rate | Type |  |
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| Payment Terms 30 Days |  |  |  |  |  |  |  | Net 7 |  | \$0,00 |
|  |  |  |  |  | Invoice Balance as of 03/17/23 12:16:49 PM ET |  |  |  |  | \$0.00 |

## Exhibit 17

## Videographer/Editor - WBBJ-TV


WBBJ-TV has an immediate opening for a Videographer/Editor. This position shoots and edits local news and sports stories throughout West Tennessee. Duties also include the ability to gather information, make decisions on shots to be edited and included in newscasts, and ability to use both of our Live Units.

Candidates must work with producers and reporters to edit news content for on-air broadcasts. They also need to be able to work independently to gather news content in the field. Must be able to excel in Breaking News and Severe Weather coverage. Candidates must be able to use non-linear editing system (Final Cut), Sony HD cameras, and ENG Truck and LiveU equipment for live broadcasts.

Candidates also must be able to work under deadline pressures. Candidates with non-linear editing experience and educational background in communications and/or journalism are preferred, but not required. This position requires candidates to carry camera equipment up to 40 pounds. Must possess a current, valid driver's license and have physical ability to drive a vehicle. Nust be at least 21 years old to apply.

Send your resume with references and video reel via web link or DVD to:
Stan Sanders
News Director
WBBJ-TV
346 Muse Street
Jackson, TN 38301
ssanders@wbbitv.com
Email is preferred. No phone calls, please.


## RELATED POSTS

Sales / Office Assistant - Myrte
SC
(https://www.wbbjtv.com/2024/0
office-assistant-myrtle-beach-s

Litigation Paralegal Position (https://www.wbbjtv.com/2023/1 paralegal-position/)

Thttos /lwowwobily com/20220917/vid edical)
Videographer/Editor - WBB.J-TY (https://www.wbbjtv.com/2022/C editor/)

AROUND THE WEB



## VACANCY NOTIFICATIONS - Form BP-05

Job Title of Vacancy:
Director / videographen

Date Vacancy Opened: 1017122
Date Vacancy Filled: $10 / 10 / 22$

Notifications of vacancy information for the above job title were given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

INTERVIEWEE INFORMATION - Form BP-04

- Divector / videographer
tle of Vacancy:

***** Use additional pages as needed. Do Not Put in Public File. *****


## Sanders, Stanley [ssanders@bahakelcomm.com](mailto:ssanders@bahakelcomm.com)

## Your Job Posting is Live

iHireBroadcasting [employers@email.ihire.com](mailto:employers@email.ihire.com)
Reply-To: No Reply [no-reply@msg.hire.com](mailto:no-reply@msg.hire.com)
Thu, Sep 8, 2022 at 10:36 AM
To: Stan Sanders [ssanders@wbbjtv.com](mailto:ssanders@wbbjtv.com)

## iHire Broadcasting

## Sign In

Hi Stan,

Thanks for advertising your News Photographer / Director opening with us! Your job has been posted and is now live on iHireBroadcasting.

In the meantime, here are a few resumes from our database that you can view for free. Let your Client Relationship Manager know which of these candidates are a good match and which aren't - we'll use your feedback to make improvements on our end.
[Quoted lext hidden]

## D. Sanders" Open To Remote - View Resume

Service Manager and grew/developed to Regional Operations Manager | Mason,
Tennessee | Master's Degree
PAST WORK EXPERIENCE:(15+ years)
Service Manager and grew/developed to Regional Operations Manager
Tested for Master Electrician
DESIRED JOB TITLES:
Announcer
Audio Technician
Disc Jockey
+4 more

You can view responses or edit your job on your dashboard at any time. If you have questions or need assistance, please call us at (877) 4338860.

