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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
Account Executive	1-2, 4-5, 7-8, 11-15, 17-20, 22, 26, 29, 32-37	8
Account Executive	1-2, 4-5, 7-8, 11-15, 17-20, 22, 26, 29, 32-37	33
Account Executive	2, 4-5, 7, 9-15, 17-20, 25, 33-34, 37	33
Anchor	34	34
Broadcast Quality Manager	2, 4-5, 7-12, 14-15, 17-20, 22, 26-27, 29, 34, 37	27
Digital Director	2-4, 7, 9-15, 17-22, 26-27, 29, 32, 34-37	4
Digital Marketing Specialist	4, 16, 23	23
Digital Media Producer	4, 23	4
Director	2, 4-5, 10, 13-15, 22, 34-35, 37	34
Executive Assistant/Employee Services	2, 4-5, 7, 10-12, 14-15, 17-20, 22, 26, 29, 32, 37	4
Investigative Reporter	4, 7-8, 12, 17-20, 26-27, 29, 34	27
Multi Media Journalist	4, 6-8, 12, 17-18, 20, 24, 26, 29, 34	8
Multi-Media Marketing Specialist	2-5, 7, 9-15, 17-20, 22, 25-26, 28-31, 33-37	30
Producer	2, 4-5, 7-15, 17-20, 22-23, 26, 29, 31, 34-35, 37	8
Producer	4, 7, 12, 17, 19, 34	34
Reporter	1-5, 7-8, 10-15, 17-20, 22, 26-27, 29, 34-37	8
Sales Assistant	4, 7, 17, 19, 27, 34	4
Sales Assistant	4, 7, 11-12, 17, 19, 34	4
Sales Assistant	4, 7-8, 11-12, 17-19, 29, 34	4
Special Projects Executive Producer	2-5, 7-8, 10-15, 17-20, 22, 26, 29, 34-37	8
Weekend AM Anchor/Reporter	2, 4-5, 9-10, 13-15, 22, 34-35, 37	34

Revised April 5, 2013 to remove information about a supplemental outreach activity that was erroneously included and to make additional clerical changes

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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	Agency Referral	N	2
2	Bethune Cookman College, Career Dev. Office 640 Dr Bethune Blvd Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
3	Broadcast Cable Financial Management Association (BCFM) 5500 Frontage Road #360 Northfield, Illinois Phone : Url : www.bcfm.com Email : info@bcfm.com Fax : 1--- Career Service	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Email : Fax : Manual posting Career Service	N	45
5	Community Connections of Jacksonville, Admin. Office 327 East Duval Jacksonville, Florida Phone : 904-727-6460 Email : nbryant@communityconnectionsjax.org Fax : 1-904-350-9775 Nicole Bryant	N	0
6	Corporate Office 7950 Jones Branch Dr. McLean VA 22107 703.854.6000	N	2
7	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 : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Employee Referral	N	14
9	Flagler College P. O. Box 1027 St Augustine , Florida Phone : (904) 819-6286 Url : http://flagler.edu/ Email : Fax : 1-904-826-8515 Tara Stevenson	N	0
10	Full Sail University 3300 University Blvd Winter Park, Florida Phone : 866.807.3140 Url : http://www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau	N	0
11	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : Url : www.vault.com. Email : slizik@602communications.com Fax : 1--- Career Services	N	0
12	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : carlose@hispaniclink.org Fax : 1--- Carlos Ericksen-Mendoza	N	0
13	ITT Technical Institute 7011 A.C. Skinner Pkwy #140 Jacksonville, Florida Phone : 904-674-2871 Url : www.itt-tech.edu Email : trizzo@it-tch.edu Fax : 1-904-573-1812 Tracy Rizzo	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Jacksonville University 2800 University Blvd N Jacksonville, Florida Phone : 904-256-7000 Url : http://www.collegecentral.com Email : careerservices@ju.edu Fax : 1--- Barbara Vick	N	0
15	Jones College, Career Development 5353 Arlington Expressway Jacksonville, Florida Phone : (904)743-1122 x143 Email : cd@jones.edu Fax : 1-904-371-1138 Rick Smith, CWDP, GCDF	N	0
16	Linkedin	N	2
17	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Fax : 1--- Mark Shilstone	N	0
18	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
19	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : cwint@ncnw.org Fax : 1--- Cassandra Wint	N	0

