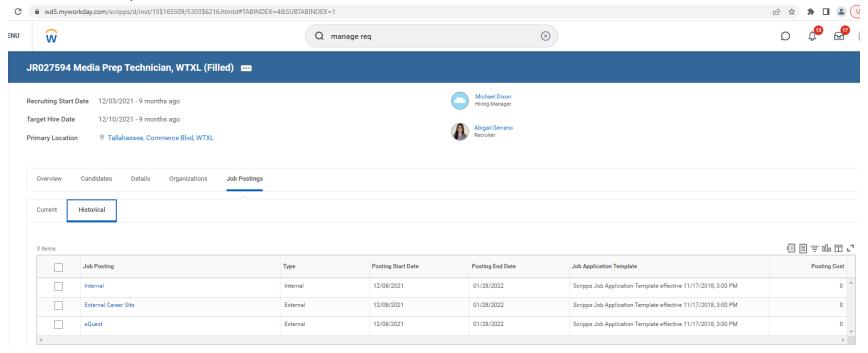
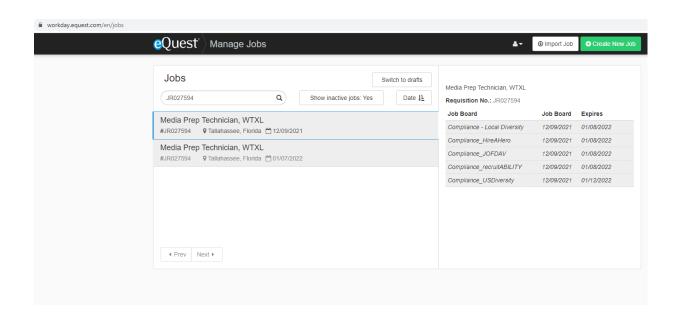
EXHIBIT 3B

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

JR027594 Media Prep Technician







WTXL 1620 Commerce Blvd Midway, FL 32343

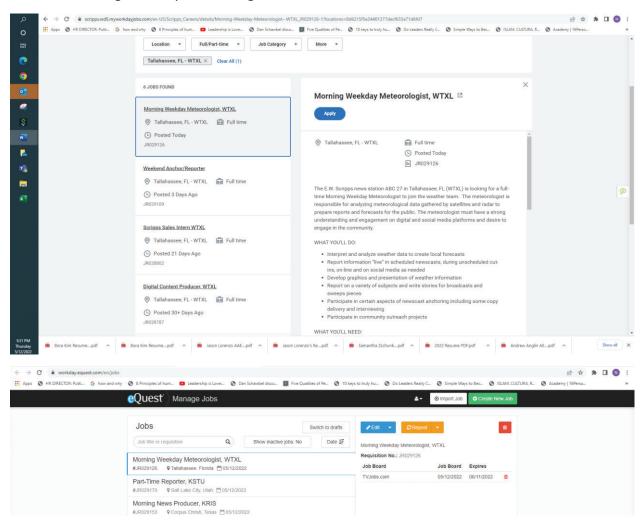
- o Tallahassee Community College Career Center
- o Tallahassee Urban League

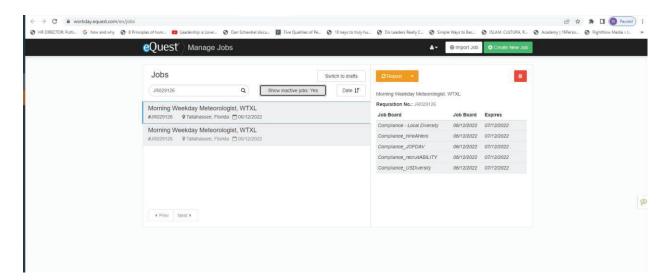


WTXL 1620 Commerce Blvd Midway, FL 32343

Candidates were hired from Requisition 'JR027594, Media Prep Tech WTXL'.