## HAPPY HIRING!

The iHireBroadcasting Team

[^2]
## Exhibit 18



Tennessee Association of Broadcasters

Thelma Jones
Business Manager
WBBJ-TV
346 Muse Street
Jackson, TN 38301

RE: Tennessee Broadcasters Virtual Job Fair Participation, April 26-30, 2021

May 4, 2021

Dear Thelma,
Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of April 26, 2021. Your hiring agent of record was Thelma Jones and the station that participated was WBBJ-TV.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,


Chris Baker, President
Tennessee Association of Broadcasters
Two International Plaza Drive, Suite 902
Nashville, TN 37217


## Tennessee Association of Broadcasters

## Tennessee Broadcasters Virtual Job Fair April 26-30, 2021

| Day | Number of visits | payes | Hits | Bandwidth |
| :---: | :---: | :---: | :---: | :---: |
| 26-Apr-21 | 119 | 1,363 | 5,708 | 1.15 GB |
| 27-Apr-21 | 232 | 1,559 | 10,387 | 2.10 GB |
| 28-Apr-21 | 358 | 2,053 | 15,853 | 3.21 GB |
| 29-Apr-21 | 250 | 2,236 | 10,212 | 2.42 GB |
| 30-Apr-21 | 176 | 2,266 | 7,482 | 1.96 GB |
| TOTALS | 1135 | 9,477 | 49,642 | 10.8 GB |
| DAILY AVERAGE | 227 | 1895.4 | 9928.4 | 2.2 GB |

Unique visitors - Under this column you will see the number of unique IP addresses that have accessed your website. This number can be associated with the different people that have browsed your website.

Pages - This field shows the number of different pages that were opened on your website from your visitors.

Hits - Under this label you will see the number of accessed files that were recorded for your pages. When a person goes to a page on the site, their browser downloads all images and HTML files and renders them as a single, but each element on a single webpage is counted as a hit. This is used in SEO.

Bandwidth - This statistic provides you with information on how much data each visitor downloads on average.


Tennessee Association of Broadcasters

## Tennessee Broadcasters Virtual Job Fair April 26-30, 2021

| Registrant Name Phone | Interest | Source | Resume | Entry Date |
| :---: | :---: | :---: | :---: | :---: |
|  | On Air | Twitter | Resume | 4/26/2021 |
|  | On Air | 10.11 the beat |  | 4/26/2021 |
|  | On Air | Star 102.1 |  | 4/26/2021 |
|  | Creative | Teacher | Resume | 4/26/2021 |
|  | On-Air | me tv |  | 4/26/2021 |
|  | Sales | Tennessee Associa | Resume | 4/27/2021 |
|  | Production | WSKZ | Resume | 4/27/2021 |
|  | Other | on 104.5 | Resume | 4/27/2021 |
|  | Creative, Digital M | WRCB Channel 3 | Resume | 4/27/2021 |
|  | Creative, On Air, P |  | Resume | 4/27/2021 |
|  | Digital Media | Empower Tenness | Resume | 4/28/2021 |
|  | Production | ABC-Channel 7 | Resume | 4/28/2021 |
|  | Production |  | Resume | 4/28/2021 |
|  | On Air | Radio |  | 4/28/2021 |
|  | Creative | Linkedln | Resume | 4/28/2021 |
|  | Creative | News Channel 9 | Resume | 4/28/2021 |
|  | On Air | WRCB Channel 3 | Resume | 4/27/2021 |
|  | Production | WRCBTV NEWS CH | Resume | 4/29/2021 |
|  | Creative, Producti | NewsTalk 98.7 | Resume | 4/29/2021 |
|  | Management/Adn | Family | Resume | 4/29/2021 |
|  | Management/Adn | News Channel 9 | Resume | 4/29/2021 |
|  | Management/Adn | wsmv | Resume | 4/29/2021 |
|  | Other | WRCB-TV 3 | Resume | 4/29/2021 |
|  | All positions | 103.5 WRBO | Resume | 4/30/2021 |
|  | Production | WTVC CHANNEL 9 | CHATTANOOGA | 4/30/2021 |
|  | Management/Adr | WTVC News Chan | Resume | 4/30/2021 |
|  | Other | 100.3Wolf | Resume | 4/30/2021 |
|  | Production | Teacher | Resume | 4/30/2021 |



## Tennessee Association

 of BroadcastersDanny Howard, General Manager
Bahakel Communications
2615 Broad St
Chattanooga, TN 37408

RE: Tennessee Broadcasters Virtual Job Fair Participation, August 2-6, 2021

August 9, 2021

Dear Danny Howard, General Manager,

Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of August 2, 2021. Your hiring agent of record was Danny Howard, General Manager and the stations that participated were WDEF-FM / WDOD-FM / WXCT-AM / WUUQ-FM / WBBJ-TV.

