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I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>News Reporter/MMJ</td>
<td>1-2, 4-12, 16, 18-21, 23, 25-35</td>
<td>18</td>
</tr>
<tr>
<td>Photographer/Editor</td>
<td>1-2, 4-8, 10-11, 16-17, 19, 21-23, 25-30, 33-35</td>
<td>21</td>
</tr>
<tr>
<td>Producer, News</td>
<td>1, 4-5, 7-8, 10-11, 15-17, 19, 21, 23-31, 33-35</td>
<td>15</td>
</tr>
<tr>
<td>Account Executive, Sales</td>
<td>1-2, 4-8, 10-11, 16-19, 21, 23-29, 31, 33-35</td>
<td>24</td>
</tr>
<tr>
<td>Account Executive, Sales</td>
<td>1-2, 4-5, 7-8, 10-11, 16, 21, 25-30, 33-35</td>
<td>21</td>
</tr>
<tr>
<td>Newscast Director</td>
<td>1-8, 10-11, 16, 19, 21, 23, 25-30, 33-35</td>
<td>21</td>
</tr>
<tr>
<td>News Anchor</td>
<td>1, 4-6, 8, 10-11, 14, 16, 19, 21, 25-31, 33-35</td>
<td>14</td>
</tr>
<tr>
<td>Digital Content Executive Producer</td>
<td>1-2, 4-6, 10-11, 16, 19, 21, 25-30, 33-35</td>
<td>21</td>
</tr>
<tr>
<td>News Reporter/MMJ</td>
<td>2, 4-5, 10-11, 15-16, 18-19, 21, 25-29, 35</td>
<td>15</td>
</tr>
<tr>
<td>News Reporter</td>
<td>2, 4-5, 10-11, 13, 16, 18-19, 21, 25-29, 35</td>
<td>13</td>
</tr>
<tr>
<td>VP, General Manager</td>
<td>2, 4-5, 10-11, 16, 19, 21, 25-29, 35</td>
<td>21</td>
</tr>
<tr>
<td>Reporter, MMJ Journalist</td>
<td>2-5, 10-11, 16, 19, 21, 25-29, 35</td>
<td>21</td>
</tr>
<tr>
<td>Digital MMJ Reporter</td>
<td>2, 4-5, 10-11, 16, 18-19, 21, 25-29, 35</td>
<td>18</td>
</tr>
<tr>
<td>Reporter, MMJ Journalist</td>
<td>2-5, 10-11, 13, 16, 19, 21, 25-29, 35</td>
<td>13</td>
</tr>
<tr>
<td>Producer, News</td>
<td>2, 4-5, 10-11, 13, 16, 19, 21, 25-29, 35</td>
<td>21</td>
</tr>
<tr>
<td>Producer, News</td>
<td>2-5, 10-11, 16, 18-19, 21, 25-29, 35</td>
<td>18</td>
</tr>
<tr>
<td>Promotions, Writer/Producer</td>
<td>2-5, 10-11, 13, 16, 19, 21, 25-29, 35</td>
<td>3</td>
</tr>
<tr>
<td>Weekend News Anchor/Reporter</td>
<td>2, 4-5, 10-11, 16, 19, 21, 25-29, 35</td>
<td>21</td>
</tr>
<tr>
<td>Digital Sports MMJ/Digital Content Producer</td>
<td>2, 4-5, 10-11, 13, 16, 18-19, 21, 25-29, 35</td>
<td>18</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>2, 4-5, 10-11, 13, 16, 19, 21, 25-29, 35</td>
<td>13</td>
</tr>
</tbody>
</table>

Recruiting sources #1 - Anderson University, #6 - Claflin University, #12 - Greenville Tech, #31 - Urban League of the Upstate, and #32 - USC College of Mass Communications were deleted on August 6, 2019.
