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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>Account Executive</td>
<td>1-2, 4, 6-8, 11, 13, 17, 19-20, 22, 25, 27-32, 36-45, 48</td>
<td>17</td>
</tr>
<tr>
<td>Account Executive</td>
<td>17, 28, 46</td>
<td>17</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-2, 4, 6-8, 13, 17, 19-22, 25, 27-32, 36-45, 48</td>
<td>17</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4-8, 10-11, 13-14, 17, 19-23, 25, 27-30, 32, 36-40, 42-46, 48</td>
<td>28</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4-8, 10-11, 13-14, 17, 19-23, 25, 27-30, 32, 36-40, 42-46, 48</td>
<td>28</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4-8, 10-11, 13-14, 17, 19-23, 25, 27-30, 32, 36-40, 42-46, 48</td>
<td>28</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4-8, 10-11, 13-14, 17, 19-23, 25, 27-29, 32, 36-39, 43-48</td>
<td>28</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4, 6-8, 10-11, 13-14, 17, 19-20, 22, 25, 27-29, 32, 36-39, 43-48</td>
<td>28</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4-8, 11, 13, 17, 19-20, 22, 25, 27-29, 32, 36-45, 48</td>
<td>17</td>
</tr>
<tr>
<td>Sports Reporter</td>
<td>1, 3-4, 6-8, 11, 19-20, 22, 25, 28-31, 35-36, 40, 42-43</td>
<td>35</td>
</tr>
<tr>
<td>SNG Truck Operator/Photog</td>
<td>1, 4, 6-8, 11, 19-20, 22, 25, 28-31, 35-36, 40, 42-43</td>
<td>35</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-4, 6-8, 11, 15, 17, 19-22, 24-25, 28-31, 33, 36, 40, 42-43</td>
<td>17</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-4, 6-8, 11, 15, 17, 19-22, 24-25, 28-31, 33, 36, 40, 42-43</td>
<td>17</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-4, 6-8, 11, 15, 17, 19-22, 24-25, 28-31, 33, 36, 40, 42-43</td>
<td>16</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4, 6-8, 11, 13, 17, 19-20, 22-23, 25, 27-32, 36-45, 48</td>
<td>17</td>
</tr>
<tr>
<td>Promotions Assistant</td>
<td>1, 4, 6-9, 11, 17-22, 24-26, 28-31, 36, 40, 42-43</td>
<td>26</td>
</tr>
<tr>
<td>Promotions Assistant</td>
<td>1, 4, 6-9, 11, 17-22, 24-26, 28-31, 36, 40, 42-43</td>
<td>26</td>
</tr>
<tr>
<td>Morning Anchor</td>
<td>1-2, 4, 6-8, 11, 13, 19-20, 22, 25, 27-32, 34, 36-45, 48</td>
<td>28</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-2, 4, 6-8, 11, 14, 17, 19-20, 22, 25, 28-31, 36-37, 40, 42-44</td>
<td>28</td>
</tr>
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See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

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<tr>
<td>Sales Assistant</td>
<td>1-2, 4, 6-8, 11, 14, 17, 19-20, 22, 25, 28-31, 36-37, 40, 42-44</td>
<td>28</td>
</tr>
<tr>
<td>Reporter</td>
<td>28, 39</td>
<td>39</td>
</tr>
<tr>
<td>Web Producer</td>
<td>9, 28, 34-35</td>
<td>34</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-2, 4, 6-8, 13, 19-20, 22, 25, 27-32, 34-45, 48</td>
<td>28</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-2, 4, 6-8, 11, 13, 19-20, 22, 25, 27-32, 34-45, 48</td>
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</tr>
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<td>Reporter</td>
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</tr>
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<td>Reporter</td>
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</tr>
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<td>28</td>
