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</tr>
</thead>
<tbody>
<tr>
<td>Lifestyle Executive Producer</td>
<td>2-13, 16-18, 20, 23-28, 30-36, 38-39, 41-50</td>
<td>31</td>
</tr>
<tr>
<td>Studio Camera Op/Newscast Director</td>
<td>2-6, 8-13, 16-20, 24-28, 30-36, 38-39, 41-50</td>
<td>19</td>
</tr>
<tr>
<td>News Photographer/Editor</td>
<td>2-13, 16-20, 24-28, 30-36, 38-39, 41-50</td>
<td>31</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>14, 17, 31, 50</td>
<td>14</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>14, 17, 31, 50</td>
<td>31</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>2-13, 16-18, 20, 24-28, 30-33, 35-36, 38-39, 41-50</td>
<td>31</td>
</tr>
<tr>
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<td>2-13, 16-18, 20, 23-28, 30-33, 35-36, 38-39, 41-50</td>
<td>31</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>2-13, 16-18, 20, 23-28, 30-33, 35-36, 38-39, 41-50</td>
<td>23</td>
</tr>
<tr>
<td>National Sales Assistant</td>
<td>2-14, 16-18, 20, 23-26, 28, 30-33, 35-36, 38-39, 41-50</td>
<td>23</td>
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<tr>
<td>Director Creative Service Local Content</td>
<td>2-6, 8-13, 16-20, 23-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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<tr>
<td>Master Control Operator</td>
<td>2-6, 8-13, 16-18, 20, 24-26, 28, 30-33, 35-36, 38-50</td>
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</tr>
<tr>
<td>Multimedia Journalist Southern Utah Bureau</td>
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<td>31</td>
</tr>
<tr>
<td>Production Camera Audio</td>
<td>2-14, 16-18, 20, 23-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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</tr>
<tr>
<td>Multimedia Journalist Reporter</td>
<td>2-14, 16-18, 20, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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</tr>
<tr>
<td>News Producer</td>
<td>2-6, 8-13, 16-18, 20, 23-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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</tr>
<tr>
<td>Newscast Director</td>
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<tr>
<td>Digital Sales Executive</td>
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</tr>
<tr>
<td>News Photographer/Editor</td>
<td>2-13, 16-18, 20, 22, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
<td>31</td>
</tr>
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<tbody>
<tr>
<td>Multimedia Photographer Journalist</td>
<td>2-13, 16-18, 20, 23-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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<tr>
<td>Associate Producer</td>
<td>2-13, 16-18, 20, 23-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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<tr>
<td>Receptionist</td>
<td>14, 17, 31, 50</td>
<td>14</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>2-13, 16-18, 20, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
<td>31</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-13, 16-18, 20, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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<tr>
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<td>1-13, 16-18, 20, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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<tr>
<td>Production Camera Audio</td>
<td>2-14, 16-20, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
<td>19</td>
</tr>
<tr>
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<td>2-13, 16-18, 20, 22, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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<td>1-13, 16-18, 20, 24-26, 28, 30-33, 35-36, 38-39, 41-50</td>
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<tr>
<td>Studio Camera Op/Newscast Director</td>
<td>2-13, 16-20, 23-26, 28, 30-33, 35-36, 38-39, 41-50</td>
<td>31</td>
</tr>
<tr>
<td>Director of News and Local Content</td>
<td>2-13, 16-18, 20, 23-26, 28-33, 35-36, 38-39, 41-50</td>
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<tr>
<td>News Anchor</td>
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<td>Local Sales Assistant</td>
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<tr>
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<tr>
<td>Executive Producer</td>
<td>2-14, 16-18, 20, 23-24, 26, 28, 30-32, 35-36, 38-39, 41-50</td>
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<td>News Photographer/Editor</td>
<td>2-14, 16-18, 20, 24, 26, 28, 30-33, 35-39, 41-50</td>
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<tr>
<td>IT Engineer</td>
<td>2-13, 15-18, 20, 23-24, 26, 28, 30-33, 35-39, 41-50</td>
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<tr>
<td>News Producer</td>
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<tr>
<td>News Photographer/Editor</td>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Advertisement-TV</td>
<td>N</td>
<td>15</td>
</tr>
</tbody>
</table>
| 2         | American Sportscaster Assoc.  
