I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") 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 Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area SVPS</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>Outside Account Executive</td>
<td>1-2, 4, 7-11, 13-16, 19, 21, 23-28, 30, 32, 35-39, 43-45, 47-50</td>
<td>16</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-11, 13-32, 34-51</td>
<td>16</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-11, 13-32, 34-51</td>
<td>16</td>
</tr>
<tr>
<td>WREC Program Director</td>
<td>1, 3-11, 13-51</td>
<td>16</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-11, 13-32, 34-51</td>
<td>16</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSN")

<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>1</td>
<td>Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39065 Phone: 601-877-6100 Email: <a href="mailto:cwilliams@alcorn.edu">cwilliams@alcorn.edu</a> Carla Williams</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>Arkansas State University P.O. Box 1930 State University, Arkansas 72467 Phone: (870) 972-3070 Email: <a href="mailto:pgraham@astate.edu">pgraham@astate.edu</a> Fax: 1-870-972-2997 Pamela Graham</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>Athens State College Career Office 300 North Beatty Street Athens, Alabama 35611 Phone: 256-233-8140 Url: <a href="http://www.athens.edu">www.athens.edu</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>Belhaven College 1790 Kirby Parkway Suite 100 Germantown, Tennessee 38138-7452 Phone: 9019688995 Url: <a href="http://www.collegecentral.com/belhaven">www.collegecentral.com/belhaven</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</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>
<tbody>
<tr>
<td>7</td>
<td>Booker T. Washington High School 715 South Lauderdale Memphis, Tennessee 38126 Phone: 901-416-7240 Placement Director Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>Central Baptist College no listing Conway, Arkansas 72032 Phone: 501-329-6872 Fax: 1-501-329-2941 Central Baptist College Central Baptist College</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone: 9013213331 Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone: 662-627-4155 Email: <a href="mailto:mmoore-6@yahoo.com">mmoore-6@yahoo.com</a> Fax: 1-662-627-4361 Monica Moore</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone: 870-633-4480 Fax: 1-870-633-7222 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Exigent Circumstances</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone: 901-761-1352 Fax: 1-901-761-1358 Career Services</td>
<td>N</td>
<td>0</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>
| 14        | Hendrix College  
1600 Washington Avenue  
Conway, Arkansas  
Phone: 450-1416  
Email: careerservices@hendrix.edu  
Jill Hankins | N | 0 |
| 15        | 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 |
| 16        | 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 | 11 |
| 17        | Jackson State University  
1400 John R. Lynch St.  
Jackson, Mississippi  
Phone: 601/976-2477  
Url: www.jsums.edu  
Fax: 601/979-3948  
Lavenita Cottrell | N | 0 |
| 18        | Lane College  
Placement Office 545 Lane Avenue  
Jackson, Tennessee 38301  
Phone: 731-426-7000  
Url: www.lanecollege.edu  
Career Services  
Manual Posting | N | 0 |
| 19        | LeMoyne-Owen College  
Job Development Supervisor 807 Walker Avenue  
Memphis, Tennessee 38126  
Phone: 901-435-1675  
Fax: 1-901-435-1699  
Career Services | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<thead>
<tr>
<th>RS Number</th>
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</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>Memphis Area Vo-Tech 550 Alabama Memphis, Tennessee 38105 Phone: 901-543-6169 Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>Memphis Black Media Coalition 701 South Parkway East Memphis, Tennessee 38106 Phone: 901-646-5272 Fax: 1-901-946-5272 Gwen Sneed</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone: 901-521-1343 Fax: 1-901-526-2637 Executive Secretary</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>23</td>
<td>Memphis College of Art Student Employment Office 1930 Poplar Avenue Memphis, Tennessee 38104 Phone: 901-272-5103 Fax: 1-901-272-5104 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone: 901-272-2491 Fax: 1-901-272-1673 Job Placement Supervisor</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>Mississippi State University Connections The Career Center Tennessee Phone: 662-325-3344 Fax: 1-662-325-7975 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>National Black MBA Association, Inc. Memphis, Tennessee Email: <a href="mailto:memphis_nbmbaa@yahoo.com">memphis_nbmbaa@yahoo.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</thead>
<tbody>
<tr>
<td>27</td>
<td>Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email: <a href="mailto:WIA@NAIA.comcastbiz.net">WIA@NAIA.comcastbiz.net</a> Debbie Armstrong</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>Northwest Community College Career Services Senatobia, Mississippi 38637 Phone: 662-562-3200 Fax: 1-662-280-6161</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Park Avenue Propects Club 6750 Poplar Ave., # 800 C/O Merrill Lynch Memphis, Tennessee 38138 Phone: 901-756-2039 Julie Kinney Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>30</td>
<td>Philander Smith College 900 W DAISY L GATSON BATES DRIVED Little Rock, Arkansas 72202 Phone: 501-975-6054 Email: <a href="mailto:vbroadna@philander.edu">vbroadna@philander.edu</a> Fax: 1-501-975-8560 AMANDA ROBINSON</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>Professional Women's Network 930 University Street Memphis, Tennessee 38107 Phone: 901-345-7153 Sheila Easterling Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone: 901-843-3730 Fax: 1-901-843-3435 Career Services</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone: 662-252-8000 Email: <a href="mailto:ejones@rustcollege.edu">ejones@rustcollege.edu</a> Fax: 1-662-252-8993 PATRICE PEGUES</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</thead>
</table>
| 34        | S.A.V.E.S.  