This job fair included the postings of Assistant Business Manager, Operations Manager, and Programming Assistant/Traffic Assistant.

Please keep this letter for your records.
Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Chris Baker, President
Tennessee Association of Broadcasters
Two International Plaza Drive, Suite 902
Nashville, TN 37217


Fwd：THANK YOU
1 message
Winston，Erika＜ewinston＠bahakelcomm．com＞
Thu，Sep 22， 2022 at 12：06 PM
To：Thelma Jones＜thjones＠wbbjtv．com＞

Forwarded message<br>$\qquad$<br>From：Sheronda Watson＜swatson＠jacksonha．com＞<br>Date：Thu，Sep 22， 2022 at 10：00 AM<br>Subject：THANK YOU<br>To：Janice Pirtle＜jpirtle＠jacksonha．com＞，Misty Gordon＜mgordon＠jacksonha．com＞，Shannon Boyd<br>＜sboyd＠jacksonha．com＞

On behalf of Jackson Housing Authority＇s Social Services department，I would like to extend a huge thank you for supporting us and attending our job fair on Tuesday．Although we did not have the turnout we＇d hoped for，we＇re appreciative of the few job seekers who did take the time to come by．Maybe one or all of them will obtain employment．In any event，we could not have done this without you，and again，THANK YOU．We hope that you＇ll continue to support us with future events，and if we can assist you in anyway，please don＇t hesitate to ask．

Hope each of you have a wonderful day！！

Sheronda Watson｜Director of Social Services
Phone：731．422．1671，Ext．130｜E－mail：swatson＠jacksonha．com
125 Preston Street，Jackson，TN 38301 ｜www．jacksonha．com
1月
＂Kindness begins with the understanding that we all struggle．＂－Charles Glassman


JHA has a Landlord Portal where you can post your available units，see direct deposit statement，and much more！Click Here to
learn more！

# RE: Thank you for your Sept 2022 TAB Virtual Job Fair Registration <br> 1 message 

Mark Brooks [mbrooks@bahakel.com](mailto:mbrooks@bahakel.com)
Tue, Mar 21, 2023 at 1:31 PN
To: "Jones, Thelma" [thjones@wbbjtv.com](mailto:thjones@wbbjtv.com), "Massey, Robyn" [rmassey@wbbj.com](mailto:rmassey@wbbj.com)
Cc: "Brooks, Mark" [mbrooks@wbbjtv.com](mailto:mbrooks@wbbjtv.com), Stanley Sanders [ssanders@wbbjtv.com](mailto:ssanders@wbbjtv.com), Kirk Newcom
[knewcom@wbbjtv.com](mailto:knewcom@wbbjtv.com)

## Great. Thanks

From: Jones, Thelma [thjones@wbbitv.com](mailto:thjones@wbbitv.com)
Sent: Tuesday, March 21, 2023 1:47 PM
To: Massey, Robyn[rmassey@vbbj.com](mailto:rmassey@vbbj.com)
Cc: Brooks, Mark [mbrooks@wbbitv.com](mailto:mbrooks@wbbitv.com); Stanley Sanders [ssanders@wbbitv.com](mailto:ssanders@wbbitv.com); Kirk Newcom
[knewcom@wbbjitv.com](mailto:knewcom@wbbjitv.com)
Subject: Re: Thank you for your Sept 2022 TAB Virtual Job Fair Registration

Awesome, thanks!

