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 (“RS”) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reporter/Anchor</td>
<td>1-36, 40-45, 48-53, 55</td>
<td>42</td>
</tr>
<tr>
<td>MMJ/Producer</td>
<td>1-36, 40-42, 45-46, 48-55</td>
<td>54</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-38, 40-42, 45, 48-53, 55</td>
<td>38</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-36, 40-45, 48-53, 55</td>
<td>42</td>
</tr>
<tr>
<td>MMJ/Producer</td>
<td>1-36, 40-42, 45, 49-55</td>
<td>54</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-20, 22-36, 40-42, 45, 48-53, 55</td>
<td>42</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          | Arkansas Baptist College  
Dean Mary Jarrett  
1600 Bishop  
Little Rock, AR 72202  
501-374-7856 | No | |
| 2          | Western Kentucky University Dept. of Communication & Broadcasting  
Dr. Victoria LaPoe  
1906 College Heights Blvd. #11070  
Bowling Green, KY 42101-1070  
270-745-4144 | No | |
| 3          | University of Florida College of Journalism & Communication  
Dept. of Telecommunication  
David Ostroff  
P.O. Box 118400  
Gainesville, FL 32611-8400  
352-392-0463 | No | |
| 4          | The Aspira Association Programs for Hispanic Youth  
Monica Meeks  
1444 Eye Street NW, Suite 800  
Washington, DC 20005  
202-835-3600 | No | |
| 5          | Society of Professional Journalists  
Earnest Ford Jr.  
3909 Meridian Street  
Indianapolis, IN 46208  
317-927-8000 | No | |
| 6          | Arkansas State University School of Media & Journalism  
Dr. Brad Rawlins  
P.O. Box 1930  
State University, AR 72467-1930  
870-972-3070 | No | |
<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>
<tbody>
<tr>
<td>7</td>
<td>Arkansas State University Black Students Association</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>June Taylor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>P.O. Box 1980</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>State University, AR 723467-1980</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>870-972-3454</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>KOMU-TV</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>University of Missouri</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Stacey Woeful</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5550 Highway 63 South</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Columbia, MO 65201</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>570-884-6397</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Lyndon State College</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>News 7</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Darlene Gilman</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>P.O. Box 919</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lyndonville, VT 05851</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>802-626-6221</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Congressman Rick Crawford</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2400 East Highland, Suite 300</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jonesboro, AR 72401</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>870-203-0540</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>First Baptist Church</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>P.O. Box 1881</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>State University, AR 72467-1881</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>870-931-0493</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Emma L. Bowen Foundation for Minority Interest in Media</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sandra Rice</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>524 West 57th Street</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>New York, NY 10019</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>212-975-2545</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Grambling State University Dept. of Mass Communications</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dr. Rama Tunugntla</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>P.O. Box 4292</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Grambling, LA 71245</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>318-274-2189</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Illinois State University</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jay Groves</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Media Relations, Dept. 32510</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Norman, IL 61790-3250</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>309-438-5631</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
</tr>
<tr>
<td>-----------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>-----------------------------------------------------</td>
</tr>
</tbody>
</table>
| 15        | UALR RTV and Film  
David Guerra  
2801 South University  
Little Rock, AR 72204  
501-569-3000 | No                                             |                                                     |
| 16        | Japanese American Citizens League National Headquarters  
1765 Sutter Street  
San Francisco, CA 94115 | No                                             |                                                     |
| 17        | The Links Inc  
Shirley Mynhier  
1200 Massachusetts Avenue NW  
Washington, DC 20001  
202-842-8686 | No                                             |                                                     |
| 18        | Arkansas State University Career Services  
Tiffany Johnson  
tjohnson@astate.edu  
https://astate-csm.symplicity.com/  
870-972-3025 | No                                             |                                                     |
| 19        | Columbia College Chicago  
Valerie Robbins  
600 South Michigan  
Chicago, IL 60605-1996  
vrobbins@colum.edu  
https://app.joinhandshake.com  
312-663-1600 | No                                             |                                                     |
| 20        | University of Arkansas Department of Communications  
Brenda McCrory  
417 Kimpel Hall  
Fayetteville, AR 72701  
https://app.joinhandshake.com  
479-575-3046 | No                                             |                                                     |
| 21        | UAPB Career Services  
Shirley Hampton  
Mail Slot 4975  
Pine Bluff, AR 71601  
https://app.joinhandshake.com  
870-575-8461 | No                                             |                                                     |
| 22        | LSU Career Services  
Amy F. Caillouet  
https://app.joinhandshake.com  
225-578-2162 | No                                             |                                                     |
<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>
<tbody>
<tr>
<td>23</td>
<td>Florida A&amp;M University Division of Journalism Francine Huff&lt;br&gt;<a href="mailto:francine.huff@famu.edu">francine.huff@famu.edu</a>&lt;br&gt;<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>&lt;br&gt;850-412-6587</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>University of Central Arkansas Clif Ford&lt;br&gt;<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>&lt;br&gt;501-450-5172</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>University of Missouri School of Journalism Dr. Barbara Willis&lt;br&gt;<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>&lt;br&gt;573-882-0373</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>University of Oklahoma Alex Batchelor&lt;br&gt;<a href="mailto:abatchelor@ou.edu">abatchelor@ou.edu</a>&lt;br&gt;<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>&lt;br&gt;405-325-1833</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Arkansas Tech University Amanda Johnson&lt;br&gt;<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Lemoyne-Owen College Laquita Jackson&lt;br&gt;807 Walker Avenue&lt;br&gt;Memphis, TN 38126,&lt;br&gt;<a href="https://loc.optimalresume.com/employers/login.php">https://loc.optimalresume.com/employers/login.php</a>&lt;br&gt;901-774-9090</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Arkansas Department of Workforce Services Judy Clayton&lt;br&gt;<a href="mailto:judy.clayton@arkansas.gov">judy.clayton@arkansas.gov</a>&lt;br&gt;Hershel Jones&lt;br&gt;<a href="mailto:hershel.jones@arkansas.gov">hershel.jones@arkansas.gov</a>&lt;br&gt;870-935-5594</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Arkansas Broadcasters Association Jim McCall&lt;br&gt;<a href="mailto:mail@arkbroadcasters.org">mail@arkbroadcasters.org</a>&lt;br&gt;501-227-7564</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
</tr>
<tr>
<td>-----------</td>
<td>--------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>31</td>
<td>University of Kansas William Allen White School of Journalism &amp; Mass Comm. Brett Akagi <a href="mailto:brettkagi@gmail.com">brettkagi@gmail.com</a> 913-333-1758</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Medialine Talent Mark Shilstone <a href="mailto:jobs@medialinetalent.com">jobs@medialinetalent.com</a> <a href="http://www.medialinetalent.com/">http://www.medialinetalent.com/</a> 800-237-8073</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Ohio Center for Broadcasting Don Clark <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> 216-503-5900</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>Syracuse University Bridget Lichtinger <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> 315-443-1209</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>University of Arkansas Community College at Batesville Becky Warren <a href="mailto:becky.warren@uaccb.edu">becky.warren@uaccb.edu</a> 870-612-2000</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>University of Memphis Dept. of Journalism Dr. Matthew Haught <a href="mailto:mjhaught@memphis.edu">mjhaught@memphis.edu</a> 901-395-4600</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>Current/Former Employee Referral</td>
<td>No</td>
<td>2</td>
</tr>
<tr>
<td>38</td>
<td>Business Associate Referral</td>
<td>No</td>
<td>1</td>
</tr>
<tr>
<td>39</td>
<td>Internship Program</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>Gray TV Website\ Donna Tadlock <a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a> 334-206-1417</td>
<td>No</td>
<td>1</td>
</tr>
<tr>
<td>41</td>
<td>KAIT-TV Recruitment Ads</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>KAIT Station Bulletin Board (internal posting)</td>
<td>No</td>
<td>4</td>
</tr>
<tr>
<td>43</td>
<td>Native American Journalists Association Rebecca Landsberry <a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a> 405-325-1649</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
</tr>
<tr>
<td>-----------</td>
<td>--------------------------------------------------------------------------------</td>
<td>--------------------------------------------------</td>
<td>--------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 44        | Asian American Journalists Association  
Justin Seiter  
jjustins@aaja.org  
https://www.aaja.org/career_center | No                                               |                                                        |
| 45        | National Hispanic Media Coalition  
Brenda Rivas  
http://www.nhmc.org/ | No                                               |                                                        |
| 46        | KAIT8.com Job Expo  
Kirsten Ditto  
870-336-1810 | No                                               |                                                        |
| 47        | ASU Career Fairs  
Tiffany Johnson  
tijohnson@astate.edu  
www.astate.edu/careers  
870-972-3025 | No                                               |                                                        |
| 48        | ArkansasBusiness.com  
http://www.arkansasbusiness.com/jobs | No                                               |                                                        |
| 49        | The National Alliance of State Broadcasters  
Susan Strong  
2333 Wisconsin Street NE  
Albuquerque, NM 87110  
www.careerpage.org  
505-881-4444 | No                                               |                                                        |
| 50        | tvjobs.com  
Mark C. Holloway  
http://www.tvjobs.com | No                                               |                                                        |
| 51        | Linked In  
www.linkedin.com | No                                               |                                                        |
| 52        | Twitter  
www.twitter.com | No                                               |                                                        |
| 53        | Facebook  
www.facebook.com | No                                               | 1                                                      |
| 54        | Other Gray Stations (transfers) | No                                               | 2                                                      |
| 55        | Indeed.com | No                                               |                                                        |

