## 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>Marketing Manager</td>
<td>1-5, 8, 10-12, 14, 16-21, 23-24, 26-34, 36, 38-41, 43</td>
<td>20</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-5, 8, 10-19, 21, 23-24, 26-36, 38-41, 43</td>
<td>35</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-5, 8, 10-19, 21, 23-24, 26-36, 38-41, 43</td>
<td>35</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-5, 7, 10-19, 21, 23-24, 26-34, 36, 38-41, 43</td>
<td>7</td>
</tr>
<tr>
<td>Weekend Meteorologist</td>
<td>1-4, 8, 10-19, 21, 23-24, 26-34, 36, 38-41, 43</td>
<td>26</td>
</tr>
<tr>
<td>Director</td>
<td>1-4, 8, 10-19, 21-24, 26-34, 36-41, 43</td>
<td>26</td>
</tr>
<tr>
<td>Producer</td>
<td>1-4, 8, 10-19, 21-24, 26-34, 36, 38-41, 43</td>
<td>8</td>
</tr>
<tr>
<td>Director</td>
<td>1-4, 9-19, 21-34, 36, 38-41, 43</td>
<td>9</td>
</tr>
<tr>
<td>Producer</td>
<td>1-4, 6, 10-19, 21-34, 36, 38-43</td>
<td>24</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         | Ball State University  