JR029126 Morning Weekday Meteorologist



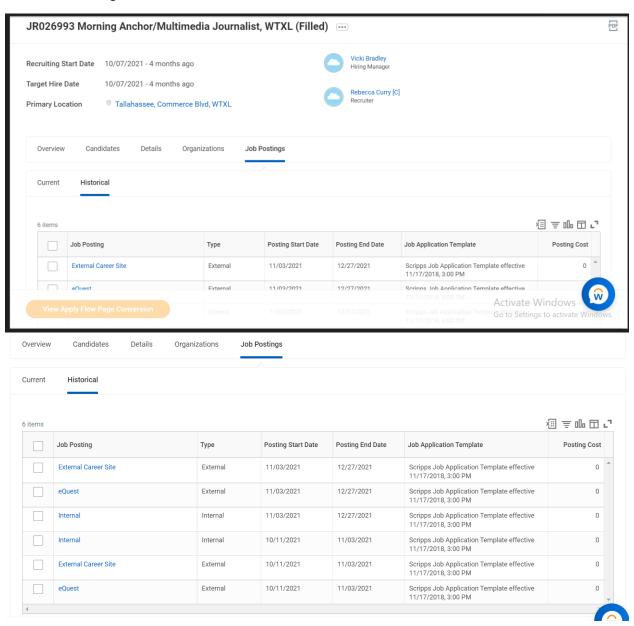




WTXL 1620 Commerce Blvd Midway, FL 32343

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

JR026993 Morning Anchor/Multimedia Journalist



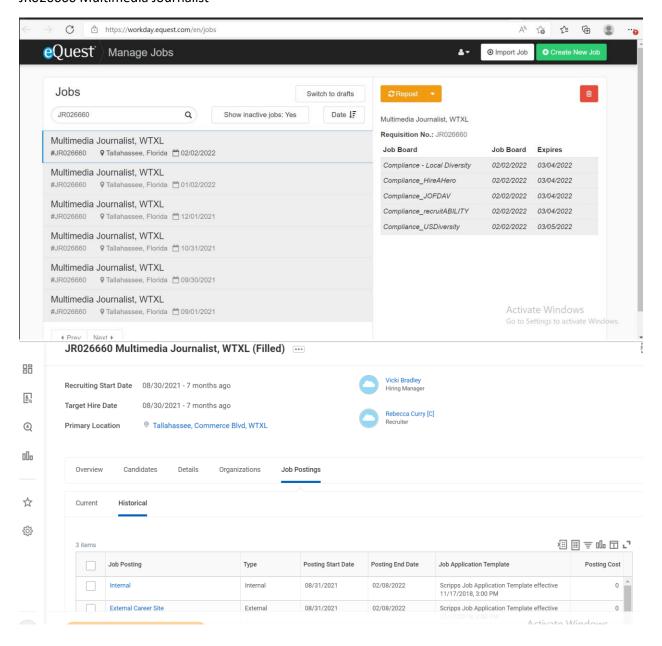
11/8/21, 5:09 PM Mail - Serrano, Abigail - Outlook 11/8/21, 5:09 PM Mail - Serrano, Abigail - Outlook Director, WTXL Open Positions in Tallahassee- WTXL 5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Director--WTXL JR026814-1 Serrano, Abigail <Abigail.Serrano@WTXL.tv> To: aflynn1@umd.edu <aflynn1@umd.edu> Multimedia Journalist, WTXL https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL—WTXL/Multimedia-Journalist-WTXL JR026660-1 I hope this email finds you well. My name is Abby, I'm the new HR Generalist at WTXL-Tallahassee. I wanted to reach out with our open positions at WTXL ABC27. I look forward to working with you. If anyone is interested, please encourage them to apply 40 our website. Happy Monday! Abigail Serrano HR Generalist-WTXL Morning Anchor/Multimedia Journalist, WTXL https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Morning-Anchor-Reporter--WTXL_JR026993-1 Account Executive, WTXL https://scripps.wd5.myworkdayjobs.com/en-U5/Scripps_Careers/job/Tallahassee-FL--WTXL/Account-Executive--WTXL_JB027290-1 News Producer, WTXL workdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/News-Producer--WTXL JR026810-1 Editor, WTXL ps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Editor-https://scripps.wd5.m WTXL_JR027266-1 Traffic Copy Editor, WTXL wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Traffic-Copy-Editor-https://scripps.wd5.m WTXL_JR027231-1 Executive Producer, WTXL Digital Content Producer, WTXL https://scripps.wds.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Digital-Content-Producer--WTXL_JR026962 Broadcast Engineer, WTXL https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL--WTXL/Broadcast-Engineer--WTXL_JR026932-1

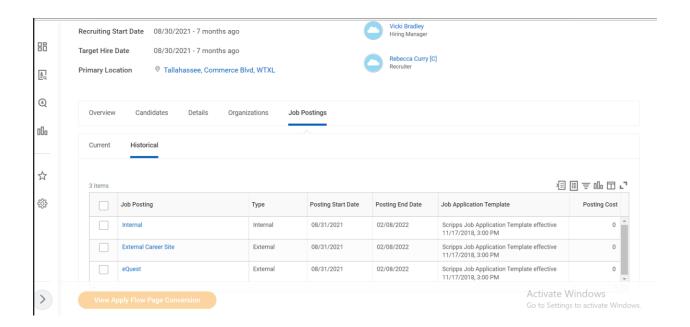


WTXL 1620 Commerce Blvd Midway, FL 32343

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

JR026660 Multimedia Journalist







WTXL 1620 Commerce Blvd Midway, FL 32343

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

Hope this finds you well and ready for a long holiday weekend!

Attached are the new job postings for WTXL in Tallahassee, Florida.

Multimedia Journalist
Multimedia Journalist, WTXL (myworkdayjobs.com)

News Producer News Producer, WTXL (myworkdayjobs.com)

Above, you will find information concerning the open position & links to apply. It is ABC 27's policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, or sex in all personnel actions.

Please do not give out this email address to inquire about positions. We cannot accept resumes via email and any that are sent will be deleted. Candidates must go directly to the website through the links in this email.

WTXL - Tallahassee 615.248.5220 - O 615-417-8232 - C



Scripps.com posting

Tablishness F1. VYDL

ACC To An EU Nicopan ACC efficient beared in the Capital City of Florida, is in season of an authorized. ACC To An EU Nicopan City of Florida, is in season of an authorized and of control to its personness about reporting seven that transly and impossible, idea analysis of Acc ACC 2000 Proc. Engages will be also gother, produces and district bearing at the communities were.

Earl Actions

Earl Actions

Facility of the Communities of a service in the communities of the Communities and Communities and

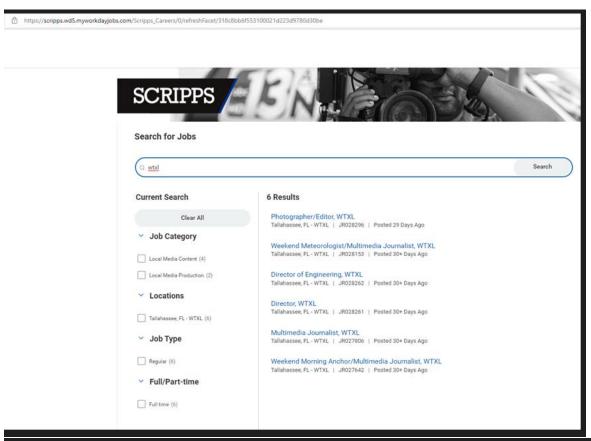
* determinence province in the contract of the

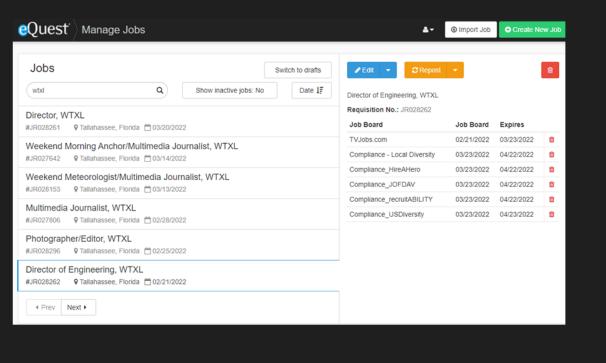
structured for the relative extension. These intervental in the Collect Acre will find a fyderized of options from the two extensions because motivaries (FAST and FIST), and first those was severally press of programs from the two extensions because the consuments of the consuments o