On Tue, Mar 21, 2023 at 12:15 PM Massey, Robyn [rmassey@wbj.com](mailto:rmassey@wbj.com) wrote:
We are officially registered for the TAB Virtual Job Fair, March 27-31. I posted two jobs that are listed on WBBJ Job Spot, Newscast Producer and Multimedia Journalist. Please let me know of any other jobs that I can add.
-Robyn
$\qquad$ Forwarded message
From: Lexie Boaz, TAB Member Services Coordinator [Lexie@tabin.org](mailto:Lexie@tabin.org) Date: Tue, Mar 21, 2023 at 12:11 PM
Subject: Thank you for your Sept 2022 TAB Virtual Job Fair Registration
To: [massey@wbbiv.com](mailto:massey@wbbiv.com)

Robyn
Thank you for your March 2023 TAB Virtual Job Fair Registration.

## Dates: March 27 - March 31

You will be receiving your scripts soon.
Once you have filled out this form your next step is to post any job openings that you'd like to include at the National Alliance of State Broadcasters Association's www.CareerPage.org

If you are new to CareerPage.org, simply click on the "Register" link on the home page.
Use the access code $35 d g 54$ to complete your registration.
Beginning the Monday of the job fair, your participating stations promote the event and drive visitors to the site. You


# Register Here! <br> (https://www.broadcastersvirtualjobfair.com/cms/get-started/) 

## Newscast Producer

WBBJ is looking for a qualified Newscast Producer.

## Duties include

- Select and write stories for the newscast
- Determine order of content
- Decide how to best tell stories using video, soundbites and graphics
- Quickly write general and breaking news stories
- Use social media to drive viewers to the newscast and to our website
- Use solid news judgement to gather content from local, regional, national and international sources
- Other news duties as assigned


Register Here!<br>(https://www.broadcastersvirtualjobfair.com/cms/get-started/)

## Multimedia Journalist

WBBJ is looking for a self-starter for our Multimedia Journalist position.

- Applicants need to be self-starters, who come to the table with daily story ideas.
- Our journalists are passionate about storytelling.
- Candidates need to be committed to owning the stories they tell. You will also need to be a leader in both breaking news and severe weather coverage.
- A degree in broadcast journalism, communications or related fields is preferred, but not required.
- A positive attitude and good work ethic are key to being the right candidate for us.
- Must be able to carry 30 pounds of gear and have a clean driving record.


## WBBJM

346 Muse St
Jackson, TN 38301
Main: (731)424-4515
Billing: (731)424-4515

Billing Address:

## WBBJ-TV

Attention: Accounts Payable
346 Muse Street
Jackson, TN 38301

Send Payment To:
WBBJM
346 Muse St Jackson, TN 38301

| Property | WBBJM |  |  |  |
| :--- | :--- | :--- | :--- | :---: |
| Invoice \# | $402572-1$ | Order \# | 402572 |  |
| Invoice Date | $03 / 31 / 23$ | Alt Order \# |  |  |
| Invoice Month | April 2023 | Deal \# |  |  |
| Invoice Period | $03 / 27 / 23-03 / 31 / 23$ | Flight Dates | $03 / 27 / 23-03 / 31 / 23$ |  |
| Advertiser | WBBJ-TV |  |  |  |
| Product | TAB Virtual Job Fair 2023 |  |  |  |
| Estimate \# |  |  |  |  |
|  | Account Executive | Kirk Newcom |  |  |
|  | Sales Office | WBBJ Local |  |  |
|  | Sales Region | Local |  |  |
|  | Agency Code |  |  |  |
|  | Advertiser Code |  |  |  |
|  | Billing Calendar | Broadcast |  |  |
|  | Billing Type | Cash |  |  |
|  | Special Handling | Do Not Mail |  |  |
|  | Agency Ref |  |  |  |
|  | Advertiser Ref |  |  |  |
|  | Product 1 |  |  |  |
|  |  |  |  |  |



Send Payment To:
WBBJM
346 Muse St
Jackson, TN 38301

| Invoice \# | $402572-1$ | Invoice Month | April 2023 |
| :--- | :--- | :--- | :--- |
| Invoice Date | $03 / 31 / 23$ | Invoice Period | $03 / 27 / 23-03 / 31 / 23$ |
| Advertiser | WBBJ-TV |  |  |
| Product | TAB Virtual Job Fair 2023 |  |  |
| Estimate \# |  |  |  |