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</tr>
</thead>
<tbody>
<tr>
<td>Digital MMJ/Producer</td>
<td>2, 4-5, 10-11, 14, 16, 19, 21, 25-29, 35</td>
<td>14</td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>2, 4-5, 10-11, 16, 19, 21, 25-29, 35</td>
<td>21</td>
</tr>
<tr>
<td>Creative Services Director</td>
<td>2, 4-5, 10-11, 13, 16, 18-19, 21, 25-29, 35</td>
<td>18</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Anderson University  
316 Boulevard  
Anderson, South Carolina 29621  
Phone: 864-231-2149  
Url: http://www.andersonuniversity.edu  
Email: careerdevelopment@andersonuniversity.edu  
Fax: 1-864-622-6073  
Kelly A. Bell | N | 0 |
| 2         | Bob Jones University  
1700 Wade Hampton Boulevard  
Greenville, South Carolina 29614  
Phone: 864-242-5100  
Url: http://www.bju.edu  
Email: careers@bju.edu  
Fax: 1-864-770-1340  
Jane Smith | N | 0 |
| 3         | CareerBuilder.com | N | 5 |
| 4         | CBS Newspath on Campus  
524 W. 57th Street  
New York, New York 10019  
Phone: 212-975-3771  
Url: http://www.cbsnewspath.com  
Email: booking@cbsnews.com  
Helen Blieberg | N | 0 |
| 5         | City of Spartanburg  
P.O. Box 1749  
Spartanburg, South Carolina 29304  
Phone: 864-596-2785  
Url: http://www.cityofspartanburg.org  
Email: mckennedy@cityofspartanburg.org  
Mitch Kennedy | N | 0 |
| 6         | Claflin University  
Office of Career Development 400 Magnolia St.  
Orangeburg, South Carolina 29115  
Phone: 803-535-5338  
Email: csnell@claflin.edu  
Fax: 1-803-535-5379  
Carolyn Snell | N | 0 |
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<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Clemson University&lt;br&gt;P.O. Box 344007&lt;br&gt;Clemson, South Carolina 29634&lt;br&gt;Phone: 864-656-6000&lt;br&gt;Url: <a href="http://www.clemson.edu/career">http://www.clemson.edu/career</a>&lt;br&gt;Fax: 1-864-656-0439&lt;br&gt;Niel Burton</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>Dept. of Commerce NC Work Career Ctr.&lt;br&gt;48 Grove Street&lt;br&gt;Asheville, North Carolina 28801&lt;br&gt;Phone: 828-251-6200&lt;br&gt;Url: <a href="http://www.ncworks.gov">http://www.ncworks.gov</a>&lt;br&gt;Email: <a href="mailto:brenda.ploss@nccommerce.com">brenda.ploss@nccommerce.com</a>&lt;br&gt;Fax: 1-828-251-6005&lt;br&gt;Brenda Ploss</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Educational Institution</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>Erskine College&lt;br&gt;2 Washington Street&lt;br&gt;Due West, South Carolina 29639&lt;br&gt;Phone: 864-379-8725&lt;br&gt;Url: <a href="http://www.erskine.edu">http://www.erskine.edu</a>&lt;br&gt;Email: <a href="mailto:payne@erskine.edu">payne@erskine.edu</a>&lt;br&gt;Trent Payne</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Georgia Association of Broadcasters&lt;br&gt;6 West Druid Hills Drive NE Suite 330&lt;br&gt;Atlanta, Georgia 30350&lt;br&gt;Phone: 770-395-7200&lt;br&gt;Url: <a href="http://www.mlewis@gab.org">http://www.mlewis@gab.org</a>&lt;br&gt;Email: <a href="mailto:mlewis@gab.org">mlewis@gab.org</a>&lt;br&gt;Fax: 1-770-395-7235&lt;br&gt;McKenzie Lewis</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Greenville Technical College&lt;br&gt;P.O. 5616 Mailstop:1055&lt;br&gt;Greenville, South Carolina 29606&lt;br&gt;Phone: 864-250-8139&lt;br&gt;Url: <a href="http://www.gvltc.edu">http://www.gvltc.edu</a>&lt;br&gt;Email: <a href="mailto:donnis.longino@gvltc.edu">donnis.longino@gvltc.edu</a>&lt;br&gt;Donnis Longino</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>Indeed.com</td>
<td>N</td>
<td>12</td>
</tr>
<tr>
<td>14</td>
<td>Internal Promotion</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>15</td>
<td>Intracompany Transfer</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
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</thead>
</table>
| 16        | Isothermal Community College  
P.O. Box 804  
Spindale, North Carolina 28160  
Phone : 828-395-1652  
Url : http://www.isothermal.edu  
Email : tadair@isothermal.edu  
Trenna Adair | N                                                | 0                                                      |
| 17        | Job/Bulletin Board                                                            | N                                                | 3                                                      |
| 18        | Linked In                                                                      | N                                                | 14                                                     |
| 19        | NAACP  
P. O. Box 4081  
Anderson, South Carolina 29622  
Phone : 864-646-2887  
Email : bhamber@clemson.edu  
Barbara Hamberg | N                                                | 0                                                      |
| 20        | National Association of Hispanic Journalists  
1050 Connecticut Avenue NW 10th Floor  
Washington, District of Columbia 20036  
Phone : 202-662-7145  
Url : http://www.nahjcareercenter.com  
Email : nahjdc@gmail.com  
Job Placement | N                                                | 0                                                      |