225 Broadway Ste 2030  
New York, New York 10007  
Phone: 212-227-8080  
Url: http://www.americansportscasteronline.com/  
Email: lschwa8918@aol.com  
Pat Turturro | N                                                 | 0                                                    |
| 3         | Brigham Young University  
2400 WSC  
Provo, Utah 84602  
Phone: 801-975-4491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N                                                 | 0                                                    |
| 4         | Broadview University  
1902 West 7800 South  
West Jordan, Utah 84088  
Phone: 801-542-7236  
Url: http://broadviewuniversity.edu/  
Email: cdeweerd@broadviewuniversity.edu  
Crystal DeWeerd | N                                                 | 0                                                    |
| 5         | BYU Alumni Career Services  
2400 WSC  
Provo, Utah 84602  
Phone: 801-422-6933  
Url: https://home.byu.edu/home/  
Email: cougarcareers@byu.edu  
Scott Greenhaigh | N                                                 | 0                                                    |
| 6         | BYU Idaho  
230 Kimball Attn: Intern & Career Specialist  
Rexburg, Idaho 83460  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N                                                 | 0                                                    |
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<tr>
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</tr>
</thead>
</table>
| 7         | Calvary Baptists Church  
1090 South State  
Salt Lake City, Utah 84111  
Phone : 801-355-1025  
Url : http://www.calvarylslc.com/  
Email : office@calvarylslc.com  
Sylvia Morris | N | 0 |
| 8         | Careerpage.org  
2333 Wisconsin St NE  
Albuquerque, New Mexico 87110  
Phone : 800-622-2414  
Url : http://www.careerpage.org  
Jobs Listing  
Manual Posting | N | 0 |
| 9         | Centerville LDS Employment Resource Center  
94 E Pages Lane Ste B  
Centerville, Utah 84014  
Phone : 801-298-4700  
Email : wel-ec-centerville@ldschurch.org  
Danny Brock | N | 0 |
| 10        | Centro Civico Mexicano  
155 South 600 West  
Salt Lake City, Utah 84101  
Phone : 801-359-9316  
Url : http://www.nowplayingutah.com/organization/centro-  
Email : arsienio1219@yahoo.com  
Arsenio GJonzalez | N | 0 |
| 11        | collectivetalent.com  
1721 Richardson Place  
Tampa, Florida 33606  
Phone : 813-254-9695  
Url : http://collectivetalent.com/  
Email : bille@michaelsmadio.com  
Michael Bille | N | 1 |
| 12        | Department of Workforce Service  
140 E 300 S Employment Services  
Salt Lake City, Utah 84111  
Phone : 801-526-0997  
Url : https://jobs.utah.gov/  
Email : postajob@utah.gov  
Career Center | N | 1 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLL")

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<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>
| 13        | Dixie State University  
225 South 700 East  
St George, Utah 84770  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 14        | Employee Referral | N | 20 |
| 15        | GlassDoor | N | 1 |
| 16        | Goddard School Career Center/Weber State University  
3801 University Circle  
Ogden, Utah 84408  
Phone: 801-626-9714  
Url: http://www.goddardschool.com/educators/careers  
Email: pwheeler@weber.edu  
Patricia Wheeler | N | 0 |
| 17        | good4utah.com  
2175 W 1700 South  
Salt Lake City, Utah 84104  
Phone: 801-975-4491  
Ida Anderson  
Manual Posting | N | 4 |
| 18        | Gov Office of Economic Develop  
60 East South Temple 3rd Floor  
Salt Lake City, Utah 84111  
Phone: 801-538-8811  
Url: http://business.utah.gov/  
Email: edwards@utah.gov  
Aimee Edwards | N | 0 |
| 19        | Indeed.com  
6433 Champion Grandview Way  
Austin, Texas 78750  
Phone: 800-462-5842  
Url: http://www.indeed.com  
Jobs Listing  
Manual Posting | N | 11 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
<thead>
<tr>
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<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>
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</table>
| 20        | Indian Training Education Center  
120 West 1300 South  
Salt Lake City, Utah 84115  
Phone: 801-973-6484  
Url: http://www.indiantrainingcenter.com/  
Fax: 1-801-973-0877  
Janie Ridd | N | 0 |
| 21        | Internal Promotion | N | 4 |
| 22        | Job Fair | N | 2 |
| 23        | Job/Bulletin Board | N | 19 |
| 24        | KWCU Weber State College  
2188 University Circle  
Ogden, Utah 84408  
Phone: 801-626-7424  
Url: http://www.weber.edu/communication/kwcr.html  
Email: kwcr.gm@gmail.com  
Alex Larrabee | N | 0 |
| 25        | LDS Business College  
95 North 300 West  
Salt Lake City, Utah 84101  
Phone: 801-524-1925  
Url: https://www.ldsb.edu/  
Email: employmentcenter@ldsb.edu  
Justin Jones | N | 0 |
| 26        | LDS Business College  
95 N 300 West  