            2000 West University Avenue  
            Muncie, Indiana 47306  
            Phone: 765-289-1241  
            Email: tpollard@bsu.edu  
            Tim Pollard | Y | 0 |
| 2         | 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 |
| 3         | College-Ivy Tech Community College  
            3800 North Anthony Boulevard  
            Fort Wayne, Indiana 46805  
            Phone: 260-480-4223  
            Email: rmcmichael3@ivytech.edu  
            Joe McMichael | Y | 0 |
| 4         | College-Ivy Tech Community College-Warsaw Campus  
            3755 Lake City Highway  
            Warsaw, Indiana 46580  
            Phone: 574-267-5428  
            Email: rsullivan7@ivytech.edu  
            Rebecca Sullivan | Y | 0 |
| 5         | Columbia College Chicago  
            600 South Michigan Avenue  
            Chicago, Illinois 60605  
            Phone: 312-369-6956  
            Email: asheridon@colum.edu  
            Angela Sheridan | N | 0 |
| 6         | Current Employee | N | 1 |
| 7         | Current Employee/Internal Promotion | N | 1 |
| 8         | Employee Referral | N | 7 |
| 9         | Former Employee Referral | N | 1 |
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</tr>
</thead>
</table>
| 10        | Fort Wayne Urban League  
2135 South Hanna Street  
Fort Wayne, Indiana 46803  
Phone: 260-745-3100  
Email: rhamilton@fwurbanleague.org  
Fax: 1-260-745-3100  
Rufus C. Hamilton | Y | 0 |
| 11        | Fort Wayne Women's Bureau  
3521 Lake Avenue Suite 1  
Fort Wayne, Indiana 46085  
Phone: 260-424-7977  
Email: rhardy@womensbureau.org  
Rose Hardy | Y | 0 |
| 12        | Huntington University  
2303 College Avenue  
Huntington, Indiana 46750  
Email: msmith@huntington.edu  
Martha Smith | Y | 0 |
| 13        | Indeed  
6433 Champion Grandview Way  
Austin, Texas  
Phone: 1(800)462-5842  
Robert Faulkner  
Manual Posting | N | 12 |
| 14        | Indiana Broadcasters Association  
3003 E 98th St # 161  
Indianapolis, Indiana 46280  
Phone: 248-229-6898  
Url: www.indianabroadcasters.org  
Dave Arland  
Manual Posting | N | 0 |
| 15        | IPFW Job Zone  
2101 E. Coliseum Blvd.  
Fort Wayne, Indiana  
Phone: 2604816628  
Lynne Koepper  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</tr>
</thead>
</table>
| 16        | KBJR - Kayla Martin  
246 South Lake Avenue  
Duluth, Minnesota 55802  
Phone: 218-720-9658  
Url: http://www.kbjr.com  
Email: kmartin@kbjr.com  
Kayla Martin | N | 0 |
| 17        | KTIV- Kathy Clayton  
3135 Floyd Blvd  
Sioux City, Iowa 51108  
Phone: 712-226-5420  
Email: kclayton@ktiv.com  
Kathy Clayton | N | 0 |
| 18        | KTTC- Jodi Neyens  
6301 Bandel Rd NW  
Rochester, Minnesota 55901  
Phone: 507-535-8904  
Email: jneyens@kttc.com  
Jodi Neyens | N | 0 |
| 19        | KWWL- Sandy Youngblut  
500 East 4th St  
Waterloo, Iowa 50703  
Phone: 319-291-1259  
Email: syoungblut@kwwl.com  
Sandy Youngblut | N | 0 |
| 20        | Linked In | N | 1 |
| 21        | Medialine  
PO Box 51909  
Pacific Grove, California 93950  
Phone: 800-237-8073  
Url: http://www.medialine.com  
Email: medialine@medialine.com  
Mark Shillstone | N | 0 |
| 22        | Northeast Indiana Regional Partnership  
200 East Main Street Suite 910  
Fort Wayne, Indiana 46802  
Phone: 260.469.3468  
Url: www.neindiana.com/jobs  
Jaclyn Goldsborough  
Manual Posting | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 23        | QMI- Lesley Van Ness  
130 S 5th St  
Quincy, Illinois 62306  
Phone: 217-221-3418  
Email: Ivanness@quincymedia.com  
Lesley Van Ness | N | 0 |
| 24        | Quincy Media Corporate Website  
130 S 5th St  
Quincy, Illinois 62301  
Phone: 217-223-5100  
Url: www.careersatquincy.com  
Shanna Church  
Manual Posting | N | 3 |
| 25        | The Indiana Career hub  
30 South Meridian Street  
Fort Wayne, Indiana  
Phone: 3176844297  
Mary Dickerson  
Manual Posting | N | 0 |
| 26        | TV Jobs  
PO Box 4116  
Oceanside, California 92052  
Phone: 760-754-8177  
Url: http://www.tvjobs.com  
Mark Halloway  
Manual Posting | N | 7 |
| 27        | University of St. Francis  
2701 Spring Street  
Fort Wayne, Indiana 46808  
Phone: 260-399-7700  
Email: jmartin@sf.edu  
Jane Martin | Y | 0 |
| 28        | WAOW - Kelly Fuller  
1908 Grand Avenue  
Wausau, Wisconsin 54403  
Phone: 715-843-9236  
Url: http://www.waow.com  
Email: kfuller@waow.com  
Kelly Fuller | N | 0 |
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</table>
| 29        | Wayne Township Trustee Office  
320 East Superior Street  
Fort Wayne, Indiana 46802  
Phone : 260-449-7000  
Email : information@waynetwp.org  
James Graham | Y | 0 |
| 30        | WBNG- Kate Garger  
560 Columbia Drive  
Johnson City, New York 13790  
Phone : 6075847223  
Email : cgarger@wbngtv.com  
Kate Garger | N | 0 |
| 31        | WEEK- Teddi Stonesifer  
2907 Springfield Road  
East peoria, Illinois 61611  
Phone : 3096933784  
Url : www.week.com  
Email : tstonesifer@week.com  
Teddi Stonesifer | N | 0 |
| 32        | WGEM- Terri Stutheit  
513 Hampshire St. PO Box 80  
Quincy, Illinois 62306  
Phone : 217-228-6621  
Email : tstutheit@wgem.com  
Terri Stutheit | N | 0 |
| 33        | WHIG- Christina Wilson  
PO Box 909  
Quincy, Illinois 62306  
Phone : 217-221-3409  
Email : cbwilson@qni.biz  
Christina Wilson | N | 0 |
| 34        | WKOW- Bonnie Beer  
5727 Tokay Blvd  
Madison, Wisconsin 53719  