## WBBJ-TV Attention: Accounts Payable 346 Muse Street Jackson, TN 38301

| Property | WBBJ |  |  |  |
| :--- | :--- | :--- | :--- | :---: |
| Invoice \# | $402569-1$ | Order \# | 402569 |  |
| Invoice Date | $03 / 31 / 23$ | Alt Order \# |  |  |
| Invoice Month | April 2023 | Deal \# |  |  |
| Invoice Period | $03 / 27 / 23-03 / 31 / 23$ | Flight Dates | $03 / 27 / 23-03 / 31 / 23$ |  |
| Advertiser | WBBJ-TV |  |  |  |
| Product | TAB Virtual Job Fair 2023 |  |  |  |
| Estimate \# |  |  |  |  |
|  | Account Executive | Kirk Newcom |  |  |
|  | Sales Office | WBBJ Local |  |  |
|  | Sales Region | Local |  |  |
|  | Agency Code |  |  |  |
|  | Advertiser Code |  |  |  |
|  | Billing Calendar | Broadcast |  |  |
|  | Billing Type | Cash |  |  |
|  | Special Handling | Do Not Mail |  |  |
|  | Agency Ref |  |  |  |
|  | Advertiser Ref |  |  |  |
|  | Product 1 |  |  |  |
|  | Product 2 |  |  |  |

Send Payment To:
WBBJ
346 Muse St
WBBJ
346 Muse St
Jackson, TN 38301
Main: (731)424-4515
Billing: Jackson, TN 38301


Send Payment To:
WBBJ
346 Muse St
Jackson, TN 38301

Payment Terms 30 Days
Net Total


Jackson, TN 38301


Send Payment To:
WBBJ/CBS-TV
346 Muse St
Jackson, TN 38301

| Invoice \# | $402571-1$ | Invoice Month | April 2023 |
| :--- | :--- | :--- | :--- |
| Invoice Date | $03 / 31 / 23$ | Invoice Period | $03 / 27 / 23-03 / 31 / 23$ |
| Advertiser | WBBJ-TV |  |  |
| Product | TAB Virtual Job Fair 2023 |  |  |
| Estimate \# |  |  |  |

Payment Terms 30 Days
Net Total

## Exhibit 19



Jones, Thelma [thjones@bahakelcomm.com](mailto:thjones@bahakelcomm.com)

## Re: Mentoring Program

1 message
Jones, Thelma [thjones@wbbjtv.com](mailto:thjones@wbbjtv.com)
Thu, Apr 11, 2024 at 3:03 PM
To: "Sanders, Stanley" [ssanders@wbbjtv.com](mailto:ssanders@wbbjtv.com)

## Thank You

On Thu, Apr 11, 2024 at 2:53 PM Sanders, Stanley [ssanders@wbbjtv.com](mailto:ssanders@wbbjtv.com) wrote: Thelma,

WBBJ-TV uses a mentoring program to train new employees. We pair a new employee with a seasoned one in their area for two weeks of training upon joining our team. New reporters will spend time with the photographer/editor to learn about the equipment and the technical side of their job. Then they train with a seasoned anchor to learn the reporting side of their position. Part-time technicians also go through training on different jobs to be able to do expanded roles within their work week. We also consistently share videos and articles from the TAB, RTNDA and Poynter with ideals, tips and examples of how to improve their skill-sets. With mentoring and training we are able to promote qualified employees from within the station to higher levels of positions.

Stan Sanders
News Director
WBBJ-TV
ssanders@wbbjtv.com.
(731) 424-4515

Thelma Jones
Business Manager
WBBJ-TV
346 Muse Street
Jackson, TN 38301


[^0]:    ***** Remember to attach copies of the notifications. Do Not Put in Public File. *****

[^1]:    Send Payment To:
    WBBJ/CBS-TV
    346 Muse St Jackson, TN 38301

[^2]:    iHireBroadcasting
    41 E. All Saints St., Frederick, MD 21701

