

August 1, 2015 - July 31, 2016

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
Senior Vice President of Sales	1-5, 7-11, 14-25	10
Outside Account Executive	1-4, 6-7, 9-10, 12-17, 19, 21-23, 25	10

**WCOS(AM), WCOS(FM), WLTY(FM), WNOK(FM), WVOC(AM), WXBT(FM),
W288CX**

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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	Allen University 1530 Harden Street Columbia, South Carolina Phone : 803-376-5706 Brenda Mitchell Manual Posting	Y	0
2	Benedict College, Personnel Services 1600 Harden Street Columbia, South Carolina Phone : (803) 253-5153 Email : rutherfordk@benedict.edu Fax : 1-803-705-6888 Karen Rutherford	N	0
3	Clemson University South Carolina Phone : 864-656-2160 Fax : 1-864-656-0439 Arlene Grimes	N	0
4	Columbiahelpwanted.com South Carolina Url : www.columbiahelpwanted.org Career Services Manual Posting	N	0
5	Current Employee	N	1
6	Employee Referral	N	1
7	Francis Marion University P O Box 100547 Florence, South Carolina Phone : (843) 661-1676 Email : Jsmith@Fmarion.edu Fax : 1-843-661-1373 Career Service	N	0
8	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0

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9	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	3
11	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
12	Indeed.com	N	1
13	LinkedIn / Word of Mouth	N	1
14	Midlands Technical College, Job Placement Office P.O. Box 2408 Columbia, South Carolina Phone : (803) 738-7820 Sarah Trice Manual Posting	Y	0
15	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0

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16	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
17	Ohio & Illinois Centers for Broadcasting 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hardy	Y	0
18	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
19	SCBA 1 Harbison Way Ste 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Url : www.scba.net Joy Henderson Manual Posting	N	0
20	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
21	South University South Carolina Phone : 803-799-9038 Fax : 1-803-935-4382 Ute Lowery	N	0

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22	University of South Carolina USC Career Center Columbia, South Carolina Phone : 803-777-7280 Url : https://www.myinterfase.com/sc/employer/ Latasha Saunders Manual Posting	N	0
23	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : allisonb@usc.edu Fax : 1-803-641-3652 Allison Brown-Owens	N	0
24	Word of Mouth Referral	N	2
25	York Technical College 452 South Anderson Road Rock Hill, South Carolina Phone : (803) 327-8000 Url : www.ecampusrecruiter3.com/yorktech Email : ccimino@yorktech.com Career Service	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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	3/16/2016	Participation in Job Fairs	National Guard Job Fair	1	Promotions Director
2	4/6/2016	Participation in Job Fairs	Attended job fair that provided broadcast students with an opportunity to learn firsthand about careers within iHeartMedia in Columbia.	3	WNOK Program Director Market President Sr. Vice President of Sales
3	5/19/2016	Participation in events or programs sponsored by educational institutions	Tina Knight, Traffic Director participated in the Little Mountain Elementary School Career Day on May 19, 2016. She discussed the types of training and education needed for the broadcast industry. Stressed to students that what they learn in school will relate to their jobs when they get older.	1	Traffic Director
4	6/14/2016	Participation in other activities designed by the station employment unit	The iHeartMedia Columbia office held an open house on June 14, 2016 from 1pm to 3pm for anyone interested in learning more about our Columbia radio stations. We reached out to the community by running on air ads across all 7 radio stations. Discussion included all the different job categories and how each department works together followed up by a tour of the station. We also provided current job openings and encourage those interested to apply to our online website.	2	Promotions Director Business Manager
5	6/22/2016	Participation in Job Fairs	Attended job fair marketed exclusively to Veterans, Service and Family Members. This Military Career and Resource Fair was an excellent opportunity for our organization to connect with qualified military job seekers from the Midlands region on June 22, 2016 from 10am to 2pm.	1	Promotions Director Senior Vice President of Sales