

WXIA/WATL
EEO PUBLIC FILE REPORT
December 5, 2015 - November 23, 2016

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-----------------------|--|-----------------------|
| Television Director | 1, 3-9, 11-13, 15, 17, 19-23, 26, 29-38, 40-41, 43, 45-47, 49, 51-52, 55-56, 58-59, 61-66, 68-75, 77-81, 83-84 | 75 |
| Editing Supervisor | 1, 3-4, 6-9, 12-13, 15, 17, 19-23, 26, 29-33, 35-38, 40-41, 43, 47, 49, 51-52, 55-56, 58-59, 61-66, 71-74, 78-79, 81, 83 | 17 |
| Tech Edge Producer | 1, 3-9, 11-13, 15, 17, 19-23, 26-27, 29-38, 40-41, 43, 46-47, 49, 51-52, 55-59, 61-66, 68-75, 77, 79-81, 83-84 | 17 |
| Tech Edge Producer | 1, 3-9, 11-13, 15, 17, 19-23, 26-27, 29-38, 40-41, 43, 46-47, 49, 51-52, 55-59, 61-66, 68-75, 77, 79-81, 83-84 | 57 |
| Sales Assistant | 16-18, 39, 42, 48, 67, 79 | 67 |
| Sales Assistant | 16-18, 39, 42, 48, 67, 79 | 18 |
| Help Desk Producer | 16-17, 28, 39, 48, 75, 79 | 28 |
| Help Desk Producer | 16-17, 28, 39, 48, 75, 79 | 75 |
| Help Desk Producer | 16-17, 28, 39, 48, 75, 79 | 17 |
| Assistant Director | 16-17, 39, 48, 79 | 17 |
| Assistant Director | 16-17, 39, 48, 79 | 17 |
| Broadcast Director/TD | 16-17, 39, 48, 76, 79 | 17 |
| Multimedia Journalist | 16-17, 25, 39, 48, 73, 75, 79 | 73 |
| Multimedia Journalist | 16-17, 25, 39, 48, 73, 75, 79 | 75 |
| Multimedia Journalist | 16-17, 25, 39, 48, 73, 75, 79 | 75 |
| Editor | 16-17, 39, 42, 48, 79 | 17 |
| Editor | 16-17, 39, 42, 48, 79 | 42 |
| Producer | 16-17, 27, 39, 42, 48, 79 | 27 |
| Producer | 16-17, 27, 39, 42, 48, 79 | 17 |
| Producer | 16-17, 27, 39, 42, 48, 79 | 17 |
| Producer | 16-17, 27, 39, 42, 48, 79 | 42 |
| Associate Producer | 16-17, 27, 39, 42, 48, 67, 75, 79, 82 | 75 |
| Anchor/Reporter | 1-12, 15, 17, 19-23, 26, 29-38, 40-41, 43-44, 46-47, 49, 51-52, 55-56, 58-59, 61-66, 68-74, 77-81, 83-84 | 2 |
| Anchor/MSJ | 1-6, 8-15, 17, 20-24, 26, 29-38, 40-41, 43-44, 46-47, 49, 51-56, 58-59, 61-66, 68-74, 77-81, 83-84 | 24 |

