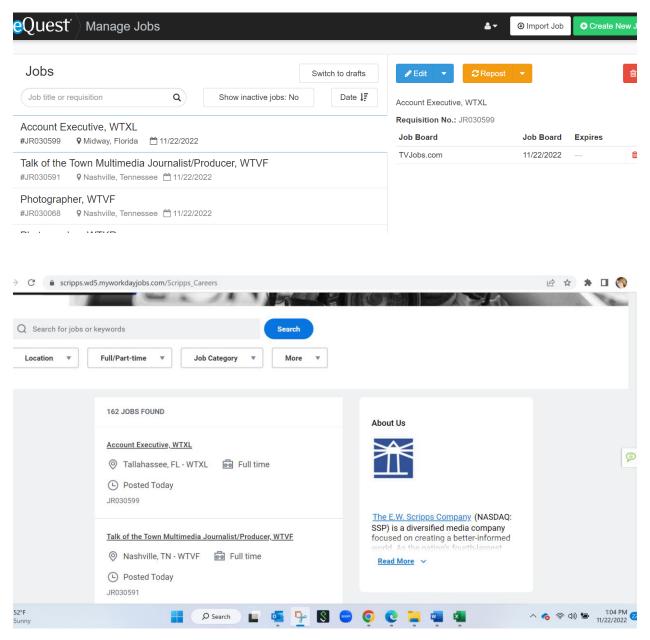
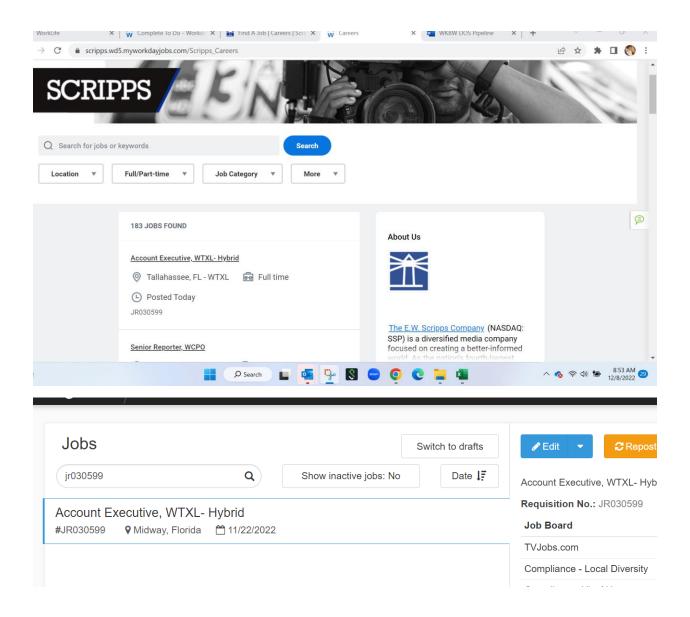
# **EXHIBIT 3C**

# DOCUMENTATION OF RECRUITMENT EFFORTS FOR THE VACANCNIES DESCRIBED IN THE PUBLIC FILE REPORTS AT EXHIBIT 2 (Continued)

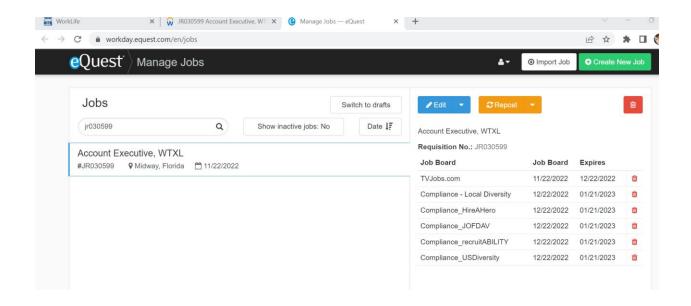
# JR030599 Account Executive

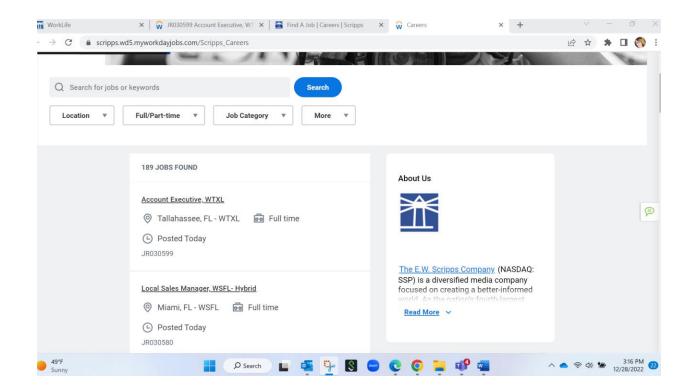


Made some edits to intro of JD



Reposted due to LinkedIn code change







Great opportunity with an awesome team at our The E.W. Scripps Company Tallahassee station! This role is open due to a promotion. Please feel free to reach out to me directly if you are interested and you can apply here: https://bit.ly/3qSBNyF

#team #opportunity #sales #leadership #tallahassee #wtxl Michael German Abigail Serrano



Michael German • 1st
Director of Sales at WTXL TV/Bounce Tallahassee, E.W. Scripps
1yr • Edited • ⑤

Come work in sunny Tallahassee, Florida's capital city. Our Local Sales Manager took a promotion as a Director of Sales for our Scripps station in Waco, Texas.

ABC 27 is looking for our next Local Sales Manager. If you are an experienced Sales Manager or an Account Executive ready to move into management, let's talk.

Tallahassee has a great cost of living and is a short drive to some of the world's best beaches. Click on the video link to learn more about ABC 27 and Tallahassee.

# https://bit.ly/3qSBNyF

Please reach out if you have any questions or click on the link above to apply.



# WE'RE HIRING



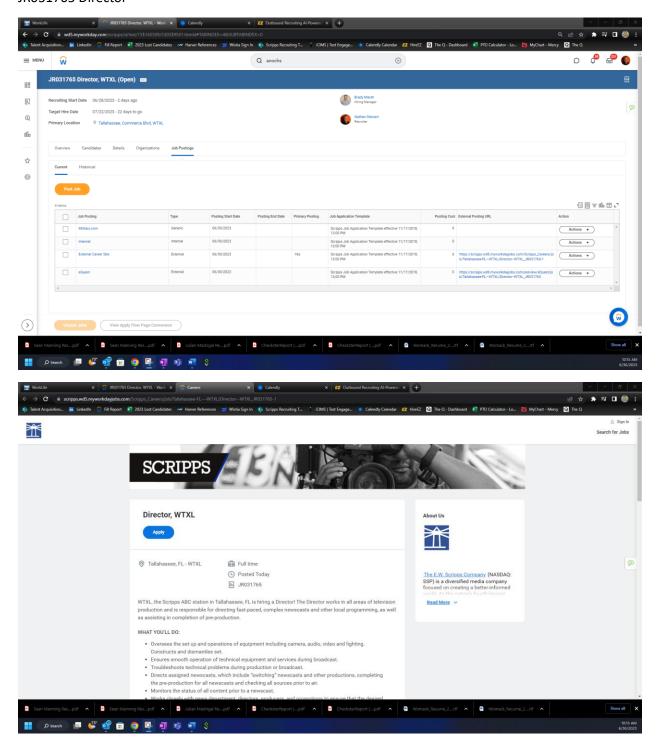


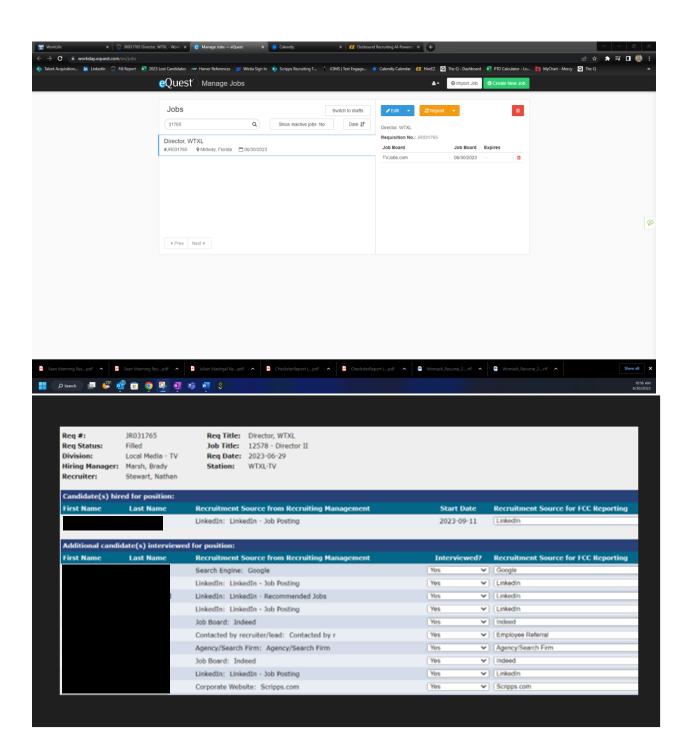
WTXL 1620 Commerce Blvd Midway, FL 32343

Please note documentation for Local sources listed below is included in Common Sources:

- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

# JR031765 Director







WTXL 1620 Commerce Blvd Midway, FL 32343

Please note documentation for Local sources listed below is included in Common Sources:

- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

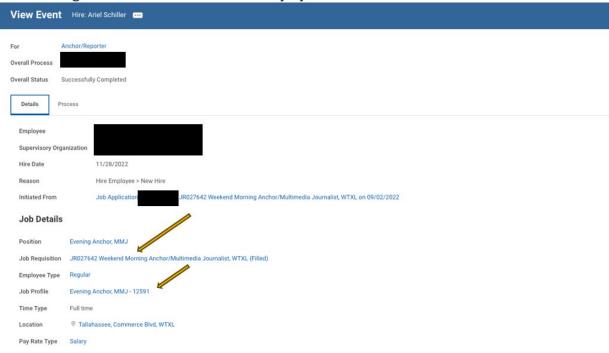
JR027642: Position was titled Weekend Morning Anchor/MMJ in postings but listed as Evening Anchor/MMJ in the public file report.