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 11
<table>
<thead>
<tr>
<th>Type Of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> Event Designed to Disseminate Information About Broadcast Careers</td>
<td>This is an on-going activity where we broadcast an on-air promotion to recruit organizations who would like to receive our job openings. Participants from the station include the Office Manager/EEO Coordinator, Sales Coordinator and Marketing Director.</td>
</tr>
<tr>
<td><strong>2</strong> Internship Program</td>
<td>KAIT maintains an on-going internship program throughout the reporting period. These internships are granted to students, usually juniors and seniors from various accredited colleges and universities throughout the U.S. who have received the approval from the Dean/Chairman and/or academic advisor of their respective department. During the reporting period KAIT hosted three interns: One from Arkansas State University who was interested in sports reporting, one from the University of Mississippi who was interested in news and one from Arkansas State University who was interested in news. Participants from the station include the Office Manager/EEO Coordinator, News Director, Assistant News Director, Sports Director, Sports Anchor/Reporter and two MMJ/Reporters.</td>
</tr>
<tr>
<td><strong>3</strong> Event Designed to Disseminate Information About Broadcast Careers</td>
<td>KAIT maintains an on-going job shadow/mentorship program with local junior high, senior high, and college students throughout the reporting period. The students spend a day or more following an employee in the area of their choice to discuss opportunities, seek advice on a future career in broadcasting and learn new technologies associated with the industry. During the reporting period KAIT hosted eight students from 8th grade through college. Participants from the station include the News Director, Assistant News Director, Chief Meteorologist, Weekend Meteorologist, Digital Marketing Manager, Marketing Producer, Director and two News Content Specialists.</td>
</tr>
</tbody>
</table>
4 Event Designed to Disseminate Information About Broadcast Careers