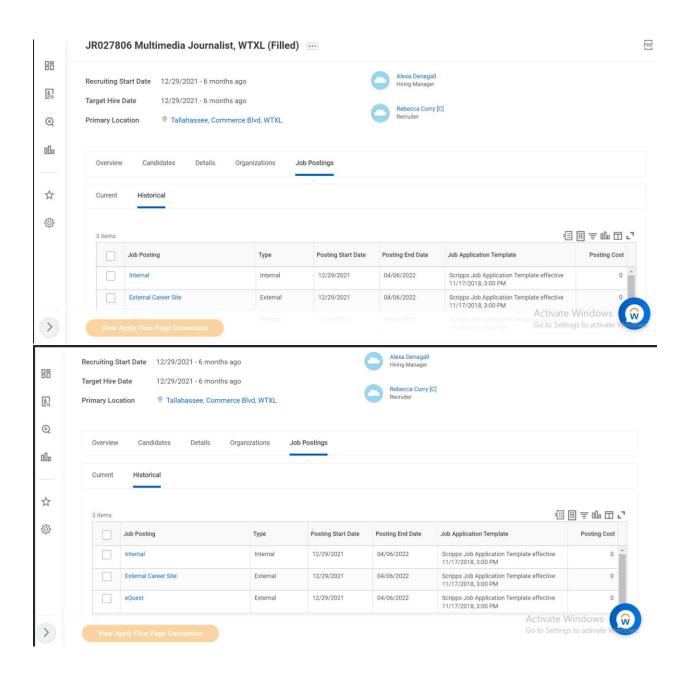
About Us



JR027806 Multimedia Journalist







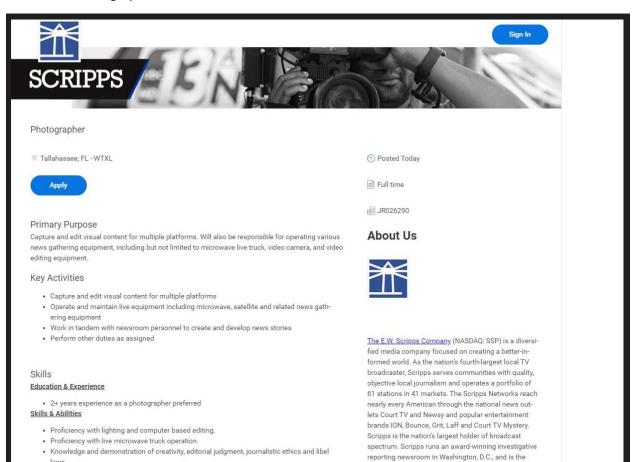


WTXL 1620 Commerce Blvd Midway, FL 32343

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

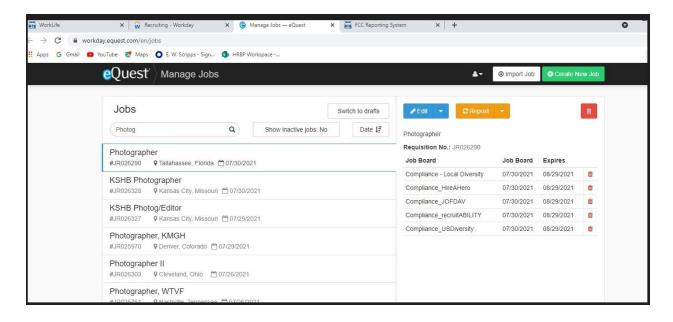
JR026290 - Photographer

· Knowledge of and proficiency in posting content to station's web sites



longtime steward of the Scripps National Spelling Bee.

Founded in 1878, Scripps has held for decades to the



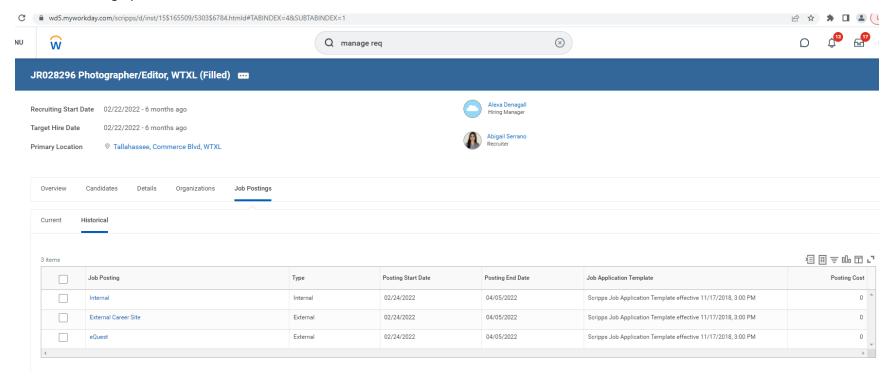


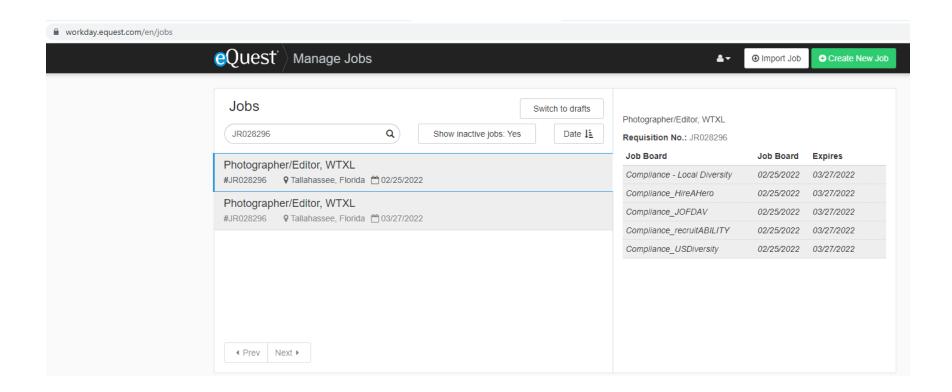
Scripps Media, Inc., certifies that its advertising sales agreements do not discriminate on the basis of race or ethnicity. All advertising sales agreements contain nondiscrimination clauses.



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

JR028296 Photographer/Editor





https://scripps.wd5.myworkdayjobs.com/Scripps_Careers/0/refree	shFacet/318c8bb6f553100021d223d9780d30be	
SCRIPE Search for Jobs		
Q wtxl		Search
Current Search	6 Results	
Clear	All Photographer/Editor, WTXL Tallahassee, FL - WTXL JR028296 Posted 29 Days Ago	
✓ Job Category	Weekend Meteorologist/Multimedia Journalist, WTXL Tallahassee FL, WTXL J., IRO28153 J. Posted 304 Days Ann	
Local Media Product	Director of Engineering, WTXL Tallahassee, Ft WTXL JR028262 Posted 30+ Days Ago	
∨ Locations	Director, WTXL	
Tallahassee, FL - WT	XL (6) Tallahassee, FL - WTXL JR028261 Posted 30+ Days Ago Multimedia Journalist. WTXL	
∨ Job Type	Tallahassee, FL - WTXL JR027806 Posted 30+ Days Ago	
Regular (6)	Weekend Morning Anchor/Multimedia Journalist, WTXL Tallahassee, FL - WTXL JR027642 Posted 30+ Days Ago	
∨ Full/Part-time	e	
Full time (6)		