# Reason for Discrepancy: Employee Database (Workday) / System - Job Profile Coding

The requisition posted with the title of Weekend Morning Anchor/MMJ, however the job profile of the position being filled was listed in Workday as Job Code 12591- Evening Anchor, MMJ.

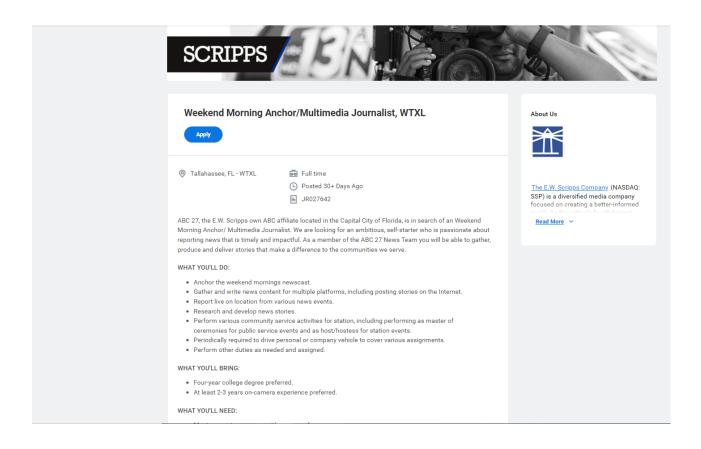
The individual hired in the role as Job Code 12591 due to the system set up and was then changed to job profile 12589 – Weekend Anchor/MMJ when the discrepancy was discovered on 12/26/2022 is the comment from Abby on that transaction.

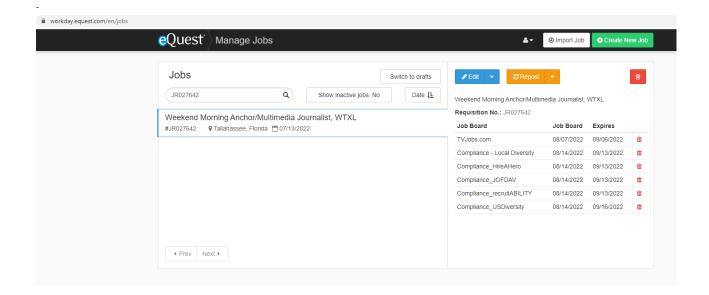
This is hiring transaction from our Workday System:

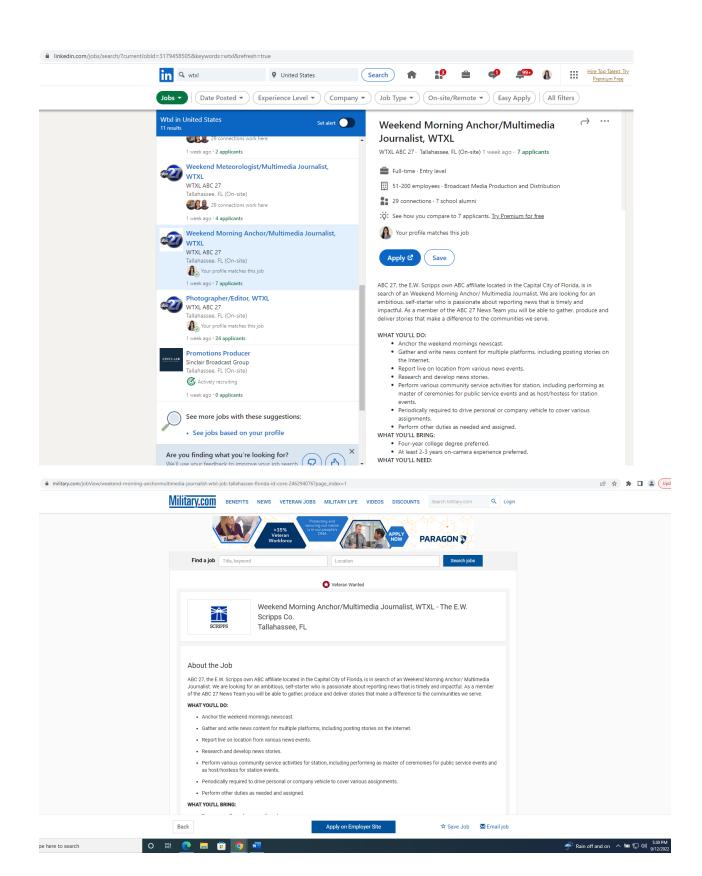


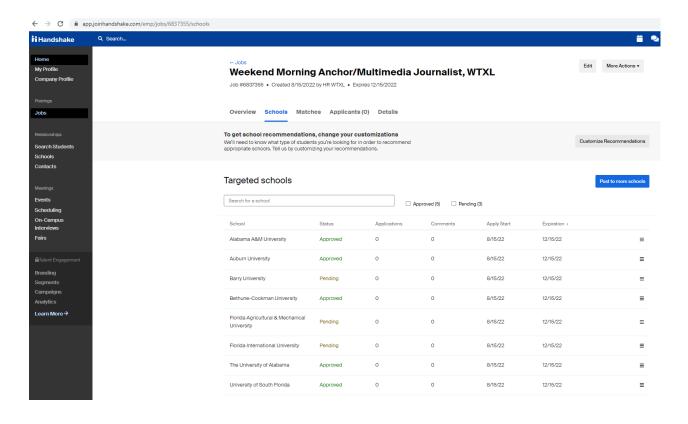
# JR027642 Weekend Morning Anchor/Multimedia Journalist

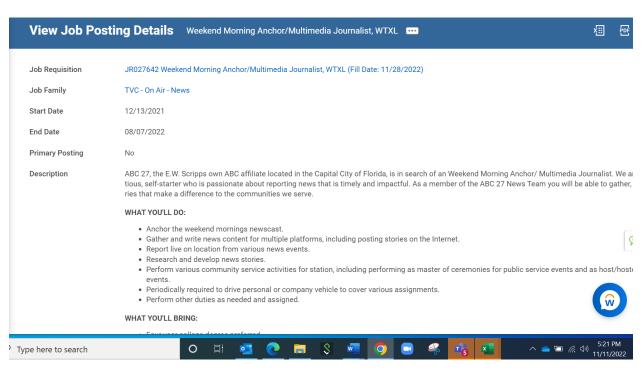
scripps.wd5.myworkdayjobs.com/en-US/Scripps\_Careers/job/Weekend-Morning-Anchor-Multimedia-Journalist--WTXL\_JR027642-1











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	Job Posting	Туре	Posting Start Date	Posting End Date	Job Application Template	Posting Cost		
	Internal	Internal	08/07/2022	10/12/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0		
	External Career Site	External	08/07/2022	10/12/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0		
	eQuest	External	08/07/2022	10/12/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0		
	Military.com	Generic	12/13/2021	08/07/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0		
	Internal	Internal	12/13/2021	08/07/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0		
	External Career Site	External	12/13/2021	08/07/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0		
4						<b>&gt;</b>		

	Job Posting	Туре	Posting Start Date	Posting End Date	Job Application Template	Posting Cost	
	External Career Site	External	08/07/2022	10/12/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0	
	eQuest	External	08/07/2022	10/12/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0	
	Military.com	Generic	12/13/2021	08/07/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0	
	Internal	Internal	12/13/2021	08/07/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0	
	External Career Site	External	12/13/2021	08/07/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM •••	0	
	eQuest	External	12/13/2021	08/07/2022	Scripps Job Application Template effective 11/17/2018, 3:00 PM	0	
4						<b>&gt;</b>	