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|---------------------------------|--|-----------------------|
| Producer | 1, 3-6, 8-15, 17, 20-23, 25-27, 29-38, 40-43, 46-47, 49, 51-59, 61-74, 77-81, 83 | 67 |
| Producer | 1, 3-6, 8-15, 17, 20-23, 25-27, 29-38, 40-43, 46-47, 49, 51-59, 61-74, 77-81, 83 | 27 |
| Producer | 1, 3-6, 8-15, 17, 20-23, 25-27, 29-38, 40-43, 46-47, 49, 51-59, 61-74, 77-81, 83 | 67 |
| Producer | 1, 3-6, 8-15, 17, 20-23, 25-27, 29-38, 40-43, 46-47, 49, 51-59, 61-74, 77-81, 83 | 27 |
| Associate Producer | 1, 3-6, 8-15, 17, 20-24, 26, 29-38, 40- 41, 43, 45-47, 49, 51-52, 55-56, 58-59, 61-66, 68-74, 77-81, 83 | 24 |
| Executive Assistant | 1, 3-6, 8-15, 17, 20-23, 26-27, 29-38, 40-41, 43, 46-47, 49, 51-52, 55-56, 58- 59, 61-66, 68-74, 77-81, 83 | 27 |
| Digital Sales Specialist | 1, 3-6, 8-15, 17, 20-23, 26-27, 29-38, 40-43, 46-47, 49, 51-56, 58-59, 61-74, 77-81, 83 | 27 |
| Digital Sales Specialist | 1, 3-6, 8-15, 17, 20-23, 26-27, 29-38, 40-43, 46-47, 49, 51-56, 58-59, 61-74, 77-81, 83 | 27 |
| Digital Producer | 1, 3-6, 8-15, 17-18, 20-24, 26-27, 29- 38, 40-41, 43, 46-47, 49, 51-56, 58-59, 61-66, 68-74, 77-81, 83 | 27 |
| Digital Producer | 1, 3-6, 8-15, 17-18, 20-24, 26-27, 29- 38, 40-41, 43, 46-47, 49, 51-56, 58-59, 61-66, 68-74, 77-81, 83 | 27 |
| Visual Storyteller & Journalist | 1, 3-6, 8-15, 17, 20-23, 26, 29-38, 40- 43, 46-47, 49, 51-53, 55-56, 58-59, 61- 66, 68-74, 77-81, 83-84 | 42 |
| Editor | 1, 3-6, 8-15, 17, 20-23, 26, 29-38, 40- 41, 43, 46-47, 49, 51-52, 55-56, 58-66, 68-74, 77-81, 83 | 60 |
| Account Executive - Digital | 3, 8-9, 11-12, 15, 17, 20-21, 23, 26-27, 40-41, 43, 51-52, 55-56, 58-59, 61-66, 73, 79, 83 | 27 |
| Marketing Manager | 3, 8-9, 11-12, 15, 17, 20-21, 23, 26, 40- 41, 43, 51-52, 55-56, 58-59, 61-67, 73, 79, 83 | 67 |

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|--------------------------|--|-------------------------------|
| Digital Sales Specialist | 1, 3-4, 6-10, 12, 15-17, 20-23, 26, 29-33, 35-41, 43, 47-51, 54-56, 58-59, 61-66, 71-73, 78-79, 81, 83 | 50 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 1 | 2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown | N | 0 |
| 2 | Agency Referral | N | 9 |
| 3 | Albany State University 504 College Drive Albany, Georgia 3175 Phone : 229-430-4654 Email : careers@asurams.edu Fax : 1-229-878-3098 Dr. Ernest Brown | N | 0 |
| 4 | Americus County Branch NAACP 217 Forrest Street Americus, Georgia 31709 Phone : (229) 924-0880 Email : obsrj@bellsouth.net Fax : 1-229-924-7080 Tonya Argo | N | 0 |
| 5 | Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912-344-3248 Email : elizabeth.wilson@armstrong.edu Fax : 1-912-344-3475 Elizabeth Wilson | N | 0 |
| 6 | Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912- 927-5267 Email : myersbar@mail.armstrong.edu Fax : 1-912-344-3475 Barbara Myers | N | 0 |
| 7 | Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Fax : 1-912-767-8689 Transition Services | N | 0 |

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|-----------|--|---|--|
| 8 | Art Institute of Atlanta 6600 Peachtree Dunwoody Road 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4808 Email : aiacareersvc@aii.edu Fax : 1-770-394-9798 N/A N/A | N | 0 |
| 9 | Atlanta Urban League 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Email : aroberson@ulgatl.org Fax : 1-404-659-5326 Africa Roberson | N | 0 |
| 10 | Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY | N | 0 |
| 11 | Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4146 Email : dwendt@augustatech.edu Fax : 1-706-771-4034 Donna Wendt | N | 0 |
| 12 | Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : dwendt@augustatech.edu Kerry Charles | N | 0 |
| 13 | Authorize Magazine 901 Sterling Ridge Dr. Augusta, Georgia 30909 Phone : 888.858.2410 Url : authorizemag.com Email : cmajor@authorizemag.com Fax : 1-888-858-2410 Charles Major | N | 0 |