WTXL 1620 Commerce Blvd Midway, FL 32343

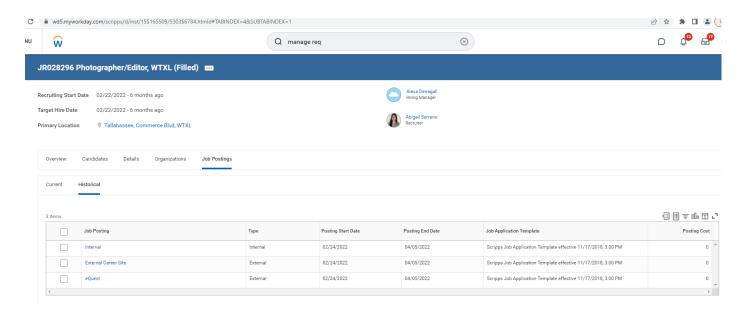
- o Tallahassee Community College Career Center
- o Tallahassee Urban League

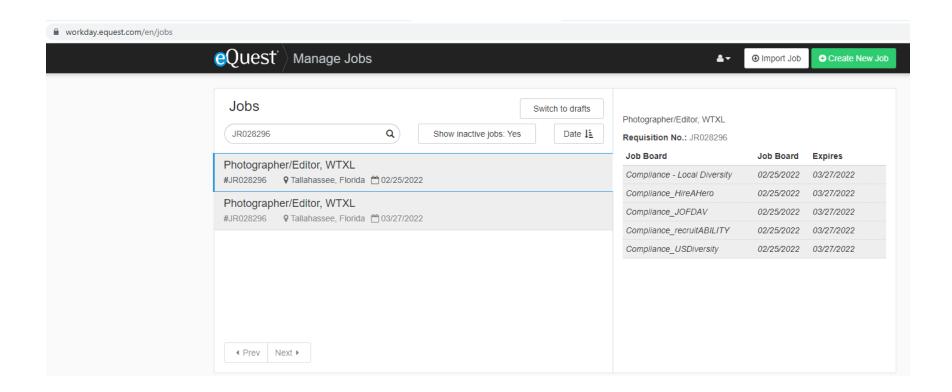
JR029086 Photographer/Editor



WTXL 1620 Commerce Blvd Midway, FL 32343

Candidates were hired from Requisition 'JR028296 Photographer/Editor, WTXL'.



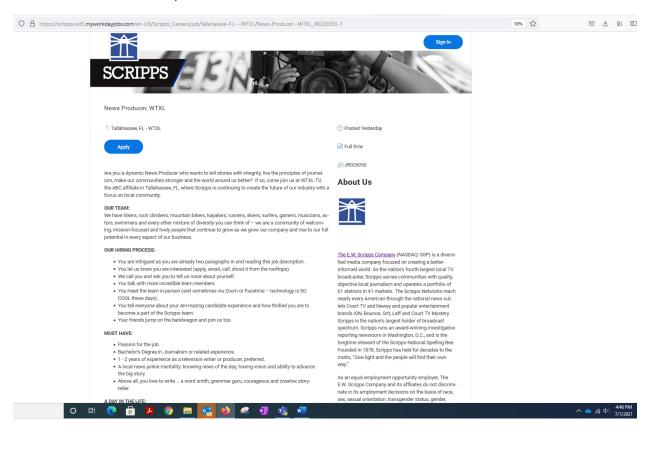


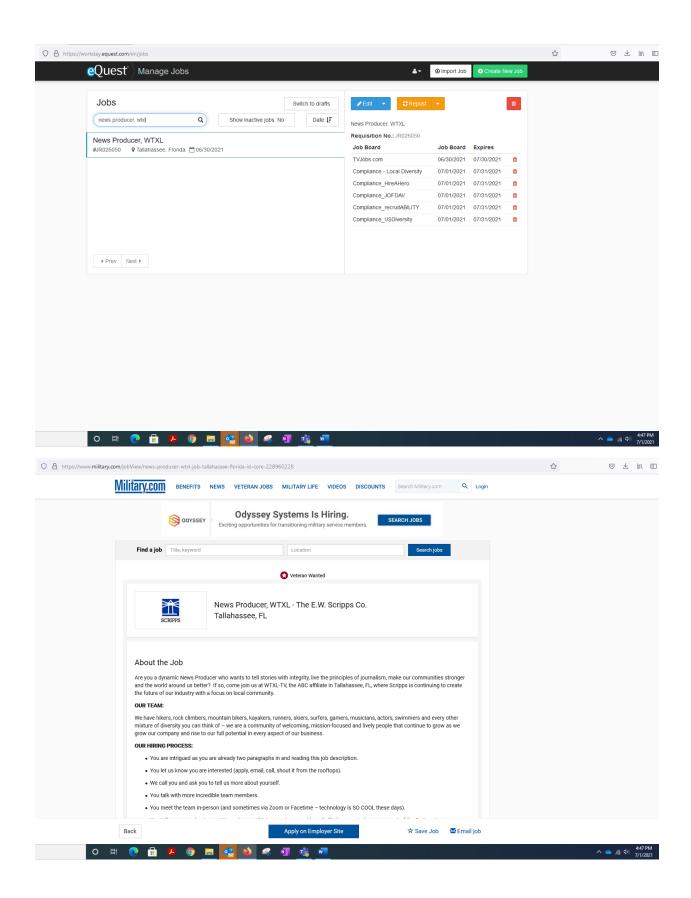


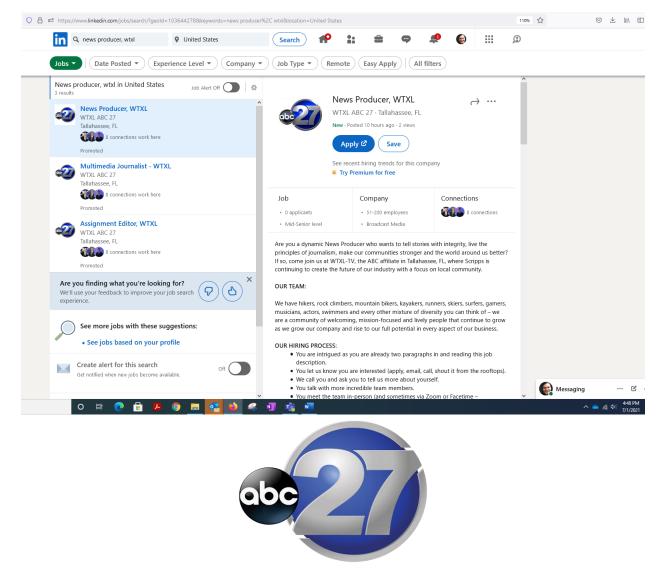
WTXL 1620 Commerce Blvd Midway, FL 32343

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

JR026050 - News Producer, WTXL







WTXL 1620 Commerce Blvd Midway, FL 32343

- o Tallahassee Community College Career Center
- Tallahassee Urban League

Green, Kelly

From: Adrianne Flynn <aflynn1@umd.edu>
Sent: Monday, July 12, 2021 4:59 PM

To: Green, Kelly

Subject: Re: Open Positions in Tallahassee - WTXL

[EXTERNAL SENDER]

Great, thanks!