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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
20	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@nlgja.org Fax : 1--- Career Service	N	0
21	National Press Photographers Association/NPPA - Region 6 3200 Croasdaile Drive #306 Durham, North Carolina Phone : 919-383-7246 Url : nppa.org and http://metalab.unc.edu/nppa/jib/html Email : Fax : 1-919-383-7261 Career Service	N	0
22	NATPE (National Association of Television Program Executives) 5757 Wilshire Boulevard, Penthouse 10 Los Angeles, California Phone : 310-453-4440 Url : http://www.natpe.org Email : Fax : 1-310-453-5258 Career Service	N	0
23	Non-Employee Referral	N	3
24	Other Source National Association of Hispanic Journalist www.NAHJ.org	N	1
25	Pace Center for Girls 2916 University Blvd. W. Jacksonville, Florida Phone : (904) 421-8585 Url : www.pacecenter.org Email : Fax : 1-904-421-8599 Career Service	N	0

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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
26	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Url : www.rtnda.org Email : Fax : 1-202-223-4007 Karen Gregory	N	0
27	Self Referral	N	9
28	Society of Broadcast Engineers 9247 N. Meridan St. Ste 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : Fax : Manual posting Career Service	N	0
29	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Fax : 1--- Career Service	N	0
30	Station On-Air Advertisement	N	2
31	Station Website Firstcoastnews.com	N	3
32	Television Bureau of Advertising 3 East 54th Street, 10th Floor New York, New York Phone : (212) 486-1111 Url : http://www.tvb.org/ Email : tiphany@tvb.org Fax : 1--- Tiphany Jones	N	0
33	Trade Website	N	7

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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
34	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	10
35	University of Florida College of Journalism & Communications PO Box 118400 Gainsville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : knd-grad@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
36	Women in Communications 3337 Duke Street Alexandria, Virginia Phone : 410-647-5002 Url : www.womcom.org Email : Fax : 1-703-342-4311 Career Service	N	0
37	Worksource 215 North Market Street Jacksonville, Florida Phone : (904) 798-9229 x2204 Url : www.employflorida.com Email : jbox@worksourcefl.com Fax : 1-904-359-6756 Jerry Box	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**100**

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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	9/21/2011	Establishment of an intern program designed to assist members of the community	WTLV and WJXX's commitment and dedication to educating future journalists includes reaching out to college students through our Internship Program, allowing them to earn academic credit for their participation in the program. During this period, we offered this opportunity to 16 students from the following colleges: University of North Florida; FCCJ; University of Florida; Jacksonville University; Florida State University. Interns were placed with News, Sports, Operations and our First Coast Living Program areas. Selection is based on a formal interview, followed by orientation. Internships last one semester. Information about our program is disseminated in a variety of ways, including our station website, community organizations, college and university guidance offices and Career Fairs.	2	News FCL Programming