| 21        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone : 972-764-6715  
Terri Bush  
Manual Posting | N                                                | 46                                                     |
| 22        | Nexstar's Facebook Page                                                        | N                                                | 1                                                      |
| 23        | North Greenville University  
P.O. Box 1892  
Tigerville, South Carolina 29688  
Phone : 864-977-7669  
Url : http://www.ngu.edu  
Email : joshua.putnam@ngu.edu  
Joshua Putnam | N                                                | 0                                                      |
| 24        | Professional/Industry Trade Organization                                       | N                                                | 2                                                      |
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</tr>
</thead>
</table>
| 25        | SC State University  
P.O.Box 7068  
Orangeburg, South Carolina 29117  
Phone: 803-536-7033  
Url: http://www.scsu.edu  
Email: careercenter@scsu.edu  
Joseph Thomas | N | 0 |
| 26        | South Carolina Broadcasters Association  
2711 Middleburg Drive, Suite 201  
Columbia, South Carolina 29204  
Phone: 803-732-1186  
Url: http://www.scba.net  
Email: scba@scba.net  
Fax: 1-803-732-4085  
Paula Thayer | N | 0 |
| 27        | South Carolina Hispanic Outreach  
PO Box 3820  
Columbia, South Carolina 29230  
Email: contact@schispanicoutreach.org  
Jorge Leone | N | 0 |
| 28        | Spelman College  
350 Spleman LN SW #10  
Atlanta, Georgia 30314  
Phone: 404-270-5273  
Url: http://www.spelman.edu  
Email: hbell@spelman.edu  
Fax: 1-404-270-5276  
Harold Bell | N | 0 |
| 29        | TVJobs  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com  
Email: admin@tvjobs.com  
Mark Holloway | N | 0 |
| 30        | University of SC - Upstate  
800 University Way  
Spartanburg, South Carolina 29303  
Phone: 864-503-5000  
Url: http://www.usecupstate.edu  
Email: rboiggs@uscupstate.edu  
Fax: 1-864-503-5931  
Ryan Bogg | N | 0 |
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<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 31        | Urban League of the Upstate  
15 Regency Hill Drive  
Greenville, South Carolina 29607  
Phone: 864-244-3862  
Url: http://www.urbanleagueupstate.org  
Fax: 1-864-244-6134  
Jill Littlejohn                                                   | N                                                  | 0                                                      |
| 32        | USC College of Mass Communications and Information Studies  
800 Sumter Street  
Columbia, South Carolina 29208  
Phone: 803-777-7066  
Url: http://www.sc.edu/mcis  
Email: jamesrj@mailbox.sc.edu  
Fax: 1-803-576-5656  
Rushondra James                                                   | N                                                  | 0                                                      |
| 33        | Western Carolina University  
205 Killian Annex Building  
Cullowhee, North Carolina 28723  
Phone: 828-227-7133  
Url: http://www.wcu.edu  
Email: careerservices@wcu.edu  
Fax: 1-828-227-7344  
Trina Royar                                                      | N                                                  | 0                                                      |
| 34        | Winthrop University  
701 W. Oakland Avenue  
Rock Hill, South Carolina 29733  
Phone: 803-323-2141  
Url: http://www.winthrop.edu/eagleglink/  
Email: cce@winthrop.edu  
Fax: 1-803-323-3831  
Goldie Gildehaus                                                   | N                                                  | 0                                                      |
| 35        | www.mediagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com                                                    | N                                                  | 0                                                      |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 88
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ongoing Event Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The SEU regularly disseminates job vacancy notices, including upper-level positions to the South Carolina Hispanic Outreach and South Carolina Broadcasters Association, media/trade organization with a broad-based membership.</td>
<td>1</td>
<td>Business Administrator</td>
</tr>
<tr>
<td>2</td>
<td>6/19/2020 Participation in other activities designed by the station employment unit</td>
<td>The SEU has an established job shadow program which provides members of the community, including potential job candidates, with an opportunity to experience real life situations as a broadcast professional.</td>
<td>2</td>
<td>Assistant News Director IT Support</td>
</tr>
<tr>
<td>3</td>
<td>7/16/2020 Co Sponsoring Job Fair</td>
<td>The SEU partnered with SC Works Greater Upstate and helped host a virtual job fair. The Virtual Job Fair provided information to discuss opportunities in the broadcast industry.</td>
<td>1</td>
<td>Chief Engineer</td>
</tr>
</tbody>
</table>