Adrianne Flynn

Senior lecturer/Internships and Career Development Director Philip Merrill College of Journalism University of Maryland 3107C Knight Hall 301-405-7247 Aflynn1@umd.edu

"The ultimate measure of a man is not where he stands in moments of convenience and comfort, but where he stands at times of challenge and controversy." - The Rev. Martin Luther King Jr. in "Strength to Love."

On Mon, Jul 12, 2021 at 4:27 PM Green, Kelly < Kelly. Green@wtxl.ty> wrote:

Good Afternoon Adrianne,

Below are links to the positions we currently have open at WTXL-Tallahassee.

Videographer/ Editor

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Videographer-Editor---WTXL JR025424-1 [scripps.wd5.myworkdayjobs.com]

Multimedia Journalist

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Multimedia-Journalist---WTXL JR025431-1 [scripps.wd5.myworkdayjobs.com]

Broadcast Technician

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Broadcast-Technician--WTXL_JR025770-1 [scripps.wd5.myworkdayjobs.com]

IT Ops Technician

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/IT-Operations-Tech--WTXL JR025771 [scripps.wd5.myworkdayjobs.com]

Assignment Editor

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Assignment-Editor--WTXL JR025996 [scripps.wd5.myworkdayjobs.com]

News Producer

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/News-Producer--WTXL JR026050-1 [scripps.wd5.myworkdayjobs.com]

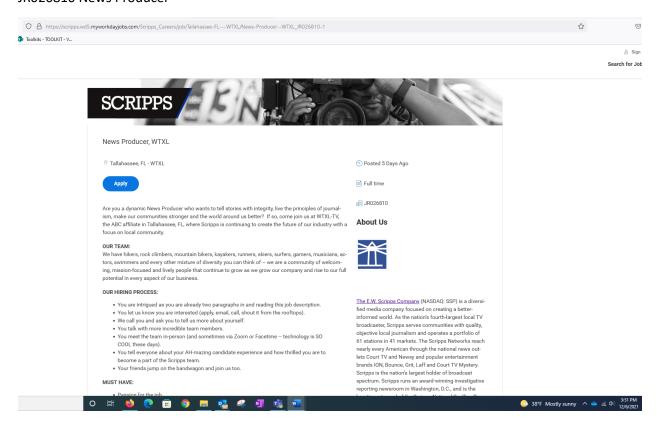
Have a great week!

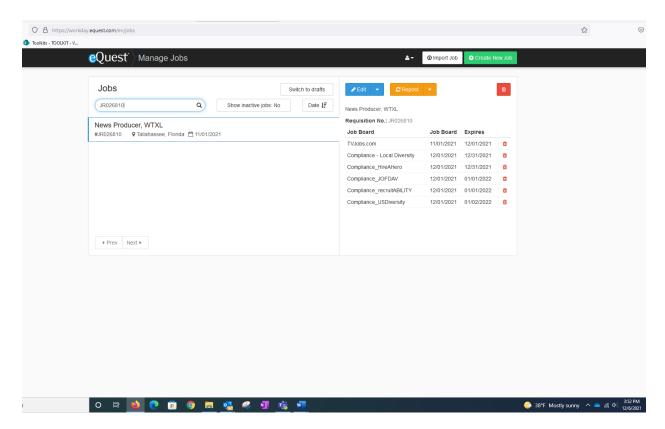
Kelly

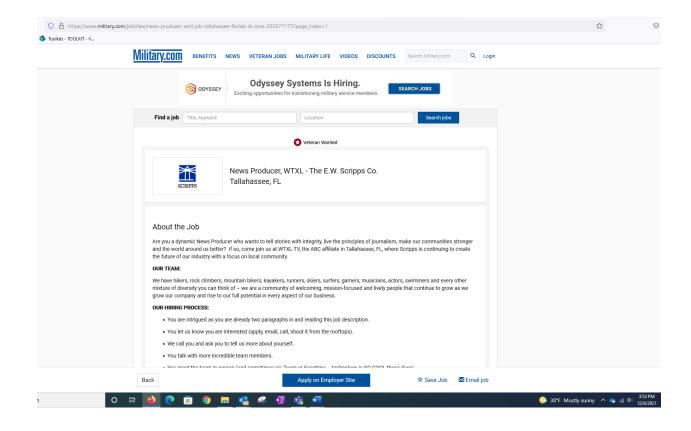


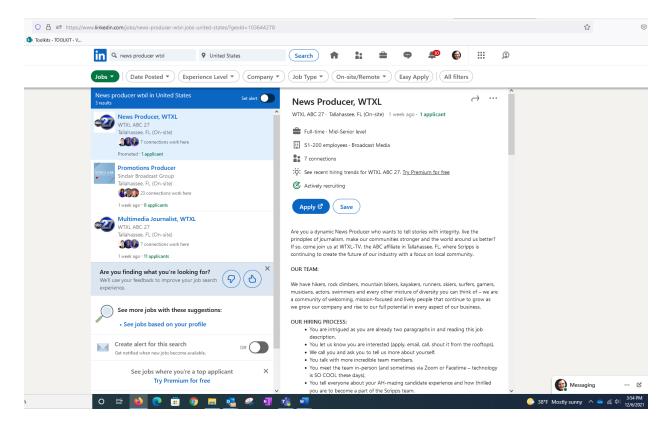
Scripps Media, Inc., certifies that its advertising sales agreements do not discriminate on the basis of race or ethnicity. All advertising sales agreements contain nondiscrimination clauses.