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	9/21/2011	Provision of training to management	Training for supervisory and management staff includes: Legal ethics, FCC rules training, and training specific to employee performance to become better managers. 11/7 & 11/8/11 Training Director set-up classes for Excel, Word, PowerPoint and Poject via PreopLogic's website for all staff 11/11 Managing Stretched Workers: GM, Sales Director, Marketing Director,Programming Director, News Director, Enginerring Director,Business Director May 2012 Serving the Customer: Executive News Director, First For You Team 6/19 & 6/2012 Search Engine Optimization/Search Engine Marketing Training: entire Sales Department	10	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	9/21/2011	Participation in events sponsored by community groups	Tours are scheduled on a weekly basis, most being school groups who are studying communications and who participate on their news team at school. Tours give them a first-hand look "behind the scenes" to see what it takes to produce a newscast, the resources used in determining accurate weather forecasts, the education and commitment it takes to become on-air talent, and to explore careers in broadcasting, etc. After all this, they watch the noon broadcast live in the studio. Tours are held every week and conducted by the Executive Assistant to the General Manager for all school and community groups, including students participating in foreign exchange programs. During this reporting period, approximately 50 tours were held involving approximately 1,000 individuals.	3	Executive Assistant Anchor Meteorologist Executive Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	9/21/2011	Establishment of training programs for station personnel	Training for staff includes: The technical aspects of specialized duties, specifically our engineering staff. Systems, including software training, for finance, IT specialists, sales training, news product, and news writing. 9/11 Online modules for Excel, Word, PowerPoint, Outlook & Project via PrepLogic's Now LearnSmart website: available to all staff AMA Research Summit: Research Analyst Burk: Engineering Department (6) Juniper Router: Engineering Director ENPS: Engineering Department (2) Compusat: Engineering Department (2) Siemens/Rolm: Engineering Department (2) Masstech: Engineering Department (1) 11/11 Style, Skill & Storytelling for Photojournalists: All MMJs Managing Stretched Workers: General Manager, Sales Director, Marketing Director, Programming Director, News Director, Engineering Director, Business Director Jim Doyle Seminar: Sales Department (1) Events Approval Process: Business Office (2) Organizational Skills: Department Heads 12/11 Digital Laredo: Sales Department (3) 5/12	90	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			Wide Orbit 101: Rapid Process Improvement for Facilitators: Business Manager Serving the Customer: Executive News Director, First For You Team Chris Archer with Smith Geiger: Information Center, Digital and Promotions associates 9/12 Gannett Ethics Training: Programming (1) FCC License Renewal: Programming (2) ENPS Video Editing: News (1) Video Streaming : Digital (1) Newsmaker: News (3)		
5	2/8/2012	Participation in Job Fairs	February 8, 2012: Participated in the Annual Spring Career Fair held at Jacksonville University. Spoke with students about careers in broadcasting and engaged in recruitment for internships and any current open positions. There were approximately 400 students in attendance. *Met a variety of JU students and alumni from all majors. *Talked informally with JU students, alumni and faculty. *Recruited for current open positions, future openings and internships.	4	Employee Relations News Director Sales Assistant Sales 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
6	5/21/2012	Participation in Job Fairs	Congresswoman Corrine Brown's 20th Annual Job and Resource Fair held at the Prime Osborn Convention Center. Spoke with individuals about careers and internships in broadcasting, accepting resumes and applications. There were over 15,000 people attending this Fair. Several staff members were present in order to accommodate the number of people visiting our booth. We also had talent available (6).	6	Exec. Asst. /Employee Relations Former Exec. Asst. Anchor First Coast Living
7	9/10/2012	Participation in events sponsored by community groups	During the reporting period our station staff provided speaking support on a regular basis to both our community and students at local elementary, middle, high schools and colleges. Sessions included information regarding broadcast careers, meteorology, and journalism. Chief Meteorologist made 22 appearances - elementary schools, civic organizations, nonprofit organizations, colleges. (2,270 people) Appearances included discussion and Q&A surrounding meteorology and careers in the industry. The Sports Director and Sports Reporter made a total of 7 appearances – emceeing lunches, non-profit organizations, Hospice and community luncheons (3,100 people) Reporters made a total of 8 appearances – Job Fairs, elementary career day, colleges, and a private civic organization. (15,125) Our Consumer Reporter attened Congresswoman Corrine Brown's Job Fair, spoke to Mandarin Community Club and gave a Multicultural Awareness speech, 27-Oct 2011	4	Meteorologist Sports Reporter & Director Consumer Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/19/2012	Establishment of training programs for station personnel	WTLV offers a tuition assistance program designed to encourage self-development through undergraduate or graduate course work. One employee participated in this program during the reporting period attending over six courses.	1	National Sales Assistant