Phone : 608-661-2767  
Url : http://www.wkow.com  
Email : bbeer@wkow.com  
Bonnie Beer | N | 0 |
| 35        | Word of Mouth Referral | N | 4 |
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</tr>
</thead>
</table>
| 36        | WPTA Internal Posting  
3401 Bulter Road  
Fort Wayne, Indiana 46808  
Phone: 2604070064  
Url: http://www.wpta21.com  
Cindy Bennett  
Manual Posting | N | 0 |
| 37        | WPTA On Air Announcement  
3401 Bulter Road  
Fort Wayne, Indiana 46808  
Phone: 260-407-0064  
Url: http://www.wpta21.com  
Cindy Bennett  
Manual Posting | N | 0 |
| 38        | WPTA Website  
3401 Bulter Road  
Fort Wayne, Indiana 46808  
Phone: 260-407-0064  
Url: http://www.wpta21.com  
Cindy Bennett  
Manual Posting | N | 4 |
| 39        | WREX - Theresa Wesseln  
PO Box 530  
Rockford, Illinois 61105  
Phone: 815-335-7856  
Email: twesseln@wrex.com  
Theresa Wesseln | N | 0 |
| 40        | WSJV- Amber Moubray  
PO Box 28  
South Bend, Indiana 46624  
Phone: 574-274-9006  
Email: amoubray@qni.biz  
Amber Moubray | N | 0 |
| 41        | WVVA- Audrey Sluss  
3052 Big Laurel Hwy  
Bluefield, West Virginia 24701  
Phone: 304-324-0659  
Email: asluss@wvva.com  
Audrey Sluss | N | 0 |
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</thead>
<tbody>
<tr>
<td>42</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone: 336-553-0620 Url: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>43</td>
<td>WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone: 507-895-9872 Email: <a href="mailto:twopat@wxow.com">twopat@wxow.com</a> Theresa Wopat</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>44</td>
<td>YouTube - Not Directly Contacted by SEU</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 43
## 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>4/18/2017</td>
<td>Establishment of training programs for station personnel</td>
<td>WPTA's VP/General Manager and the General Sales Manager attended the 2017 Walker Broadcast Management Institute, presented by the University of Wisconsin- Madison's School of Business on April 18-20, 2017. The Institute - the first of its kind sponsored by a State Broadcasters Association, was held on the campus of the University of Wisconsin-Madison in conjunction with the UW School of Business. This year's 3-day Management Institute spent full days on the following topics: Financial Management for Broadcasters, Customer Service, and Investigation Leadership style.</td>
<td>2</td>
<td>VP/ General Manager General Sales Manager</td>
</tr>
<tr>
<td>4/28/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>We had one participant in a job shadowing event. A high school student of the Adam Central Community School interested in journalism job shadowed one of the WPTA Anchor/Reporter for a few hours to learn about her job and what it entails. She was also given a station tour and introduced to all the different job careers in the newsroom.</td>
<td>3</td>
<td>News Director Reporter/ Anchor Assignment Manager</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
<th>Date</th>
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<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/5</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>WPTA routinely provides tours of the station to community groups and educational institutions who request the opportunity to visit the station. In April through July 2017, we gave a tour to a few different groups. We had members of the Ball State RTDNA chapter from Ball State University, high school students, an IREACH group from the IREACH program at the East Allen county schools and 6-11 years old students from the little Praisers Summer Camp. The station tours typically run an hour and features discussions by various station personnel about their jobs, how they started their careers in broadcasting, how a newscast is produced, and various other aspects of the television station and news operations. These station tours also offers a 10-15 minutes view of live newscast.</td>
<td>5</td>
<td>News Director Executive Producer Internet Director Assignment Manager</td>
</tr>
</tbody>
</table>
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<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/5/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>WPTA offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. The station hosted two student internships during the Spring/Summer of 2017. One intern was a Journalism and Political Science student at Indiana University Bloomington. The Second intern was a Multimedia newsgathering and reporting student of Indiana University Purdue University Fort Wayne. One intern focused more on the Interactive part of broadcasting, the other on reporting.</td>
<td>5</td>
<td>News Director, Internet Director, Newscast Director, Desk Assignment</td>
</tr>
<tr>
<td>6/19/2017</td>
<td>Establishment of training programs for station personnel</td>
<td>On June 19-23, 2017, Rob Anderson, WPTA's Creative Services Director, attended the 2017 Promax BDA Station Summit held in Las Vegas. Promax is a four day station summit where networks, syndicators along with local television affiliates discuss, learn and debate the issues, trends and emerging business opportunities driving success in local television.</td>
<td>1</td>
<td>Creative Service Director</td>
</tr>
</tbody>
</table>