Bethune-Cookman University

University

Florida Agricultural & Mechanical

Florida International University

The University of Alabama

Approved

Pending

Pending

Approved

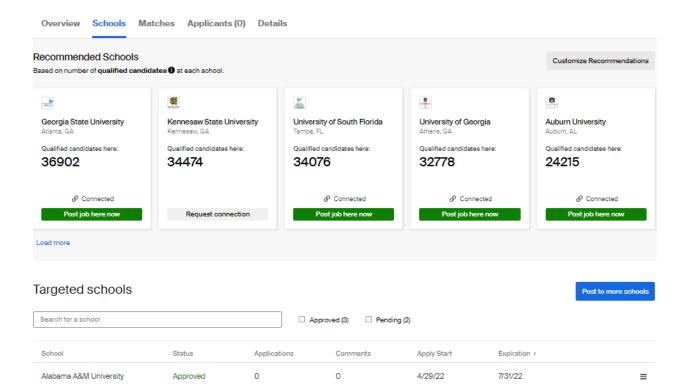
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# Weekend Morning Anchor/Multimedia Journalist, WTXL

Job #6408983 • Created 4/29/2022 by HR WTXL • Expires 7/31/2022



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Please note documentation for Local sources listed below is included in Common Sources:

- o Tallahassee Community College Career Center
- o Tallahassee Urban League

# Jobs at WTXL- Tallahassee

Serrano, Abigail < Abigail.Serrano@WTXL.tv>

Sun 4/10/2022 3:00 PM

To: aflynn1@umd.edu <aflynn1@umd.edu>

Hi Adrianne,

I hope this email finds you well. Below are links to our open positions at WTXL- Tallahassee.

# Digital Content Producer:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps\_Careers/details/Digital-Content-Producer--WTXL JR028787-1?q=wtxl

# Broadcast Technician:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps\_Careers/details/Broadcast-Technician--WTXL\_JR028700-1?g=wtxl

# Weekend Meteorologist/Multimedia Journalist:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/details/Weekend-Meteorologist-Multimedia-Journalist--WTXL\_JR028153-2?q=wtxl

# Director of Engineering:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/details/Director-of-Engineering--WTXL JR028262-1?g=wtxl

# Director:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/details/Director--WTXL JR028261?

# Weekend Morning Anchor/Multimedia Journalist:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps\_Careers/details/Weekend-Morning-Anchor-Multimedia-Journalist--WTXL JR027642-1?g=wtxl

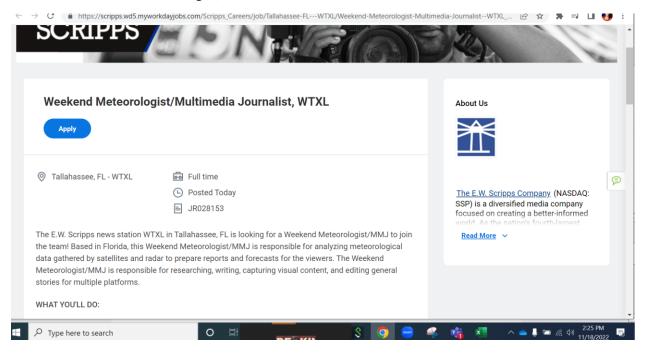
Best regards, Abby Serrano I HR Generalist WTXL-Tallahassee WSFL-Miami O: 850 580 9542

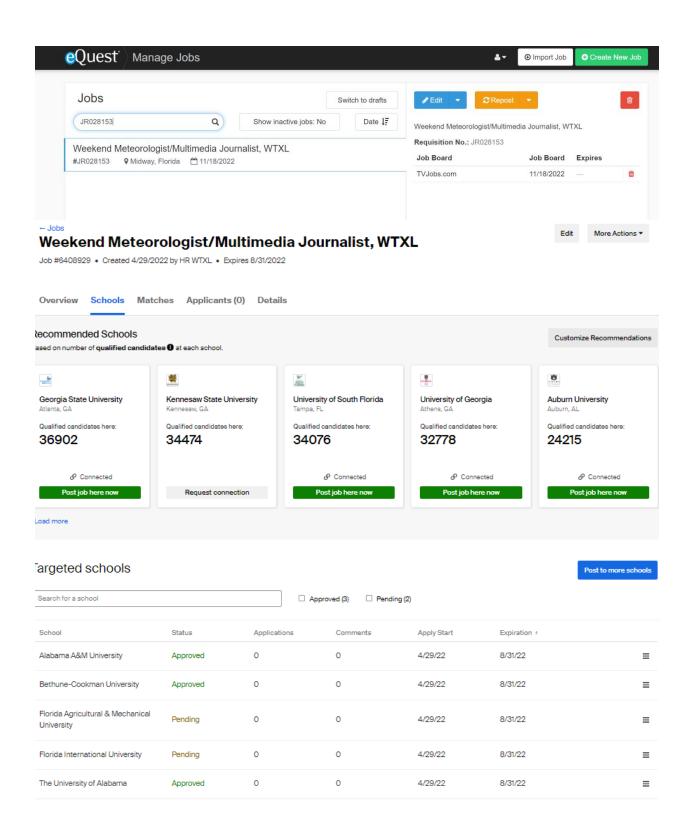
C: 850 755 7109

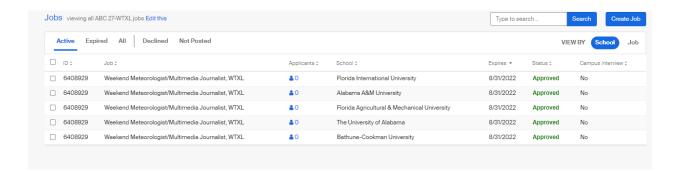




# JR028153 Weekend Meteorologist/Multimedia Journalist









WTXL 1620 Commerce Blvd Midway, FL 32343

Please note documentation for Local sources listed below is included in Common Sources:

- o Tallahassee Community College Career Center
- o Tallahassee Urban League

# Jobs at WTXL- Tallahassee

Serrano, Abigail < Abigail.Serrano@WTXL.tv>

Sun 4/10/2022 3:00 PM

To: aflynn1@umd.edu <aflynn1@umd.edu>

Hi Adrianne,

I hope this email finds you well. Below are links to our open positions at WTXL-Tallahassee.

### Digital Content Producer:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps\_Careers/details/Digital-Content-Producer--WTXL JR028787-1?g=wtxl

#### Broadcast Technician:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps\_Careers/details/Broadcast-Technician--WTXL\_JR028700-1?g=wtxl

# Weekend Meteorologist/Multimedia Journalist:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/details/Weekend-Meteorologist-Multimedia-Journalist--WTXL\_JR028153-2?g=wtxl

# Director of Engineering:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/details/Director-of-Engineering--WTXL JR028262-1?q=wtxl

#### Director:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/details/Director--WTXL JR028261? q=wtxl

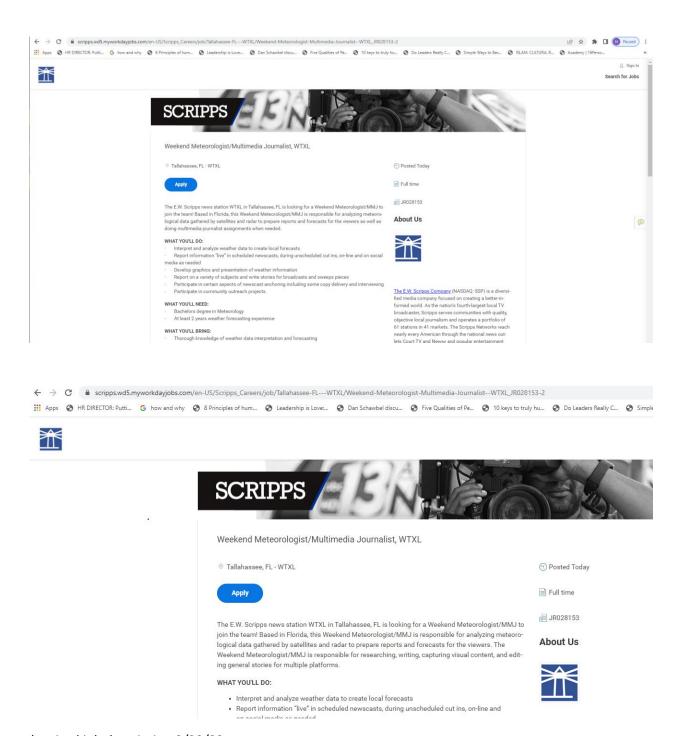
# Weekend Morning Anchor/Multimedia Journalist:

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/details/Weekend-Morning-Anchor-Multimedia-Journalist--WTXL JR027642-1?q=wtxl