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|-----------|--|---|--|
| 14 | Black College Radio P.O. Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Url : http://www.blackcollegeradio.com Email : bcrmail@blackcollegeradio.com Career Services | N | 0 |
| 15 | Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 800.252.5119 Email : gbagel@brenau.edu Fax : 1-770-534-6236 George Bagel | N | 0 |
| 16 | Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting | N | 0 |
| 17 | Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting | N | 26 |
| 18 | Career Fair | N | 4 |
| 19 | Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : mbradley@centralgatech.edu Email : mbradley@centralgatech.edu Melanie Bradley | N | 0 |
| 20 | Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cpsc@cau.edu Andre' McKinney | N | 0 |

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|-----------|---|---|--|
| 21 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 22 | COLUMBUS TECHNICAL COLLEGE 382 MANCHESTER EXPRESSWAY COLUMBUS, Georgia 31904 Phone : 706 649 7512 Email : echerster@columbustech.edu Fax : 1-706-649-1054 Elaine Chester | N | 0 |
| 23 | Connecticut School of Broadcasting 1117 Perimeter Center West STE 301 Atlanta, Georgia 30338 Phone : 678 205 2210 Email : mhessing@gocsb.com Michael Hessing | N | 0 |
| 24 | Corporate Recruiter | N | 3 |
| 25 | Current Employee | N | 2 |
| 26 | Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice | N | 0 |
| 27 | Employee Referral | N | 12 |
| 28 | Former Intern | N | 1 |
| 29 | GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : Ronnie.Bivins@dol.state.ga.us Fax : 1-912-262-3334 Ronnie Bivins | N | 0 |

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|-----------|--|---|--|
| 30 | GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Gary.Varner@dol.state.ga.us Fax : 1-912-370-2598 Gary Varner | N | 0 |
| 31 | GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : Donna.McCullough@dol.state.ga.us Fax : 1-912-427-5881 Donna McCullough | N | 0 |
| 32 | GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Fax : 1-912-351-3800 Kimberly Brown | N | 0 |
| 33 | GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Monty.Craft@dol.state.ga.us Fax : 1-912-681-5228 Monty Craft | N | 0 |
| 34 | GA. Department of Labor-Albany Branch 1608 S. Slappey Blvd. Albany, Georgia 31706 Phone : (229) 430-5010 Fax : 1-229-430-5027 Lynne Jones | N | 0 |
| 35 | Ga. Dept of Labor-Valdosta office P.O. Box 1008 221 S. Ahsley Street Valdosta, Georgia 31603 Phone : (229) 333-5211 Email : richard.ramsey@dol.state.ga.us Fax : 1-229-333-5301 Richard Ramsey | N | 0 |

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|-----------|---|---|--|
| 36 | Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Email : sara.schanck@gcsu.edu Fax : 1-478-445-5818 Sara Schanck | N | 0 |
| 37 | Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : bruce.medderse@dol.state.ga.us Fax : 1-912-538-3238 Bruce Medders | N | 0 |
| 38 | Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste | N | 0 |
| 39 | Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting | N | 0 |
| 40 | Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : (602) 954-8373 Url : www.vault.com. Email : slizik@602communications.com Sandy Lizik | N | 0 |
| 41 | Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnetttech.edu Delvalyn Richards | N | 0 |
| 42 | Indeed.com | N | 8 |

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|-----------|---|---|--|
| 43 | Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : holyspirit622@comcast.net Fax : 1-912-233-9694 James Nelson | N | 0 |
| 44 | Internal Candidate | N | 2 |
| 45 | Job posting on internet | N | 3 |
| 46 | Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Fax : 1-706-860-4871 Amy Gray | N | 0 |
| 47 | Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : jobpros@jobshopstaffing.com Fax : 1-706-860-4871 Rob Eichner | N | 0 |
| 48 | JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting | N | 0 |
| 49 | LAGRANGE COLLEGE 601 BROAD ST. LAGRANGE, Georgia 30240 Phone : 706-880-8177 Fax : 1-706-880-8013 Career Development Center | N | 0 |
| 50 | Linked In | N | 1 |
| 51 | Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone | N | 0 |

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|-----------|---|---|--|
| 52 | Mercer University 3001 Mercer University Drive Atlanta, Georgia 30308 Phone : 678-547-6023 Email : johnson_em@mercer.edu Fax : 1-678-547-6373 Betsy Johnson | N | 0 |
| 53 | NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Fax : 1-912-233-3088 Prince Jackson | N | 0 |
| 54 | NAACP 1204 MArtin Luther King Jr Blvd Savannah, Georgia 31415-6355 Phone : 912-233-4161 Email : savnaacp@bellsouth.net Fax : 1-912-233-3088 Al Scott | N | 0 |
| 55 | National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Career Service | N | 0 |
| 56 | National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : lojelks@aol.com Fax : 1-404-523-5467 Lo Jelks | N | 0 |
| 57 | National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : (301) 445-7100 Url : http://nabj.jobcontrolcenter.com/ Email : nabj@nabj.org Fax : 1-301-455-7101 Lisa Goodnight | N | 2 |