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<tbody>
<tr>
<td>6/15/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>WPTA offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. The station hosted two student internships during the Fall/ Winter of 2017. One intern was a broadcast Meteorology major who attended Mississippi State University. The Second intern also Majored in Meteorology at Central Michigan University.</td>
<td>3</td>
<td>News Director Chief Meterologist Assignment Manager</td>
</tr>
<tr>
<td>6/25/2017</td>
<td>Establishment of training programs for station personnel</td>
<td>WPTA Representatives from the News Department, Interactive Department, Promotions and Marketing Departments attended the 2017 Leadership Summit in Wisconsin. This event took place on September 25-27, 2017.</td>
<td>5</td>
<td>News Director Interactive Promotions Marketing</td>
</tr>
<tr>
<td>6/29/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The News Director of WPTA was invited to speak on a career panel called &quot;Directors and Connections&quot; at Ball State's 22nd annual Fall News Roundup at Ball State University. The News Director spoke about his career experiences. Telling aspiring journalist what he does, how he got there and what today's students could to do or avoid doing during their college years. He was also welcomed to address industry issues and trends.</td>
<td>1</td>
<td>News Director</td>
</tr>
</tbody>
</table>
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<tr>
<td>9 10/5/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>One of WPTA's Anchor/Reporter was invited to speak to students at Lancaster elementary in Ossian, IN. The Subject of Speaking was Career day. She spoke about jobs in the broadcast journalism field and what she does as a reporter. There were about 70 students in attendance.</td>
<td>1</td>
<td>Anchor/Reporter</td>
</tr>
<tr>
<td>10 10/7/2017</td>
<td>Participation in Job Fairs</td>
<td>WPTA Station Representative, the General Manager and Assignment Manager successfully participated in the broadcasters Career/Internship Fair on Saturday, October 7, 2017. They attended the career fair working in the booth collecting resumes and interviewing qualified candidates.</td>
<td>2</td>
<td>General Manager Assignment Manager</td>
</tr>
<tr>
<td>11 1/22/2018</td>
<td>Establishment of training programs for station personnel</td>
<td>The Senior Newscast Director and Assistant Chief Engineer of WPTA attended the Quincy Media Production Team Summit on January 22-25, 2018. Within this Summit they had meetings and training with the Corporate staff of Quincy media like the News Director, Director of Engineering, Director of Control room, Director of Human Resources and Director of Information services and other invited guests speakers.</td>
<td>2</td>
<td>Assistant Chief Engineer Senior Director</td>
</tr>
<tr>
<td>12 1/31/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>On January 31, 2018, WPTA's Chief Meteorologist was invited to Indiana Tech Career Center to speak to about 70 students. He spoke on the topic &quot;Elevator pitch&quot; which is essentially a short statement about yourself that you give to an employer that demonstrates why you are best fit for a job. He spoke about his job and why he loves his job so much.</td>
<td>1</td>
<td>Chief Meteorologist</td>
</tr>
</tbody>
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</thead>
<tbody>
<tr>
<td>13</td>
<td>2/14/2018 Participation in Job Fairs</td>
<td>On February 14, 2018 the General Sales Manager of WPTA-TV attended the Indiana Tech Business Career Fair. Students were in attendance to talk about available jobs and internship opportunities. The GSM received a couple of resumes of interested students and is also following up with them for internship opportunities here at the station.</td>
<td>1</td>
<td>General Sales Manager</td>
</tr>
<tr>
<td>14</td>
<td>2/28/2018 Establishment of training programs for station personnel</td>
<td>From February 28-March 3, 2018, News Director Jonathan Shelley participated in the Carole Kneeland Project Spring 2018 New Media Leadership Forum, held in Charlotte, NC. The session immersed 18 selected journalists from around the country in a rigorous, three-day seminar in news ethics, writing, decision-making, management and leadership. This training has become the core focus of The Kneeland Project, and has evolved to address the dynamic and changing media landscape, while retaining the values, ethics, and fundamentals taught by Carole. The Carole Kneeland Project for Responsible Journalism was founded in 1998, in tribute to an extraordinary individual, Carole Kent Kneeland, whose courage, passion and sense of fairness far surpassed her time on earth. Her family, friends and colleagues believed in what she stood for, and vowed to carry her legacy on through The Kneeland Project.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>15</td>
<td>3/24/2018 Participation in Job Fairs</td>
<td>WPTA Station Representative, the Assignment Manager, Executive Producer and Marketing Manager successfully participated in the Broadcasters career / Internship Fair on Saturday, March 24, 2018. They attended the career fair working in the booth collecting resumes and interviewing qualified candidates.</td>
<td>3</td>
<td>Assignment Manager Marketing Manager Executive Producer</td>
</tr>
</tbody>
</table>