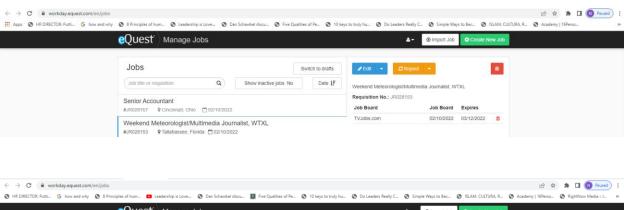
Best regards, Abby Serrano | HR Generalist WTXL-Tallahassee WSFL-Miami O: 850 580 9542 C: 850 755 7109

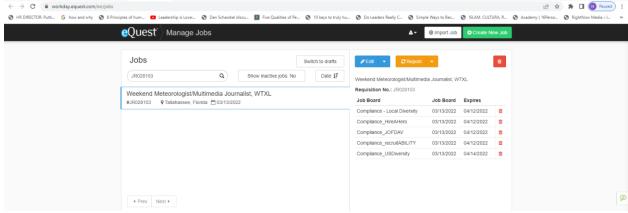




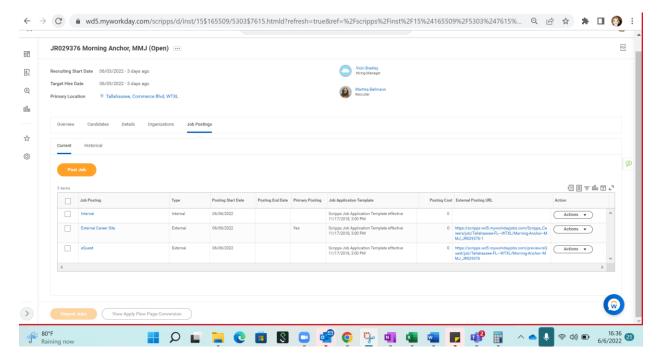


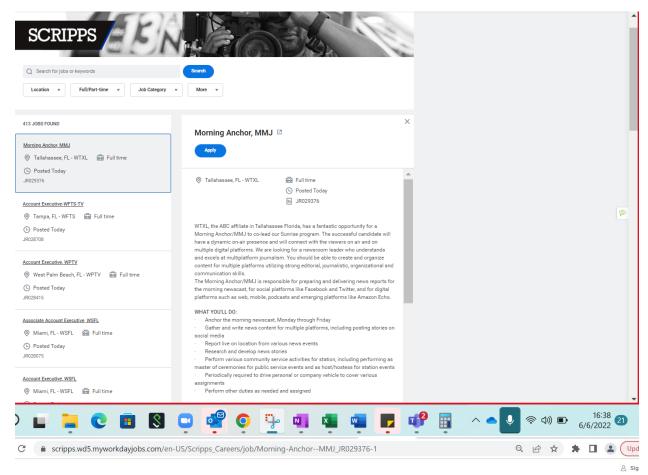
\*revised job description 2/22/22



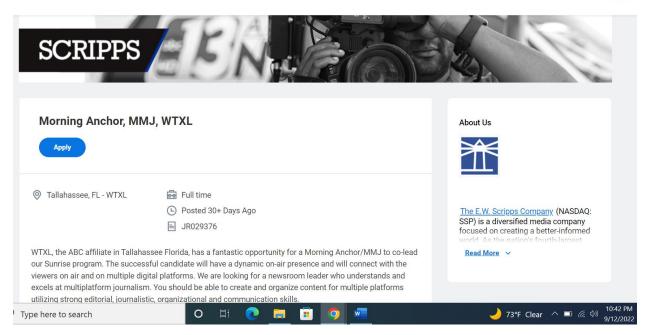


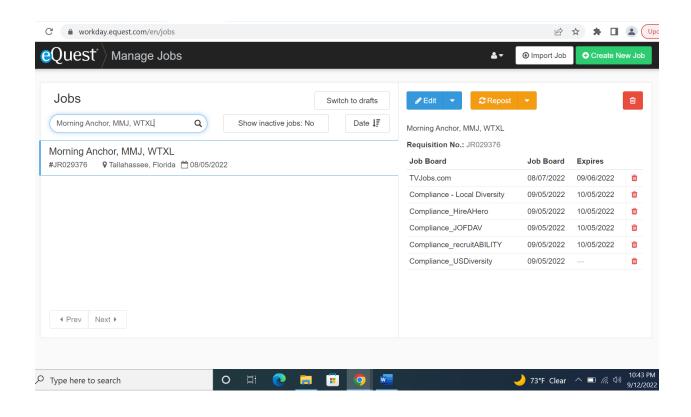
# JR029376 Morning Anchor, MMJ

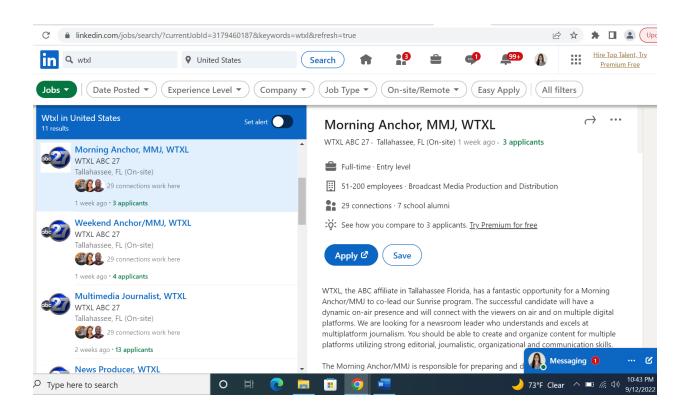


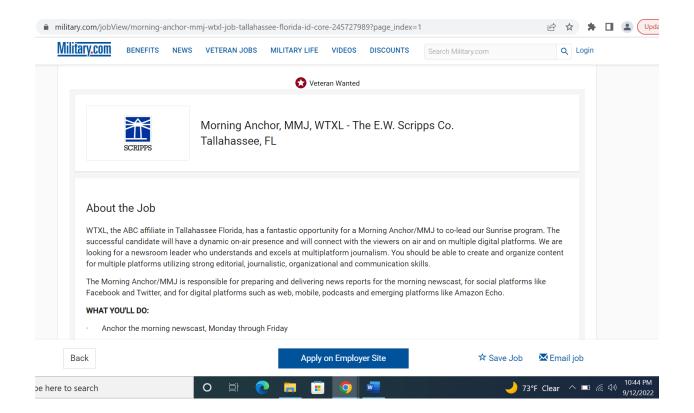


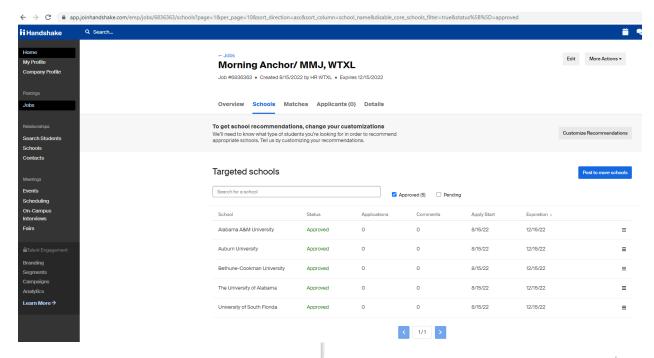
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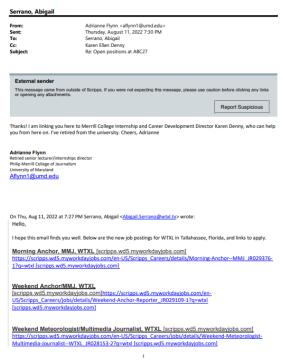












Weekend Morning Anchor/Multimedia Journalist, WTXL [scripps wd5.myworkdaylobs.com]
https://scripps.wd5.myworkdaylobs.com/en-US/Scripps.careers/jobs/details/Weekend-Morning-AnchorMultimedia-Journalist-WTXL [scripps wd5.myworkdaylobs.com]
News Producer, WTXL [scripps wd5.myworkdaylobs.com]
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Multimedia Journalist, WTXL [scripps wd5.myworkdaylobs.com]
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Req #: JR029793 Req Title: Multimedia Journalist, WTXL Req Status: Filled Job Title: 12892 - Multimedia Journalist Division: Local Media - TV Req Date: 2022-08-04 Candidate(s) hired for position: First Name **Last Name Recruitment Source from Recruiting Management** Start Date **Recruitment Source for FCC Reporting** LinkedIn: LinkedIn - Job Posting 2022-10-17 LinkedIn **e**Quest ≀ Manage Jobs ♣ Create New Job Import Job **♣** ▼ Jobs **⊘** Repost Switch to drafts JR029793 Q Date J.F Show inactive jobs: No Multimedia Journalist, WTXL Requisition No.: JR029793 Multimedia Journalist, WTXL Job Board Job Board **Expires** ♥ Tallahassee, Florida 🛗 08/05/2022 #JR029793 TVJobs.com 08/05/2022 Û















# Multimedia Journalist, WTXL



Tallahassee, FL - WTXL



(L) Posted 30+ Days Ago

■ JR029793

ABC 27, the E.W. Scripps own ABC affiliate located in the Capital City of Florida, is in search of an ambitious, selfstarter who is passionate about reporting news that is timely and impactful. As a member of the ABC 27 News Team, you will be able to gather, produce and deliver stories that make a difference to the communities we serve.