</tr>
<tr>
<td>Promotions Assistant</td>
<td>1-2, 4, 6-8, 11-13, 17, 19-20, 22, 25, 27-32, 36-45, 47</td>
<td>17</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-2, 4, 6-8, 11, 13, 17, 19-20, 22, 25, 27-32, 36-45, 48</td>
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</tr>
<tr>
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<td>17</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<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         | Bloomberg University  
400 E. 2nd Street  
Bloomburg, Pennsylvania 17815  
Phone : 570-389-4000  
Email : kwood@bloomu.edu  
Kristina Wood | N | 0 |
| 2         | Carnegie Mellon University  
5000 Forbes Avenue  
Pittsburgh, Pennsylvania 15213  
Phone : 412-268-2000  
Email : hrhelp@andrew.cmu.edu  
Human Resources | N | 0 |
| 3         | CASA  
116 W. Baltimore Street  
Hagerstown, Maryland 21740  
Phone : 301-739-4990  
Email : contact@marylandcasa.org  
Mary Espinosa | N | 0 |
| 4         | Central Penn College  
400 Valley Road  
Summerdale, Pennsylvania 17093  
Phone : 888-717-8968  
Email : stevehassinger@centralpenn.edu  
Steve Hassinger | N | 0 |
| 5         | Chambersburg Public Opinion  
77 N. Third Street  
Chambersburg, Pennsylvania 17201  
Phone : 717-264-6161  
Email : sbenzel@media.onemarketplace.com  
Sue Benzel | N | 0 |
| 6         | Chatham University  
1 Woodland Road  
Pittsburgh, Pennsylvania 15232  
Phone : 412-365-1100  
Email : studentemployment@chatham.edu  
Athena Wintrau | N | 0 |
| 7         | Duquesne University  
600 Forbes Avenue  
Pittsburgh, Pennsylvania 15282  
Phone : 412-396-6000  
Email : hroffice@duq.edu  
Human Resources | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<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>
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</thead>
</table>
| 8         | Easton University  
1300 Eagle Road  
Wayne, Pennsylvania 19087  
Phone: 610-341-5800  
Email: jobs@eastern.edu  
Student Careers | N | 0 |
| 9         | Employee Referral | N | 2 |
| 10        | Frederick News Post  
351 Ballenger Center Drive  
Frederick, Maryland 21703  
Phone: 301-662-1177  
Email: droutzhan@newspost.com  
Dawn Routzahn | N | 0 |
| 11        | Hagerstown Community College  
11400 Robinwood Drive  
Hagerstown, Maryland 21742  
Phone: 240-500-2000  
Email: basaunders@hagerstowncc.edu  
Brenda Sanders | N | 0 |
| 12        | Hagerstown.org/Job Bank  
Washington County Chamber of Commerce  
1 South Potomac Street  
Hagerstown, Maryland 21740  
Job Bank  
Manual Posting | Y | 0 |
| 13        | Harrisburg University  
326 Market Street  
Harrisburg, Pennsylvania 17101  
Phone: 717-901-5100  
Email: hr@harrisburg.edu  
Dee Maun | N | 0 |
| 14        | Herald Mail  
100 Summit Ave.  
Hagerstown, Maryland 21740  
Email: jackiec@heraldmail.com  
Jackie Conley | N | 4 |
| 15        | Howard University  
2400 Sixth Street, NW  
Washington, District of Columbia 20059  
Career Services | N | 5 |
| 16        | Indeed.com | N | 1 |
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</table>
| 17        | Indeed.com  
6433 Campion Grandview Way Building 1  
Austin, Texas 78750  
Phone: 512-459-5300  
Job Listing  
Manual Posting | N | 47 |
| 18        | Internal Promotion                                                            | N | 1 |