Salt Lake City, Utah 84101  
Phone: 801-240-7240  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 27        | LDS Employment Services  
780 West 800 South Welfare Square Office  
Salt Lake City, Utah 84104  
Phone: 801-240-7250  
Url: https://www.lds.org/topics/welfare/missionary-opportunity  
Email: mccashlandml@ldschurch.org  
Mark McCashland | N | 0 |
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<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 28        | Learning, Development & Diversity  
1760 West 2100 South  
Salt Lake City, Utah 84199  
Phone: 801-974-2922  
Url: http://about.usps.com/careers/welcome.htm  
Email: pania.heimuli@gmail.com  
Pania Heimuli | N | 0 |
| 29        | LinkedIn | N | 1 |
| 30        | Media Line  
Box 51909  
Pacific Grove, California 93950  
Phone: 800-237-0873  
Url: http://medialine.com/  
Email: medialine@medialine.com  
Mark Shilstone | N | 0 |
| 31        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 59 |
| 32        | Ogden Weber Community Action Partnership  
3159 Grant Ave  
Ogden, Utah 84401  
Phone: 801-399-9281  
Url: http://www.owcap.org/  
Email: jnolazco@owcap.org  
Juan Nolazco | N | 0 |
| 33        | People Helping People  
205 North 400 West  
Salt Lake City, Utah 84403  
Phone: 801-583-5300  
Email: ksmiths@phputah.org  
Kayleen Simmons | N | 1 |
| 34        | Rocky Mountain Career Services Consortium  
225 South University  
St. George, Utah 84770  
Phone: 435-652-7669  
Url: http://www.myinterface.com/rocky/employer  
Jobs Listing  
Manual Posting | N | 0 |
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| 35        | Salt Lake City Human Resource Division  
P.O. Box 145464  
Salt Lake City, Utah 84114  
Phone: 801-535-7669  
Email: nancy.torres@slegov.com  
Nancy Torres | N | 0 |
| 36        | Salt Lake Community College  
4600 South Redwood Road  
Salt Lake City, Utah 84123  
Phone: 8019754491  
Jobs Listing  
Manual Posting | N | 0 |
| 37        | Snow College  
150 College Ave E  
P.O. Box 145464  
Salt Lake City, Utah 84114  
Phone: 801-975-4491  
Email: nancy.torres@slegov.com  
Nancy Torres | N | 0 |
| 38        | Society of Broadcast Engineers  
9102 North Meridian St Suite 150  
Indianapolis, Indiana 46260  
Phone: 317-846-9000  
Email: kjones@sbe.org  
Scott Jones | N | 0 |
| 39        | Southern Utah University  
351 W University Blvd  
Cedar City, Utah 84720  
Phone: 8019754491  
Email: kjones@sbe.org  
Scott Jones | N | 0 |
| 40        | Station's Facebook Page | | 1 |
| 41        | Stevens-Henager College of Business  
1476 Sandhill Rd  
Orem, Utah 84058  
Phone: 801-418-6636  
Email: david.sambrano@stevenshenager.edu  
David Sambrano | N | 0 |
## 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>
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<tr>
<td>42</td>
<td>tvjobs.com</td>
<td>N</td>
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<tr>
<td></td>
<td>PO Box 4116</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Oceanside, California 92052</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 800-374-0119</td>
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<td></td>
<td>Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a></td>
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<td></td>
<td>Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a></td>
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</tr>
<tr>
<td></td>
<td>Mark Holloway</td>
<td></td>
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<td>43</td>
<td>University of Utah</td>
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<tr>
<td></td>
<td>201 South 1460 East Room 350</td>
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<tr>
<td></td>
<td>Salt Lake City, Utah 84112</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Phone : 801-975-4491</td>
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<td></td>
<td>Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
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<tr>
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<td>Manual Posting</td>
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<td>44</td>
<td>Utah Dept. of Veterans Affairs</td>
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</tr>
<tr>
<td></td>
<td>550 Foothill Blvd. Suite 202</td>
<td></td>
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<td></td>
<td>Salt Lake City, Utah 84158</td>
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<tr>
<td></td>
<td>Phone : 801-326-2372</td>
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<td>Url : <a href="https://veterans.utah.gov/">https://veterans.utah.gov/</a></td>
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<tr>
<td></td>
<td>Email : <a href="mailto:corypearson@utah.gov">corypearson@utah.gov</a></td>
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<td></td>
<td>Corp Pearson</td>
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<td>45</td>