#### WHAT YOU'LL DO:

· Receives assignment or evaluates news leads and news tips to develop story ideas.

· Gathers and verifies factual information regarding stories through interview observation, and

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The E.W. Scripps Company (NASDAQ: SSP) is a diversified media company focused on creating a better-informed

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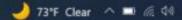






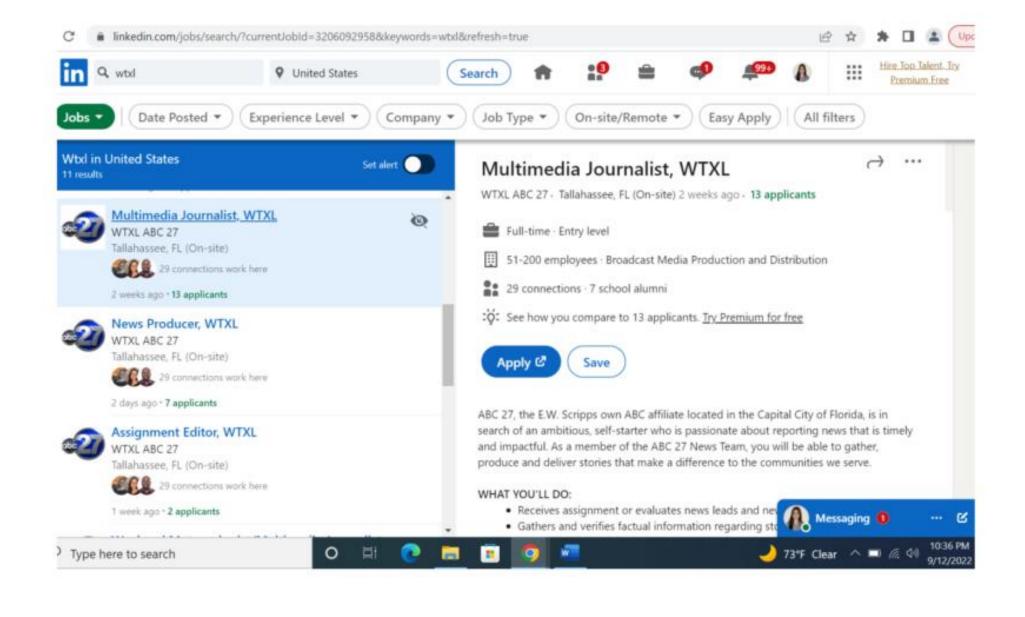


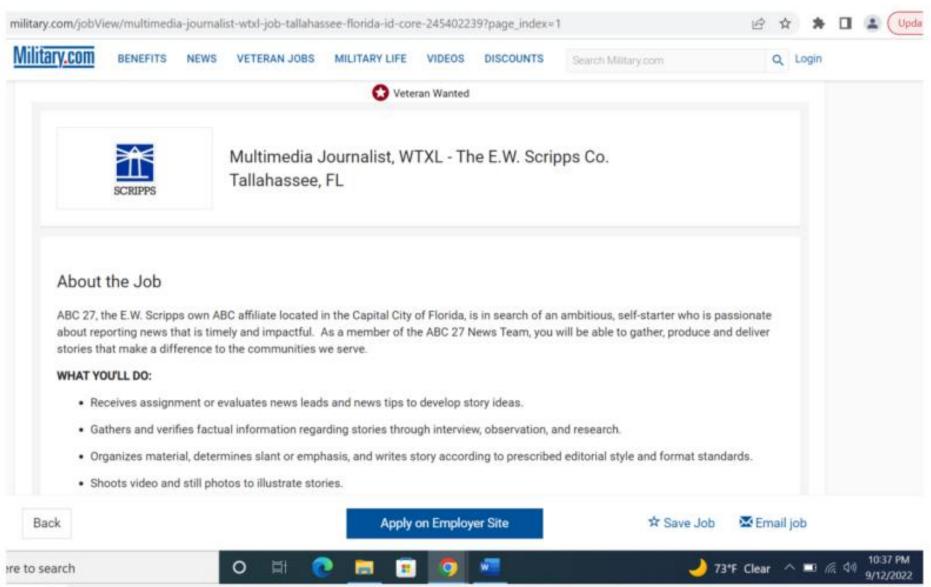


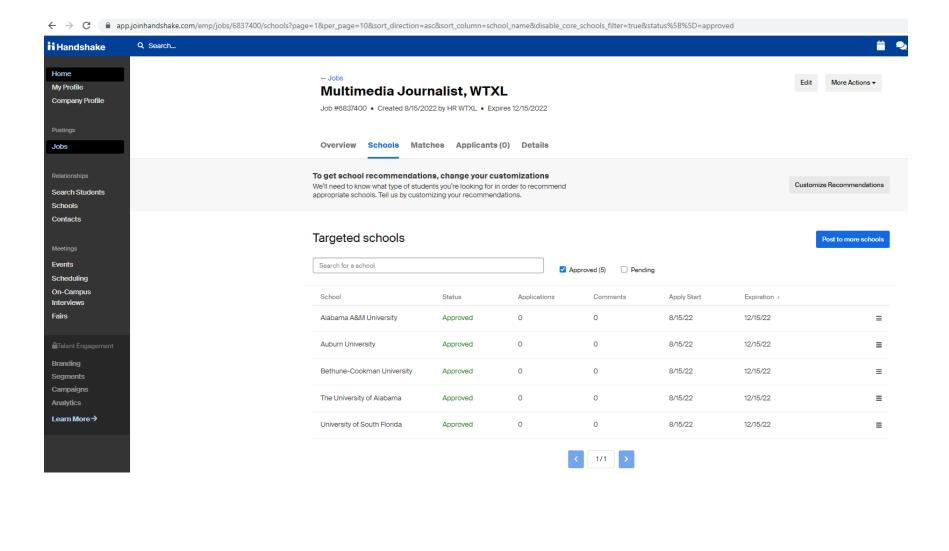












#### Serrano, Abigail

From: Adrianne Flynn <affynn1@umd.edu> Sent: Thursday, August 11, 2022 7:50 PM

 Tel
 Seriano, Abigal

 Cc:
 Karen Blen Denny

 Subject:
 Re: Open positions at ABC27

#### External sender

This message come from outside of Surges. If you were not expecting this message, please use caution before cholony any tribs or opening any stachments.

Report Suspicious

Thanks! I am linking you here to Merrill College Internship and Career Development Director Karen Denny, who can help you from here on. I've retired from the university. Cheers, Adrianne

#### Adrianne Flynn

Retired sense lecturer/internation director Policy Merrill Callege of sourceiten University of Maryland Affron 1/2/umd.edu

On Thu, Aug 11, 2022 at 7:27 PM Serrano, Abigail «Aligail Serrano@wtel.tv» wrote: Helio.

I hope this email finds you well. Below are the new job postings for WTXL in Tallahassee, Florida, and links to apply.

Morning Anchor, MMJ, WTXL [scripps, wd5.myworkdayjobs.com] https://scripps.wd5.myworkdayjobs.com/en-US/Scripps. Careers/details/Morning-Anchor-MMU\_JR029376-17g-wtxl [scripps.wd5.myworkdayjobs.com]

#### Weekend Anchor/MMJ, WTXL

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Weekend Meteorologist/Multimedia Journalist, WTXL Ispripps wd5.myworkdavjobs.com/ https://scripps.wd5.myworkdavjobs.com/en-U5/Scripps, Careeru/jobs/details/Weekend-Meteorologist-Multimedia-Journalist-WTXL\_JR028153-27grwbs/lscripps.wd5.myworkdavjobs.com/

Weekend Morning Anchor/Multimedia Journalist, WTXL [scripps.wd5.myworkdayiobs.com] https://scripps.wd5.myworkdayjobs.com/en-U5/Scripps\_Careeru/jobs/details/Weekend-Morning-Anchor-Multimedia-Journalist\_WTXL\_IR027642-17g-wtxl [scripps.wd5.myworkdayjobs.com]

News Producer, WTXL [scripps.wd5.myworkdayjobs.com/https://scripps.wd5.myworkdayjobs.com/en-U5/Scripps\_Careers/jobs/details/News-Producer—WTXL\_JR029656-17g-wtxl [scripps.wd5.myworkdayjobs.com]

Multimedia Journalist. WTXL Iscripps wd5.myworkdaylobs.com/ https://scripps.wd5.myworkdaylobs.com/en-U5/Scripps. Careers/iobs/details/Multimedia-Journalist.-WTXL IR029793-17g-wbsf [scripps wd5.myworkdaylobs.com]