JR026810 News Producer











WTXL 1620 Commerce Blvd Midway, FL 32343

- Tallahassee Community College Career Center
- o Tallahassee Urban League

11/8/21, 5:09 PM

Open Positions in Tallahassee- WTXL

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

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

I hope this email finds you well. My name is Abby, I'm the new HR Generalist at WTXL-Tallahassee. I wanted to reach out with our open positions at WTXL ABC27. I look forward to working with you. If anyone is interested, please encourage them to apply via our website.

Morning Anchor/Multimedia Journalist, WTXL https://scripps.wd5.myworkday/obs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Morning-Anchor-Reporter--WTXL_yR026993-1

Account Executive, WTXL https://scripps.wd5.myworkdavjobs.com/en-U5/Scripps_Careers/job/Tallahassee-FL---WTXL/Account-Executive---WTXL_R027290-1

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/News-Producer---WTXL_H028810-1

Editor, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Editor---WTXL JR027266-1

Executive Producer, WTXL https://scripps wds.myworkday/obs.com/en-US/Scripps Careers/job/Tallahassee-FL—WTXL/Executive-Producer-WTXL_JR027045-1

Digital Content Producer, WTXL

Historijens und myworkdanjobs com/en-Us/Scripps_Careers/job/Tallahassee-FL---WTXL/Digital-Content-Producer--WTXL/R026962

Broadcast Engineer, WTXL https://scripps.wd5.myworkdayjobs.o WTXL JR026932-1 layjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL--WTXL/Broadcast-Engineer--

https://outlook.office.com/mail/deeplink?popoutv2=1&version=20211101003.05

11/8/21, 5:09 PM

Director, WTXL https://scripps_uds.nom/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Director---WTXL_JR026814-1

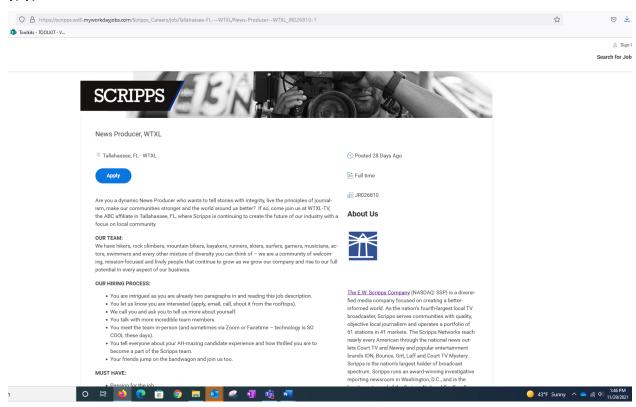
Mail - Serrano, Abigail - Outlook

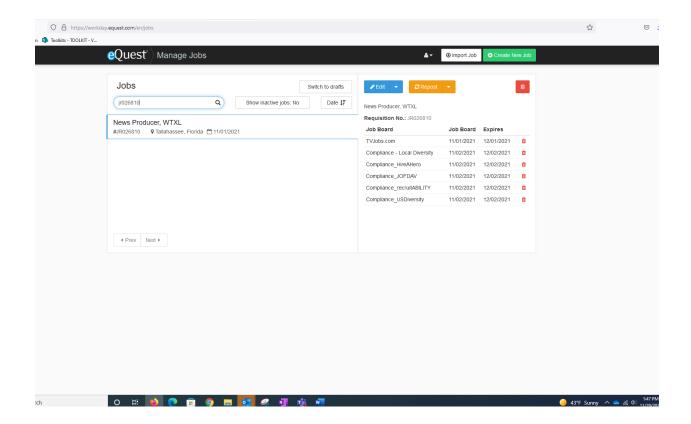
Multimedia Journalist, WTXL

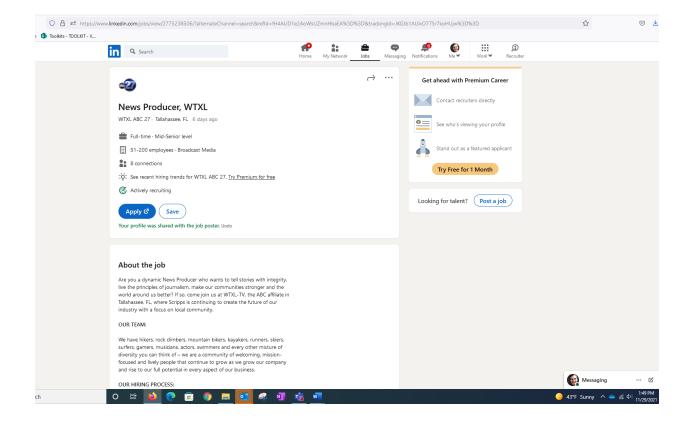
https://scripps.wd5.myworkday/obs.com/en-US/Scripps_Careers/job/Tallahassee-FL--WTXL/Multimedia-Journalist--WTXL_JR026660-1

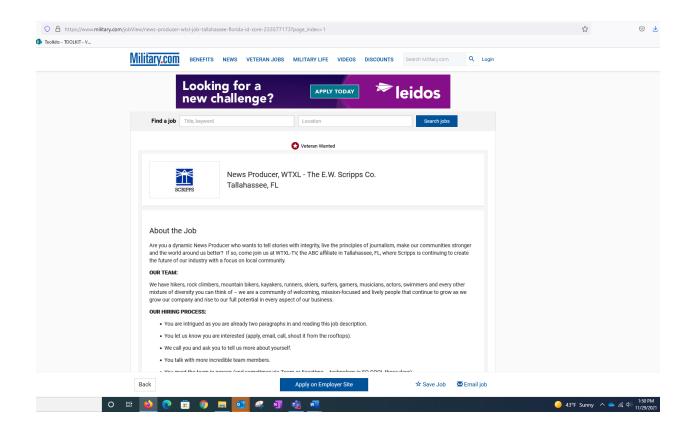
Happy Monday! Abigail Serrano HR Generalist-WTXL













WTXL 1620 Commerce Blvd Midway, FL 32343

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

Mail - Serrano, Abigail - Outlook

Open Positions in Tallahassee- WTXL

Serrano, Abigail <Abigail.Serrano@WTXL.tv>
Mon 11/8/2021 4:21 PM
To: aflynn1@umd.edu <aflynn1@umd.edu>
Hello,

I hope this email finds you well. My name is Abby, I'm the new HR Generalist at WTXL-Tallahassee. I wanted to reach out with our open positions at WTXL ABC27. I look forward to working with you. If anyone is interested, please encourage them to apply via our website.