KAIT maintains an ongoing speaker’s bureau program with local organizations and schools who invite KAIT employees to speak about various television broadcasting topics including career opportunities. During the reporting period KAIT spoke with six different groups including a high school work study group, a “Making More Mentors” group, high school journalism students, upper elementary school news team students, college marketing students, and a high school social media club. Participants from the station include the General Manager, News Director, Assistant News Director, two Morning Anchors, Marketing Producer, Morning Meteorologist, Anchor/Reporter and Sales Coordinator.

5 Participate in Event Sponsored by Educational Institution Relating to Careers in Broadcasting

On April 4, 2019 KAIT’s General Manager, Office Manager/EEO Coordinator, Anchor/Reporter, Director and Digital Content Producer attended the ASU College of Liberal Arts/Department of Media’s Honor Banquet. The KAIT representatives were able to interact with approximately fifty top performing students in the department to discuss employment opportunities and internships before and after the awards ceremony.

6 Participate in Event Sponsored by Educational Institution Relating to Careers in Broadcasting

On April 26, 2019 KAIT’s main Anchor and one of the Morning Anchors attended a one-day career fair at Westside Middle School. Each had a chance to visit with the students to discuss job opportunities, give advice about pursuing a career in broadcasting and discuss the skills required for these jobs.

7 Sponsored/Hosted a Job Fair

On May 23, 2019 KAIT’s sales department hosted a one-day two-session job expo. Twenty-five other companies were invited to participate in the expo manning their company booths. KAIT promoted the event to the public with on-air promotions, website banner ads and live cut-ins during the event. Approximately 325 people (33% minorities) attended the expo looking for job opportunities. KAIT’s Vice President & General Manager, General Sales Manager, Local Sales Manager, Digital Sales Manager, Digital Sales Specialist, Five Account Executives, Sales Coordinator, Marketing Director, Assistant News Director and Office Manager/EEO Coordinator participated in the event.

8 Participated in EEO Training

On June 20, 2019 Joan Stewart of Wiley Rein, LLP provided FCC Equal Employment Opportunity Rules Training via webinar to Gray employees. The webinar covered topics such as recruitment, recordkeeping, and reporting. KAIT’s Office Manager attended the webinar.
| Participated in a Job Fair | On October 14, 2019, KAIT’s Digital Marketing Manager manned a booth at the Paragould High School Career Fair for 440 junior and senior high school students. He visited with students interested in the television broadcasting industry regarding career opportunities and answered their questions about requirements for working in the industry. KAIT Sales Coordinator and Marketing Director coordinated the event with the school and the Digital Marketing Mgr. |