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<td></td>
<td>4305 Old Main Hill</td>
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<td>451 East 400 North</td>
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<tr>
<td></td>
<td>Price, Utah 84501</td>
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<tr>
<td></td>
<td>Phone : 435-613-5284</td>
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<td></td>
<td>Url : <a href="https://usueastern.edu/">https://usueastern.edu/</a></td>
<td></td>
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<tr>
<td></td>
<td>Email : <a href="mailto:susan.polster@usu.edu">susan.polster@usu.edu</a></td>
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<tr>
<td></td>
<td>Susan Polster</td>
<td></td>
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<td>47</td>
<td>Utah Valley University</td>
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<tr>
<td></td>
<td>800 West University Pkwy</td>
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<td></td>
<td>Orem, Utah 84058</td>
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<td>Phone : 8019754491</td>
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</table>
| 48        | Weber State University  
2188 University Circle  
Ogden, Utah 84408  
Phone: 8019754491  
URL: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 49        | Westminster College  
1840 S 1300 East  
Salt Lake City, Utah 84105  
Phone: 8019754491  
URL: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 50        | www.mediagignow.com  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
Phone: 336-553-0620  
URL: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 141
### 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>6/1/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports, and weather. SEU hosted one (1) intern from University of Utah and two (2) interns from Utah State University during the 2018 Summer Semester; one (1) intern from Viewmont High School, two (2) interns from University of Utah during the 2018 Fall Semester; one (1) intern from Bountiful High School, one (1) intern from Brigham Young University, three (3) interns from University of Utah and two (2) interns from Weber State University during the 2019 Spring Semester;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/11/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>SEU participated in an Employer Open House at the Utah Valley University. Station spoke about career decisions and job requirements.</td>
<td>2</td>
<td>Office Manager News Director</td>
</tr>
<tr>
<td>8/30/2018</td>
<td>Participation in Job Fairs</td>
<td>SEU Participated in the Fall Single Mother's Job Fair hosted by People Helping People. SEU personnel met with potential job applicants.</td>
<td>3</td>
<td>Office Manager News Director Traffic Coordinator</td>
</tr>
<tr>
<td>10/3/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>SEU personnel participated as a speaker in Ken Foster's Communication Class at the University of Utah. He spoke about career decisions, job requirements and internship opportunities.</td>
<td>1</td>
<td>VP General Manager</td>
</tr>
<tr>
<td>11/8/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>SEU personnel participated as a guest speaker during a TV News Production Class at the University of Utah. He spoke about career decisions, job requirements and internship opportunities.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>2/7/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The SEU participated at the BYU STEM Career Fair Winder 2019. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.</td>
<td>2</td>
<td>Director of Creative Services Office Manager</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
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<th>Type of Recruitment Initiative (Menu Selection)</th>
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<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/3/6/2019</td>
<td>Co Sponsoring Job Fair</td>
<td>SEU co-sponsored a job fair with Utah Broadcasters Associations held at the University of Utah. SEU personnel met with potential job applicants.</td>
<td>6</td>
<td>Office Manager, Director Creative Services, News Director, General Sales Manager</td>
</tr>
<tr>
<td>8/3/28/2019</td>
<td>Participation in Job Fairs</td>
<td>SEU participated in the Spring Single Mothers Seminar-Employer Open House &amp; Resource Fair hosted by People Helping People. SEU personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.</td>
<td>2</td>
<td>Director of Creative Services, Office Manager</td>
</tr>
<tr>
<td>9/5/3/2019</td>
<td>Participation in Job Fairs</td>
<td>SEU participated at the Vanguard Charter School Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Station(s) and in the broadcasting industry.</td>
<td>1</td>
<td>Director of Creative Services</td>
</tr>
</tbody>
</table>