| 19        | Kaplan University  
1861 Crestwood Drive  
Hagerstown, Maryland 21742  
Phone: 301-766-3600  
Email: scianelli@kaplan.edu  
Sam Cianelli | N | 0 |
| 20        | LaRouche College  
9000 Babcock Blvd.  
Pittsburgh, Pennsylvania 15237  
Phone: 412-367-9300  
Email: hr@laroche.edu  
Debre Dian | N | 0 |
| 21        | Loudoun Times-Mirror  
1602 Village Market Blvd. SE  
Leesburg, Virginia 20175  
Email: ddugas@timespaper.com  
Deb Dugas | N | 0 |
| 22        | Mansfield University  
5 Swan Street  
Mansfield, Pennsylvania 16933  
Phone: 570-662-4000  
Email: bsmorgan@mansfield.edu  
Bob Morgan | N | 0 |
| 23        | Martinsburg Journal  
207 W. King St.  
Martinsburg, West Virginia 25402  
Email: jstotler@journalnews.net  
Judi Stotler | N | 0 |
| 24        | Media Recruiter  
9457 So. University Blvd. #303  
Highlands Ranch, Colorado 80126  
Phone: 303-400-5150  
Art Scott  
Manual Posting | N | 0 |
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</table>
| 25        | Millersville University  
1 S. George Street  
Millersville, Pennsylvania 17551  
Phone: 717-871-4636  
Email: human.resources@millersville.edu  
Human Resources | N | 0 |
| 26        | Monster  
Mt. Saint Marys College  
16300 Emmitsburg Road  
Emmitsburg, Maryland 21727  
Phone: 301-447-6122  
Email: brmiller@msmary.edu  
Barbara Miller | N | 2 |
| 27        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 36 |
| 28        | Shepherd University  
301 N. King Street  
Shepherdstown, West Virginia 25443  
Phone: 304-876-5000  
Email: hrweb@shepherd.edu  
Human Resources | N | 0 |
| 29        | Shepherd University  
301 N. King Street  
Shepherdstown, West Virginia 25443  
Phone: 304-876-5000  
Email: jklein@shepherd.edu  
James Klein | N | 0 |
| 30        | Shepherd University  
301 N. King Street  
Shepherdstown, West Virginia 25443  
Phone: 304-876-5000  
Email: sdonovan@shepherd.edu  
Sandy Donovan | N | 0 |
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</tr>
</thead>
</table>
| 32        | Shippensburg University  
1871 Old Main Drive  
Shippensburg, Pennsylvania 17257  
Phone: 717-477-7447  
Email: career@ship.edu  
Career Center | N | 0 |
| 33        | SpotsNDots.com  
1635 Old Hwy 41 Suite 112-338  
Kennesaw, Georgia 30152  
Phone: 888-884-2630  
Job Listing  
Manual Posting | N | 0 |
| 34        | TVJobs.com  
P.O Box 4116  
Oceanside, California 92052  
Broadcast Employment  
Manual Posting | Y | 2 |
| 35        | TVJobs.com  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Mark Holloway  
Manual Posting | N | 6 |
| 36        | Unemployment Office-MD Fred Office  
5340 Spectrum Drive A  
Frederick, Maryland 21703  
Phone: 301-600-2255  
Email: frickjs@dllr.state.md.us  
Jennifer Frick | N | 0 |
| 37        | Unemployment Office-MD-Hager Office  
14 N. Potomac Street  
Hagerstown, Maryland 21740  
Phone: 301-393-8200  
Email: marypat.vorreyer@maryland.gov  
Mary Pat Vorreyer | N | 0 |
| 38        | Univ of MD Eastern Shore  
11868 College Backbone Rd.  
Princess Anne, Maryland 21853  
Phone: 410-651-2200  
Email: tlqueenan@eumas.edu  
Teresa Queman | N | 0 |
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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>