Director, WTXL [scripps wd5:myworkdaylobs.com] https://scripps.wd5.myworkdaylobs.com/en-U5/Scripps\_Careers/lobs/details/Director—WTXL\_JR029677-17g-wtxl [scripps.wd5:myworkdaylobs.com]

Weekend Sports Anchor/MMJ [scripps.wd5.myworkdayjobs.com] https://scripps.wd5.myworkdayjobs.com/en-U5/Scripps Careers/lobs/details/Reporter-Anchor\_M029348-17g-wtxl [scripps.wd5.myworkdayjobs.com]

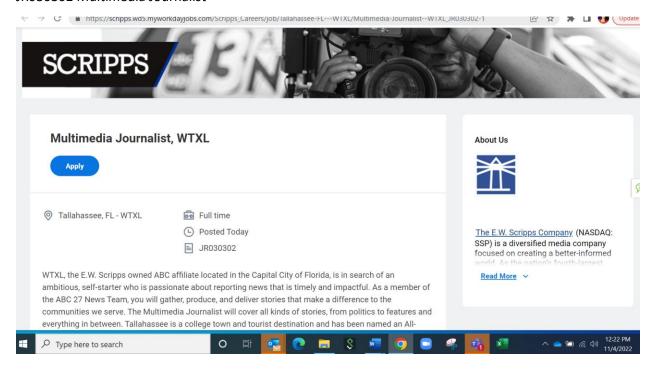
Assignment Editor, WTXL [scripps wd5 myworkdayjobs.com]
https://scripps.wd5.myworkdayjobs.com/en-U5/Scripps, Careers/lobs/details/Assignment-EditorWTXL (8029342-17g-wtwl [scripps.wd5.myworkdayjobs.com/)

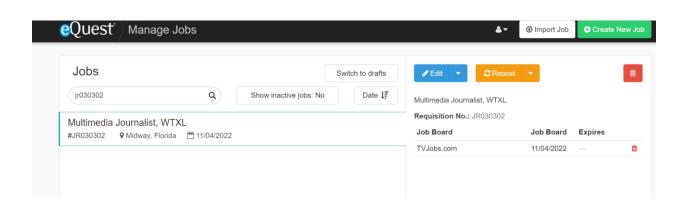
If you do not wish to continue receiving our job postings, or wish to receive only certain job postings, please let us know in writing via email to abigail serranc@wisi.tv.

Best regards, Abby Serrano I HR Generalist WTXL-Tallahassee WSFL-Miami

2

### JR030302 Multimedia Journalist







## Stephanie Gorin (She/Her) \* 1st

SCRIPPS Senior Talent Acquisition Partner (Recruiter) | VT Associati...
11mo • Edited • 🐧

HOT MMJ JOBS WITH SCRIPPS!

I'm hiring MMJs!

If you're an MMJ, looking for your next, or even your first market, join The E.W. Scripps Company

Message me or apply at https://lnkd.in/eKr8heC5

Each one of these stations needs an MMJ to join the team!

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WTKR - NORFOLK

WKBW - BUFFALO

WXMI - GRAND RAPIDS

WGBA - GREEN BAY

WTXL - TALLAHASSEE

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WMAR-TV WTKR News 3 WKBW-TV NBC 26 FOX 17: WXMI TV WTXL ABC 27 Vicki Bradley Ryan Scott Aaron Mason Allison Herman Dan Boers Karla Johnson Vanderhorst Sarah Davis J Bates Martika D. Ballmann Ben Hall Danielle R. Dancy Emmy Owens Karen Hite (LION) Matt Miller (LION)



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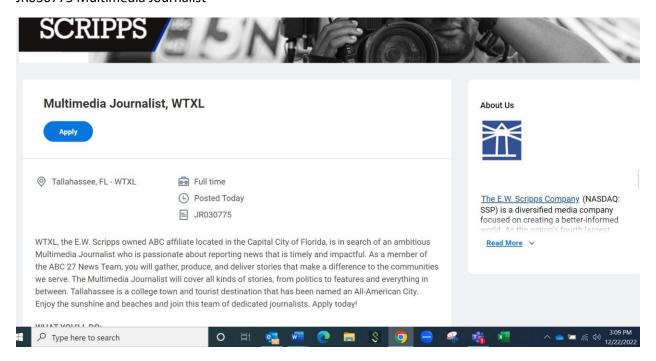


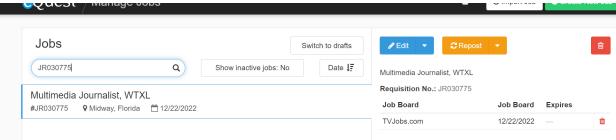
2 reposts

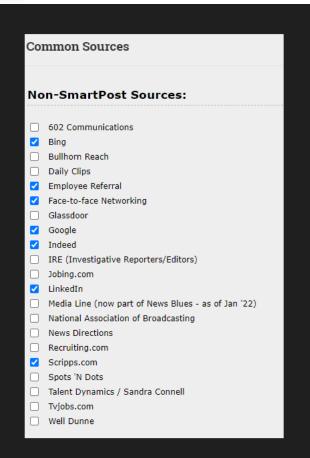


- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

### JR030775 Multimedia Journalist









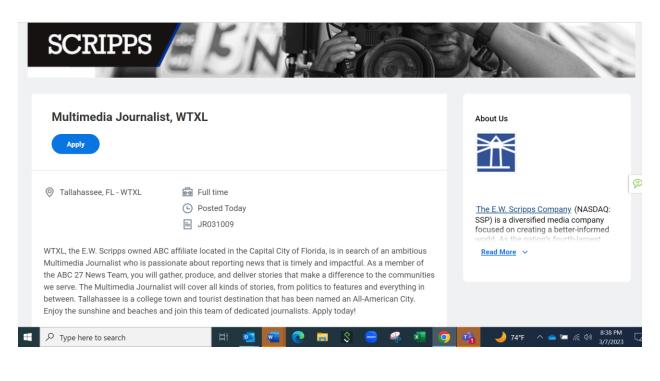
- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

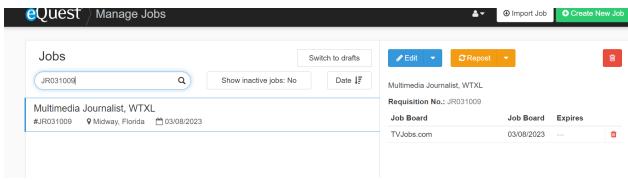
### JR031009 Multimedia Journalist



WTXL 1620 Commerce Blvd Midway, FL 32343

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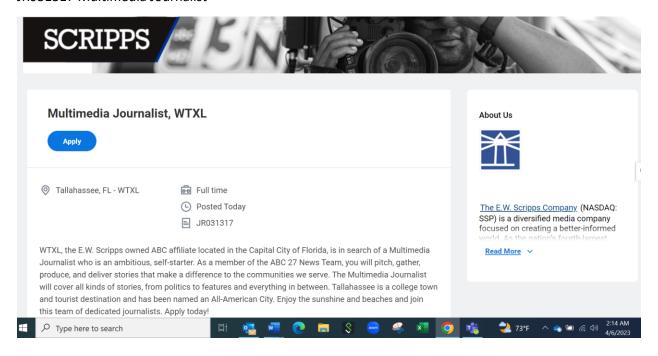