Morning Anchor/Multimedia Journalist, WTXL https://scripps.wd5.m/workday/obs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Morning-Anchor-Reporter--WTXL_JR026993-1

Account Executive, WTXL

https://scripps.wd5.myw WTXL JR027290-1 obs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Account-Executive--

News Producer, WTXL

https://scripps.wd5.myw WTXL_JR026810-1 dayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/News-Producer--

Editor, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL—WTXL/Editor-WTXL_JR027266-1

Traffic Copy Editor, WTXL

yjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Traffic-Copy-Editor-https://scripps.wd5.mywork WTXL_JR027231-1

Digital Content Producer, WTXL https://iscrippa.wds.myswirkdayobs.com/ent-US/Scrippa_Careers/job/Tallahassee-FL—WTXL/Digital-Content-Producer-WTXL, 18026962

11/8/21, 5:09 PM

Director, WTXL

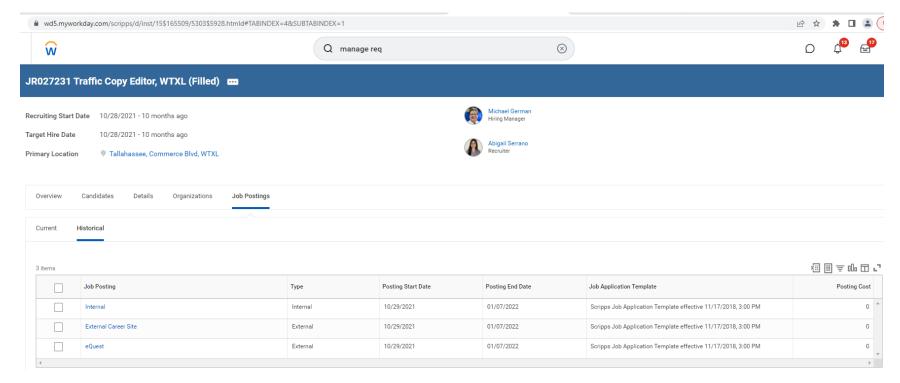
Mail - Serrano, Abigail - Outlook

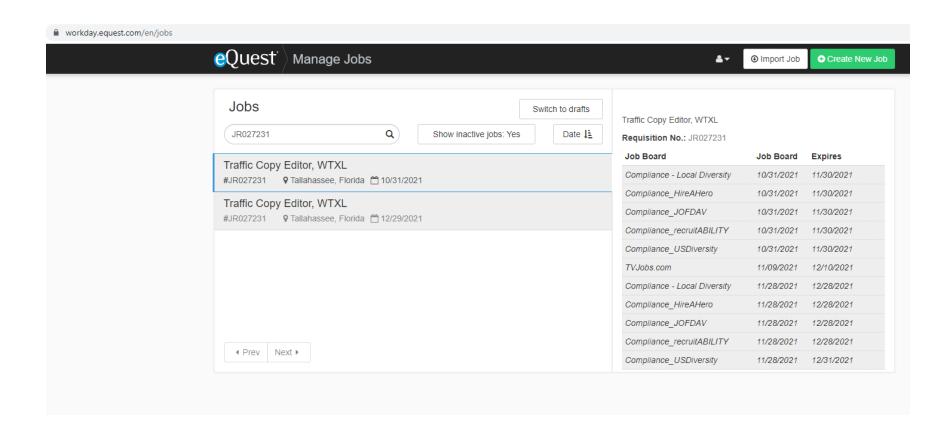
Multimedia Journalist, WTXL https://scripps.uds.myvorida/yiobs.com/en-US/Scripps. Careers/job/Tallahassee-FL---WTXL/Multimedia-tournalist--WTXL_JR026680-1

Happy Monday! Abigail Serrano HR Generalist-WTXL

2/2

JR0277231 Traffic Copy Editor







WTXL 1620 Commerce Blvd Midway, FL 32343

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

11/8/21, 5:09 PM Mail - Serrano, Abigail - Outlook

Open Positions in Tallahassee- WTXL

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

Mon 11/8/2021 4:21 PM

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

Hello.

I hope this email finds you well. My name is Abby, I'm the new HR Generalist at WTXL-Tallahassee. I wanted to reach out with our open positions at WTXL ABC27. I look forward to working with you. If anyone is interested, please encourage them to apply via our website.

Morning Anchor/Multimedia Journalist, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Morning-Anchor-Reporter--WTXL JR026993-1

Account Executive, WTXL

 $\label{lem:https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Account-Executive--WTXL JR027290-1$

News Producer, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/News-Producer--WTXL_JR026810-1

Editor, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Editor--WTXL_JR027266-1

Traffic Copy Editor, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Traffic-Copy-Editor-WTXL_JR027231-1

Executive Producer, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Executive-Producer-WTXL_JR027045-1

Digital Content Producer, WTXL

 $\label{lem:https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Digital-Content-Producer--WTXL_JR026962$

Broadcast Engineer, WTXL

https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/job/Tallahassee-FL---WTXL/Broadcast-Engineer----WTXL JR026932-1

11/8/21, 5:09 PM Mail - Serrano, Abigail - Outlook

Director, WTXL

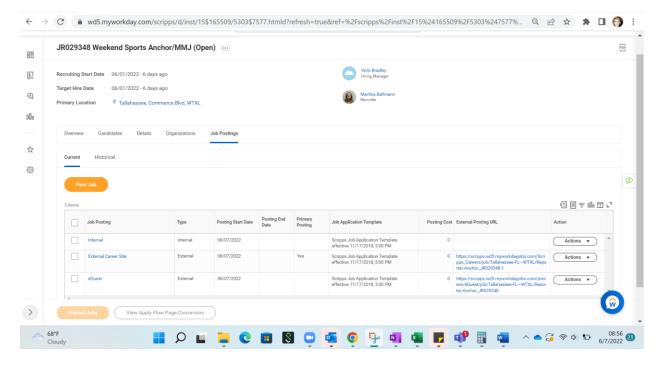
https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Director--WTXL_JR026814-1