| 39        | University of Maryland  
None Listed  
College Park, Maryland 20742  
Phone: 301-405-1000  
Email: aflynnl@umd.edu  
Ann Flynn | N | 1 |
| 40        | University of Maryland  
None Listed  
College Park, Maryland 20742  
Phone: 301-405-1000  
Email: ctrimble@umd.edu  
Carolyn Trimble | N | 0 |
| 41        | University of Maryland  
None Listed  
College Park, Maryland 20742  
Phone: 301-405-1000  
Email: lgonzalez@rsmith.umd.edu  
Lisa Gonzalez | N | 0 |
| 42        | University of Pittsburgh  
4200 Fifth Avenue  
Pittsburgh, Pennsylvania 15260  
Phone: 412-624-4141  
Email: mrs100@pitt.edu  
Michelle Fullen | N | 0 |
| 43        | University of Virginia  
1001 E. Emmet Street  
Charlottesville, Virginia 22903  
Phone: 434-924-0311  
Email: uvajobs@virginia.edu  
Career Center | N | 0 |
| 44        | University of West Virginia  
P.O. Box 6201  
Morgantown, West Virginia 26506  
Phone: 304-263-0111  
Email: clascomp-hr@mail.wvu.edu  
Cindy Curry | N | 0 |
| 45        | Washington College  
300 Washington Ave.  
Mansfield, Pennsylvania 16933  
Phone: 410-778-2800  
Email: career-center@washcoll.edu  
Human Resources | N | 0 |
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</tr>
</thead>
<tbody>
<tr>
<td>46</td>
<td>Washington Post 1301 K Street NW Washington, District of Columbia 20071 Phone: 000-000-0000 Jobs Team Manual Posting</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>Winchester Star 2 N. Kent Street Winchester, Virginia 22601 Email: <a href="mailto:pshane@winchesterstar.com">pshane@winchesterstar.com</a> Pat Shane</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>York College 443 Country Club Rd. York, Pennsylvania 17403 Phone: 717-846-7788 Email: <a href="mailto:abaldwin@vep.edu">abaldwin@vep.edu</a> Alex Baldwin</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>

TOTAL INTERVIEWS OVER REPORTING PERIOD: 107
## 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>6/2/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from The University of Maryland interned in our News Department during 6/2 - 8/4/17</td>
<td>1</td>
<td>Assistant News Director</td>
</tr>
<tr>
<td>6/28/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from Syracuse University interned in our News Department from June to August, 2017.</td>
<td>1</td>
<td>Assistant News Director</td>
</tr>
<tr>
<td>6/28/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from the Pennsylvania State University interned in the news department from June to August, 2017.</td>
<td>1</td>
<td>Assistant News Director</td>
</tr>
<tr>
<td>7/19/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from The Catholic University of America interned in our news department from July 17 to August 25, 2017.</td>
<td>1</td>
<td>Assistant News Director</td>
</tr>
<tr>
<td>8/30/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Intern in News Department 9/5/17 - 12/1/17 Hood College</td>
<td>1</td>
<td>Reporter</td>
</tr>
<tr>
<td>9/7/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>An intern from Waynesboro Senior High School will be interning in our Production Department 9/5/17 to 5/25/18.</td>
<td>1</td>
<td>Production Manager</td>
</tr>
<tr>
<td>2/27/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Intern in News Department. Intern from the University of Maryland - College Park</td>
<td>1</td>
<td>Assistant News Director</td>
</tr>
<tr>
<td>3/1/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from Broadfording Christian Academy is interning in the Production Department</td>
<td>1</td>
<td>Suchanek</td>
</tr>
<tr>
<td>3/3/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>WDVM's News Director and Assistant News Director went to the University of Maryland &quot;Face Time with the Pros&quot;. This event brings TV and radio professionals in to meet students from UMD and other colleges and universities. The program is designed to give students a realistic picture of their field of interest from a group of managers and professionals in the broadcast world.</td>
<td>2</td>
<td>News Director Assistant News Director</td>
</tr>
</tbody>
</table>
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<tr>
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<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/15/2018</td>
<td>Participation in Job Fairs</td>
<td>WDVM Promotion Manager attended the College &amp; Career Job Fair at Blue Heron Events, Greencastle, PA. He discussed the following jobs: sales assistant, production assistant local sales manager anchor/Reporter, and digital marketing specialist.</td>
<td>1</td>
<td>Promotion Manager</td>
</tr>
<tr>
<td>4/16/2018</td>
<td>Establishment of training programs for station personnel</td>
<td>WDVM Management attended an EEO Refresher with Nexstar Corporate HR.</td>
<td>8</td>
<td>VP &amp; General Manager HR Contact Chief Engineer News Director</td>
</tr>
<tr>
<td>5/16/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from Christopher Newport University interned in our news department from 5/15/18 to 8/9/18.</td>
<td>1</td>
<td>News Director Assistant News Director</td>
</tr>
<tr>
<td>5/16/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from George Mason University interned in our news department from May 2018 to August 2018.</td>
<td>1</td>
<td>News Director Assistant News Director</td>
</tr>
<tr>
<td>5/16/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Two students from the University of Maryland interned in our news department, one from May 22, 2018 to August 1, 2018, and one from May 28, 2018 to July 4, 2018.</td>
<td>2</td>
<td>News Director Assistant News Director</td>
</tr>
<tr>
<td>5/16/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from Shippensburg University interned in our news department from 5/14/18 to 8/30/18.</td>
<td>1</td>
<td>News Director Assistant News Director</td>
</tr>
<tr>
<td>5/16/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>A student from Howard University interned in our news department from 5/18 to 8/18.</td>
<td>1</td>
<td>News Director Assistant News Director</td>
</tr>
</tbody>
</table>