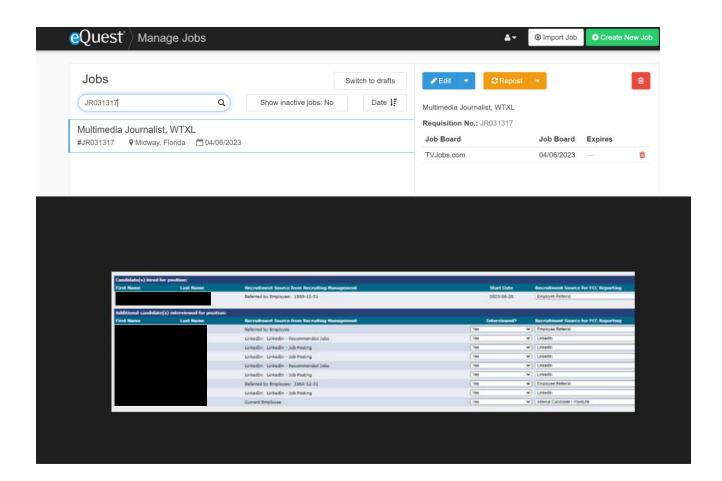




- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

### JR031317 Multimedia Journalist



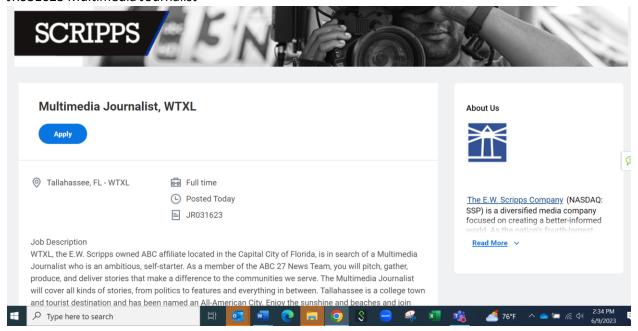


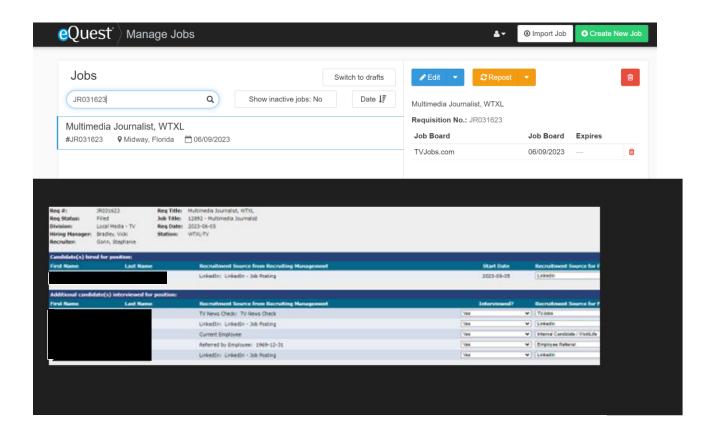


WTXL 1620 Commerce Blvd Midway, FL 32343

- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

# JR031623 Multimedia Journalist



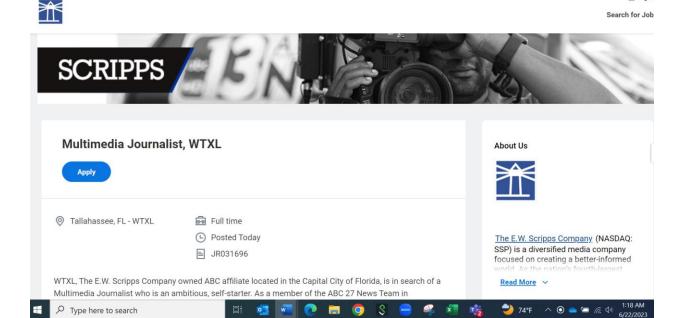


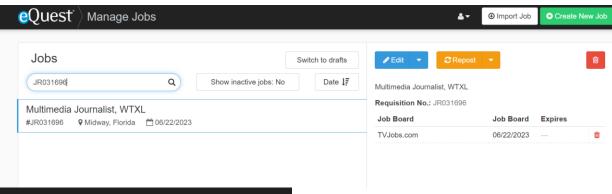


WTXL 1620 Commerce Blvd Midway, FL 32343

- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

## JR031969 Multimedia Journalist









- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

## JR031697 Multimedia Journalist



WTXL 1620 Commerce Blvd Midway, FL 32343

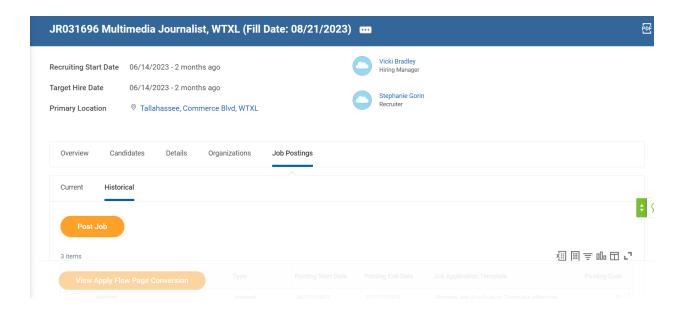
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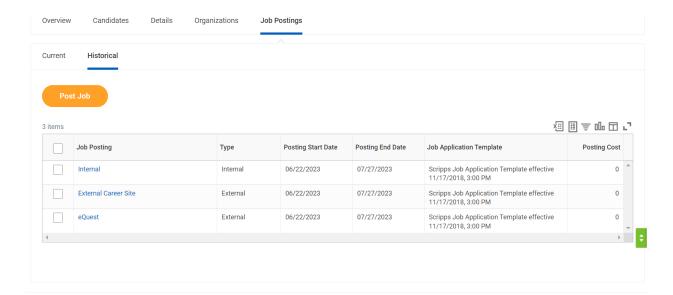
PLEASE NOTE:

THIS IS THE JOB REQUISITION USED FOR JR031697.

Thank You,

Stephanie





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# Stephanie Gorin (She/Her) • 1st

SCRIPPS Senior Talent Acquisition Partner (Recruiter) | VT Associati...

Join Vicki's Team and experience neighborhood news! Enjoy the kind of leadership that encourages growth. Tell stories you'll be proud of...

and it doesn't hurt that MMJ's at WTXL ABC 27 are paid well. And we're #hiring!

To learn more DM me - or apply at Scripps.com. Congratulations on your accomplishments Vicki Bradley. A shining example of the leaders at The E.W. Scripps Company.

Sarah Davis Abigail Serrano J Bates Emmy Owens Sara Maxey Matt Brown Matt Miller (LION) Sheryl Leventhal Reeder Justin Glaser Nathan Stewart, PRC, CIR Martika D. Ballmann Nichole (Nikki) Christiansen, PHR, SHRM-CP Marcus Riley Sean McLaughlin #givelight #scrips #ewscripps #mmj #tvnews #tvjobs #mediajobs #storytelling



## Vicki Bradley • 1st

Innovative News leader. Teacher. Community Servant. 2mp . Edited . 3

There are two really important dates for me at WTXL ABC 27. The day I started here and joined The E.W. Scripps Company. The other, the day I said YES to becoming news director, which was 4 years ago! ...see more











CO Sarah Tye, SHRM-CP and 13 others



- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

## JR031698 Multimedia Journalist



WTXL 1620 Commerce Blvd Midway, FL 32343

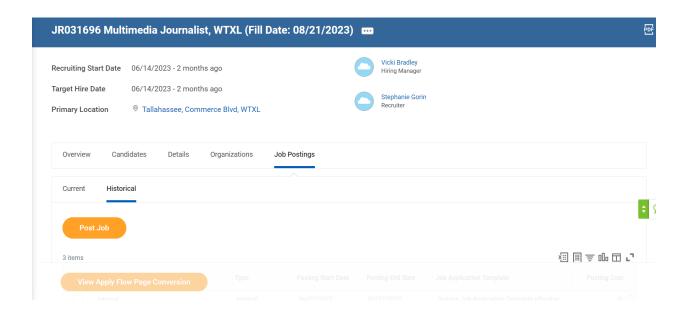
Candidate was hired from Requisition 'JR031697 Multimedia Journalist, WTXL'.

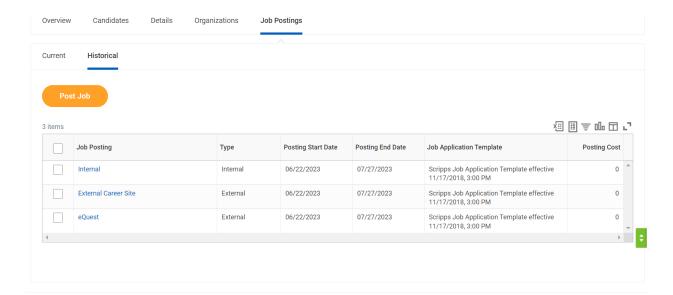
PLEASE NOTE:

THIS IS THE JOB REQUISITION USED FOR JR031697.

Thank You,

Stephanie





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Stephanie Gorin (She/Her) • 1st

SCRIPPS Senior Talent Acquisition Partner (Recruiter) | VT Associati... 2mo . 3

Join Vicki's Team and experience neighborhood news! Enjoy the kind of leadership that encourages growth. Tell stories you'll be proud of...

and it doesn't hurt that MMJ's at WTXL ABC 27 are paid well, And we're #hiring!