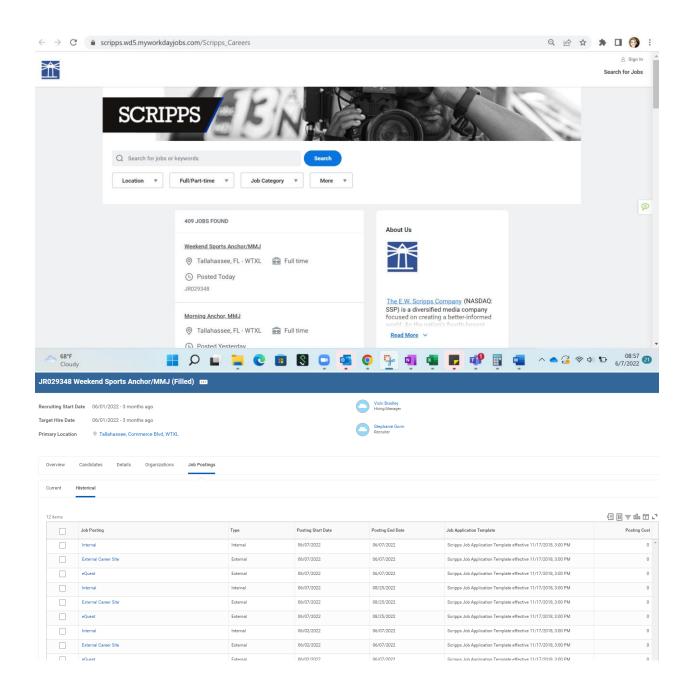
Multimedia Journalist, WTXL

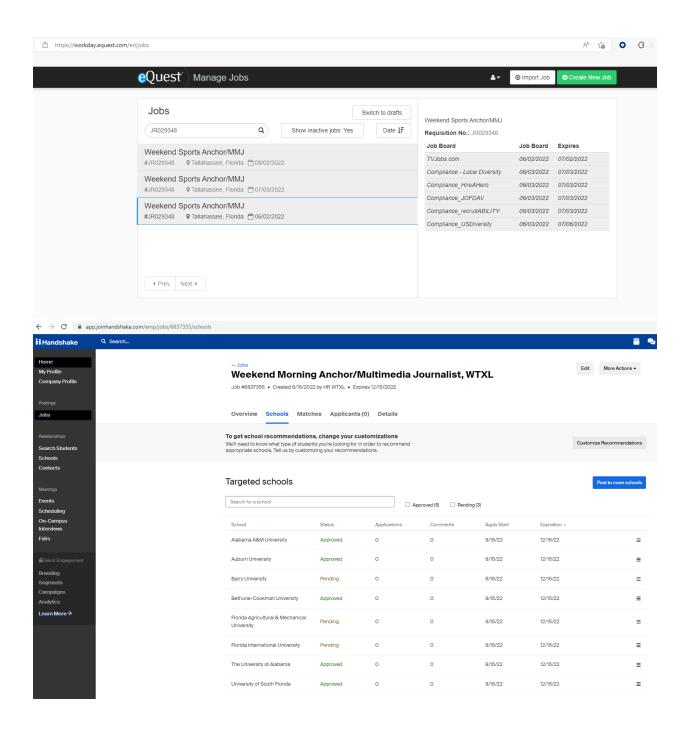
https://scripps.wd5.myworkdayjobs.com/en-US/Scripps Careers/job/Tallahassee-FL---WTXL/Multimedia-Journalist--WTXL_JR026660-1

Happy Monday! Abigail Serrano HR Generalist-WTXL

JR029348 Weekend Sports Anchor/MMJ







Serrano, Abigail

Adrianne Flynn <affynn1@umd.edu> Thursday, August 11, 2022 7:30 PM Serrano, Abiqail Karen Ellen Denny Re: Open positions at ABC27

External sender

External sender

This message came from outside of Scripps. If you were not expecting this message, please use caution before clicking any links or opening any attachments.

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

On Thu, Aug 11, 2022 at 7:27 PM Serrano, Abigail Abigail.Serrano@wtxl.ty wrote:

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

Weekend Anchor/MMJ, WTXL [scripps wd5.myworkdaylobs.com/lettps://scripps.wd5.myworkdaylobs.com/en-U5/Scripps.Cares/lobs/details/Weekend-Anchor-Reporter_J8029109-17q-whxl [scripps.wd5.myworkdaylobs.com]

Weekend Meteorologist/Multimedia Journalist. WTXL [scripps wd5 myworkdaviobs.com] https://scripps.wd5.myworkdaviobs.com/en-U5/5cripps. Careers/jobs/details/Weekend-Meteorologist-Multimedia-Journalist-WTXL_JR028153-27q=wtol Iscripps wd5.myworkdavjobs.com]

Weekend Morning Anchor/Multimedia Journalist, WTXL [scripps wd5.myworkdavjobs.com]
https://cripos.wd5.myworkdavjobs.com/en-US/Scripps. Careers/jobs/details/Weekend-Morning-Anchor https://scripps.wd5.myworkdayjobs.com/en-US/Scripps_Careers/jobs/details/Weeke Multimedia-Journalist--WTXL_JR027642-1?q=wtxl [scripps.wd5.myworkdayjobs.com]

News Producer, WTXL [scripps.wd5.myworkdayiobs.com|https://scripps.wd5.myworkdayiobs.com/en-US/Scripps Careers/jobs/details/News-Producer--WTXL JR029656-17q=wtxl

Multimedia Journalist, WTXL [scripps.wd5.myworkdayiobs.com] https://scripps.wd5.myworkdayiobs.com/en-US/Scripps.Careers/jobs/details/Multimedia-Journalist-WTXL_JR029793-12q=wtxl [scripps.wd5.myworkdayjobs.com]

Marketing Producer, WTXL [scripps.wd5.mworkdayjobs.com]
https://scripps.wd5.mworkdayjobs.com/en-U5/Scripps Careers/jobs/details/Marketing-ProducerWTXL JR029875-12q-wbxl [scripps.wd5.myworkdayjobs.com]

Director. WTXL [scripps.wd5 myworkdayjobs.com] https://scripps.wd5.myworkdayjobs.com/en-U5/Scripps_Careers/jobs/details/Director--WTXL_JR02967Z-12e-wtd [scripps.wd5.myworkdayjobs.com]

Photographer/Editor. WTXL [scripps.wd5.mworkdav/obs.com] https://scripps.wd5.myworkdav/obs.com/en-US/Scripps. Careers/jobs/details/Photographer-Editor-WTXL JR029593-2?q=wtxl [scripps.wd5.myworkdav/obs.com]

Weekend Sports Anchor/IMMJ [scripps wd5_myworkdayjobs.com]

https://scripps.wd5.myworkdayjobs.com/en-l 1?q=wtxl [scripps.wd5.myworkdayjobs.com]

Assignment Editor, WTXL [scripps.wd5.myworkdayiobs.com] https://scripps.wd5.myworkdayiobs.com/en-U5/Scripps Careers/jobs/details/Assignment-Editor-WTXL JR029342-1?q=wtxl [scripps.wd5.myworkdayiobs.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.serrang@wtxl.tv.

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