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|-----------|---|---|--|
| 58 | National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : mhill@ncnw.org Melody Hill | N | 0 |
| 59 | National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Matthew Rose | N | 0 |
| 60 | Other Source | N | 1 |
| 61 | Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : aewing@paine.edu Fax : 1-706-774-1564 April Ewing | N | 0 |
| 62 | Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo | N | 0 |
| 63 | Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 202-725-8318 Url : http://www.rtnda.org Katie Switchenko Manual Posting | N | 0 |
| 64 | Savannah State University-Career Counseling King-Frazier Student Center Room 244 Savannah, Georgia 31404 Phone : 912-358-3128 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Shaunce Riley | N | 0 |

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|-----------|---|---|--|
| 65 | Savannah State University-Student Affairs King-Frazier Complex, Ste 247 P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-358-3118 Email : saffairs@savannahstate.edu Fax : 1-912-358-3159 Dr. Irvin Clark | N | 0 |
| 66 | South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service | N | 0 |
| 67 | Station Website | N | 12 |
| 68 | The Albany Herald 126 N. Washington Street Albany, Georgia 31701 Phone : 229 888-9344 Url : www.albanyherald.com Fax : 1-229-438-3200 Classified Department Albany Herald | N | 0 |
| 69 | The Columbus Times 2230 Buena Vista Road Classified Advertising Columbus, Georgia 31906 Phone : 706-324-2404 Fax : 1-706-596-0657 Carol Gerdes | N | 0 |
| 70 | Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2554 Email : frankenj@troyst.edu Fax : 1-706-210-3803 James Franken | N | 0 |
| 71 | Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2828 Email : bertramj@troy.edu Fax : 1-706-210-3803 James Bertram | N | 0 |

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|-----------|--|---|--|
| 72 | Turner Job Corp 2000 Schilling Avenue Albany, Georgia 31705-1524 Phone : 229-883-8500 Email : business@jobcorp.gov Fax : 1-229-434-0383 Vince Andrews | N | 0 |
| 73 | Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway | N | 1 |
| 74 | University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602-3332 Phone : 706-542-2006 Email : cecilb@uga.edu Fax : 1-706-542-8431 Cecil Bentley | N | 0 |
| 75 | Unknown Referral Source | N | 7 |
| 76 | Unsolicited | N | 2 |
| 77 | Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Fax : 1-229-249-2602 Frank Barnas | N | 0 |
| 78 | Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : dbogart@valdosta.edu Fax : 1-229-249-2602 Dr. Denise Bogart | N | 0 |

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|--|---|---|--|
| 79 | WATL/WXIA-TV Website One Monroe Place Atlanta, Georgia 30324 Phone : (404) 892-1611 Url : http://www.11Alive.com Career Service Manual Posting | N | 0 |
| 80 | Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Fax : 1-478-757-4030 Wendy Stanley | N | 0 |
| 81 | Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478- 757-5224 Email : tbates@wesleyancollege.edu Fax : 1-478-757-4030 Tom Bates | N | 0 |
| 82 | Word of Mouth Referral | N | 3 |
| 83 | WTOC TV P O BOX 8086 Savannah, Georgia 31412 Phone : 912-234-1111 Email : charney@wtoc.com Fax : 1-912-232-4945 Craig Harney | N | 0 |
| 84 | WTOC.com 11 The News Place Savannah, Georgia 31405 Phone : 912-238-8375 Fax : 1-912-231-9109 Tom Wichman | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 99 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|---|
| 1 | 1/1/2016 | Establishment of an intern program designed to assist members of the community | WXIA actively recruits students attending accredited colleges and universities. Our program offers the student/intern active participation in a professional broadcast setting. The intern experiences the live work environment gaining real world hands-on experience that cannot be obtained in the classroom. The intern earns academic credit for their participation in the program. Internships are offered in all departments: News, Production, Engineering/IT, Business, Marketing and Sales. During the reporting period 7 interns participated in the program | 2 | Director of Sales News Director |
| 2 | 1/28/2016 | Provision of training to personnel of unaffiliated non-profit organizations | The WXIA Director of Sales spoke at the Chattahoochee High School Career Day. He presented three 25 minutes presentations to the students on careers available in the broadcast and media space. There cumulatively 200 students that attended these sessions for 40 local high schools. | 1 | Director of Sales |
| 3 | 2/3/2016 | Establishment of training programs for station personnel | Outside consultant trained on how to integrate content into marketing in a cohesive, strategic, and optimized way. The course focused on the need-to-know aspects of creating and executing a content marketing plan, from creating a style guide to setting an editorial calendar to measuring performance. | 3 | Marketing Director Marketing Specialist Producer |
| 4 | 3/9/2016 | Hosting of Job Fair | WXIA hosted the Media Sales Institute's 22 diverse college recruits going through the program, at the station. They student's went on a station tour and spent the day interacting with the Local Sales Managers and Director of Sales learning more about the business, the industry and the sales organization within TEGNA and WXIA. | 3 | Director of Sales Local Sales Manager Local Sales Manager |