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Sarah Davis Abigail Serrano J Bates Emmy Owens Sara Maxey Matt Brown Matt Miller (LION) Sheryl Leventhal Reeder Justin Glaser Nathan Stewart, PRC, CIR Martika D. Ballmann Nichole (Nikki) Christiansen, PHR, SHRM-CP Marcus Riley Sean McLaughlin #givelight #scrips #ewscripps #mmj #tvnews #tvjobs #mediajobs #storytelling



Vicki Bradley • 1st

Innovative News leader. Teacher, Community Servant. 2mo • Edited • (5)

There are two really important dates for me at WTXL ABC 27. The day I started here and joined The E.W. Scripps Company. The other, the day I said YES to becoming news director, which was 4 years ago 1 ... see more









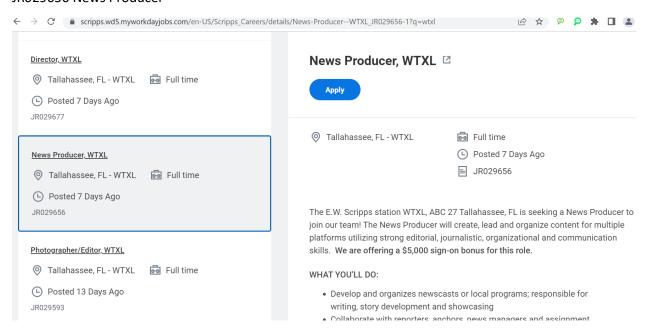


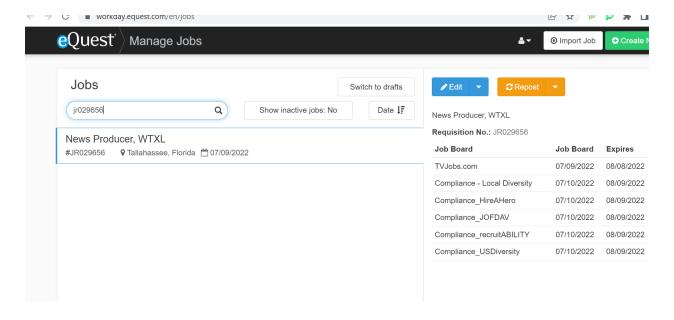
CO Sarah Tye, SHRM-CP and 13 others

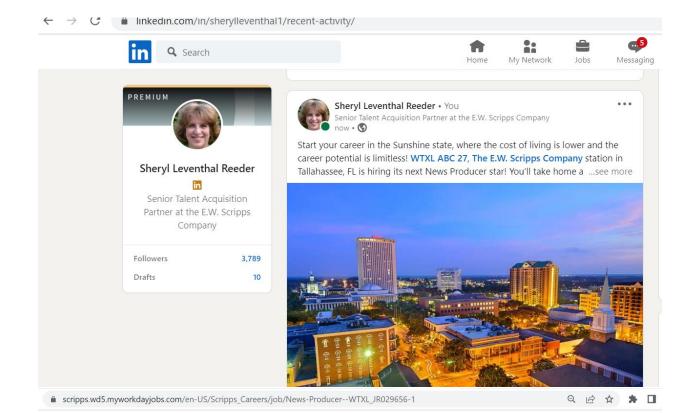


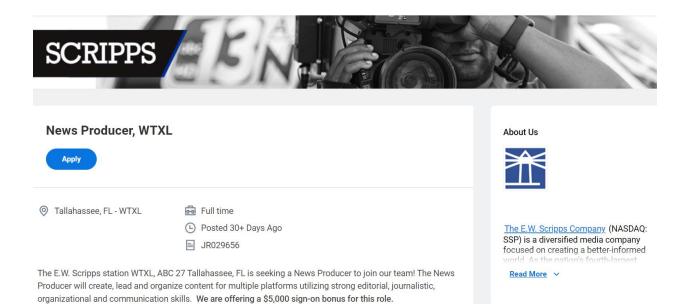
- o Tallahassee Community College Career Center
- o Tallahassee Urban League
- o CareerSource Capital Region
- o EmployGeorgia (replaced by Worksource Georgia in August 2023)

### JR029656 News Producer

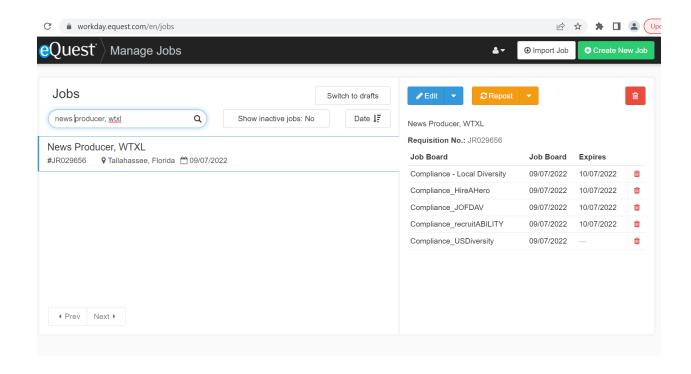


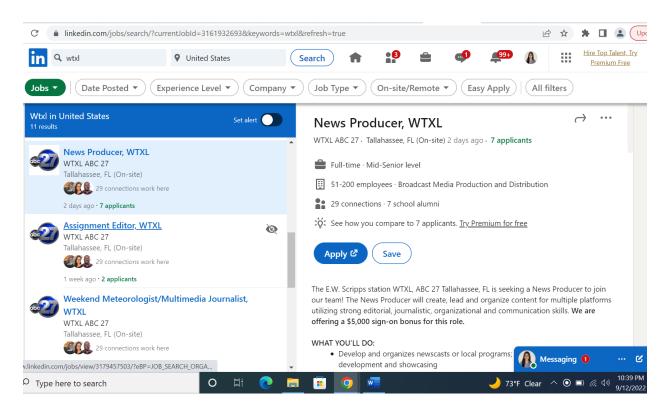


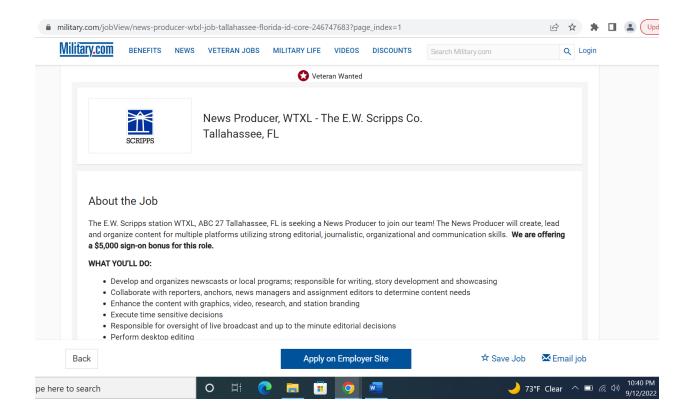


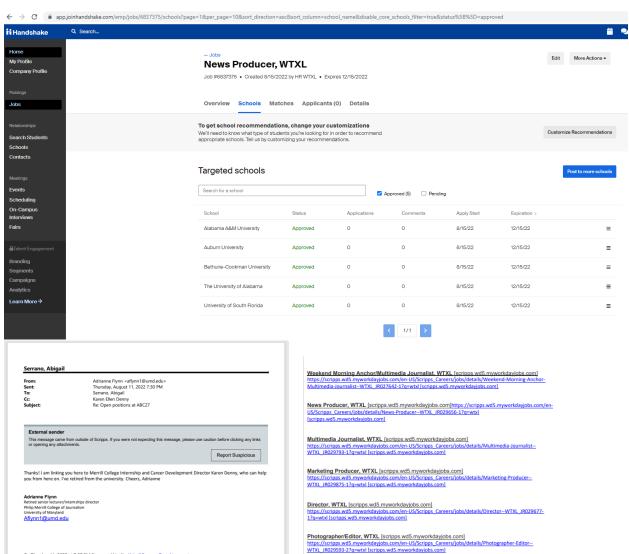


WHAT YOU'LL DO:









On Thu, Aug 11, 2022 at 7:27 PM Serrano, Abigail <a href="mailto:Abigail.Serrano@wtxl.tv">Abigail.Serrano@wtxl.tv</a> wrote: Hello.

I hope this email finds you well. Below are the new job postings for WTXL in Tallahassee, Florida, and links to apply.

Morning Anchor, MMJ, WTXL [scripps.wd5.myworkdaylobs.com] 1?q=wtxl [scripps.wd5.myworkdayjobs.com/en-

Weekend Anchor/MMJ, WTXL [scripps wd5 myworkdaylobs.com]https://scripps.wd5.myworkdaylobs.com/en-U5/Scripps Careers/lobs/detalis/Neekend-Anchor-Reporter\_JR029109-17q=wtxl [scripps wd5 myworkdaylobs.com]

Weekend Meteorologist/Multimedia Journalist. WTXL [scripps.wd5.myworkdayjobs.com] https://scripps.wd5.myworkdayjobs.com/en-US/Scripps\_Careers/jobs/details/Weekend-Meteo Multimedia-Journalist--WTXL\_JR028153-2?q=wtxl [scripps.wd5.myworkdayjobs.com]

If you do not wish to continue receiving our job postings, or wish to receive only certain job postings, please let us know in writing via email to <a href="mailto:abigail.serrano@wtxl.tv">abigail.serrano@wtxl.tv</a>.

WTXL\_JR029342-1?q=wtxl [scripps.wd5.myworkdayjobs.com]

Best regards, Abby Serrano I HR Generalist WTXL-Tallahassee WSFL-Miami

Weekend Sports Anchor/MMJ [scripps wd5.myworkday/obs.com] https://scripps.wd5.myworkday/obs.com/en-US/Scripps Careers/lobs/details/Reporter-Anchor\_JR029348-17geards [cripps wd5.myworkdy/obs.com]

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