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|---|-------------|---|--|-------------------------------------|---|
| 5 | 3/17/2016 | Participation in events or programs sponsored by educational institutions | WXIA were a part of the panel evaluating the Media Sales Institute's 22 diverse college graduates sales presentations. These students go through an intensive 10 day boot camp with the MSI and then give a sales presentation to a panel of Sales Leaders from various media outlets within the community (local, regional and national). This is a recruiting event. | 3 | Director of Sales Local Sales Manager Local Sales Manager |
| 6 | 6/14/2016 | Participation in events sponsored by community groups | The Promax BDS was held in Las Vegas, Nevada from June 14 - June 16 2016. The conference is exclusively for television station marketing and promotion professionals and focuses on the challenges and opportunities in the Media and Broadcasting industry. The content of the conference is devoted to providing best practice and innovation. | 1 | Marketing Director |
| 7 | 8/3/2016 | Participation in Job Fairs | The Group HR Director attended the National Black Journalists (NABJ) & National Association of Hispanic Journalists (NAHJ) career fair and annual conference in Washington D.C. from August 3-August 7. Interviewed and provided feedback for careers in Broadcast and Media. | 1 | Group HR Director |
| 8 | 8/10/2016 | Participation in Job Fairs | The Group HR Director attended the Asian American Journalists Association (AAJA) career fair and annual conference in Las Vegas, NV from August 10-August 13. Interviewed and provided feedback for careers in Broadcast and Media. | 1 | Group HR Director |
| 9 | 9/8/2016 | Participation in Job Fairs | The Group HR Director attended the National Lesbian & Gay Journalists Association (NLGJA) career fair and annual conference in Miami South Beach, FL from September 8 - September 11. Interviewed and provided feedback for careers in Broadcast and Media. | 1 | Group HR Director |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|---|-------------------------------------|--|
| 10 | 9/15/2016 | Provision of training to management | One 9/15/16-9/17/16, our Digital Content Director attended the National Online News Association Conference in Denver. The TEGNA Foundation Grant to the ONA provides ongoing training and recognition to advance journalism in the digital space. ONA's mission is to inspire innovation and excellence among journalists to better serve the public. | 1 | Director, Digital Content |
| 11 | 9/18/2016 | Participation in Job Fairs | The Group HR Director attended the Native American Journalists Association (NAJA) & Excellence in Journalism Conference career fair and annual conference in New Orleans, LA from September 18 - September 20. Interviewed and provided feedback for careers in Broadcast and Media. | 1 | Group HR Director |
| 12 | 9/20/2016 | Participation in events sponsored by community groups | Vision Critical Customer Intelligence Summit was attended by two WXIA employees on September 19&20. Participants attend 6 presentations by inspiring leaders, 18 sessions on strategy and hear about best practices and new products in the research and marketing space. | 2 | Marketing Director Marketing Specialist |
| 13 | 11/1/2016 | Participation in Job Fairs | WXIA participated in the student-run networking event put on by UGA PRSSA and UGA AdClub. The goal for WXIA was to network, connect with future talent and speak to future opportunities, at WXIA, for the students attending and invited by UGA. | 2 | Marketing Director Recruiter |