2150 Whitney Avenue  
Memphis, Tennessee 38127  
Phone: 901-353-5440  
Alex Vaporean  
Manual Posting | N | 0 |
| 35        | Southwest TN Community College  
5983 Macon Cove  
Memphis, Tennessee 38134  
Phone: 901-333-5000  
Email: wwalkerk@southwest.tn.edu  
Fax: 1-901-333-4505  
Career Services | N | 0 |
| 36        | State Technical Institute  
Career Counseling/Student Employment 5983 Macon Cove  
Memphis, Tennessee 38134  
Phone: 901-382-4180  
Bill Cavanaugh  
Manual Posting | N | 0 |
| 37        | Strayer University  
2650 Thousand Oaks Blvd Suite 1100  
Memphis, Tennessee 38118  
Phone: 901-369-1835  
Fax: 1-901-565-9400  
Career Services | N | 0 |
| 38        | Student Media Center  
Director of Student Media 233 Farley  
University, Mississippi 38677  
Phone: 662-915-5502  
Dr. Ralph Braseth  
Manual Posting | N | 0 |
| 39        | Tennessee College of Applied Technology  
550 Alabama  
Memphis, Tennessee 38105  
Phone: 9015432904  
Email: sharon.ballentine@tcatalmphis.edu  
Sharon Ballentine | N | 0 |
| 40        | Tennessee Dept of Labor & WFD  
5368 Mendenhall Mall  
Memphis, Tennessee 38115  
Career Services  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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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>
| 41        | TN Association of Broadcasters  
P O Box 101015  
Nashville, Tennessee 37224  
Phone: 615-399-3791  
Url: www.tabtn.org  
Career Services  
Manual Posting | N                                               | 0                                                     |
| 42        | TN Dept of Employment Security  
1295 Poplar Avenue  
Memphis, Tennessee 38104  
Phone: 901-543-7535  
Joyce Reed  
Manual Posting | N                                               | 0                                                     |
| 43        | University Of Arkansas  
116 Kimpel Hall  
Fayetteville, Arkansas 72701  
Phone: 479-757-6307  
Email: ifoley@uark.edu  
Debbie Ritter | N                                               | 0                                                     |
| 44        | University of Arkansas at Pine Bluff  
P.O. Box 4975 - 1200 N. University Drive  
Pine Bluff, Arkansas  
Phone: (870) 575-8461  
Email: jonesm@uapb.edu  
Fax: 1-870-575-4606  
Mary Jones | N                                               | 0                                                     |
| 45        | University of Memphis  
Tennessee  
Email: jwebb2@memphis.edu  
Career Services | N                                               | 0                                                     |
| 46        | University of Memphis  
College of Engineering  
Memphis, Tennessee 38152  
Career Services  
Manual Posting | N                                               | 0                                                     |
| 47        | University of Mississippi  
Career Center 234 Martindale Hall  
University, Mississippi 38677  
Phone: 662-915-7174  
Url: www.hireolemissrebs.com  
Email: Christy@career.olemiss.edu  
Fax: 1-662-915-7759  
Christy Wright | 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>
</tr>
</thead>
</table>
| 48        | University of the Ozarks  
415 College Ave  
Clarksville, Arkansas 72830  
Phone: 479-754-3839  
Email: careers@ozarks.edu  
University of the Ozarks University of the Ozarks | N                                                | 0                                                      |
| 49        | UT Health Science Center  
Student Employment Office 62 S Dunlap  
Memphis, Tennessee 38163  
Phone: 901-448-4796  
Fax: 1-901-448-7750  
Career Services | N                                                | 0                                                      |
| 50        | www.LinkedIn.com  
2029 Stierlin Ct  
Mountain View, California 94043  
Phone: 0000000000  
Url: http://linkedin.com  
Internet Internet  
Manual Posting | N                                                | 0                                                      |
| 51        | www.mediagignow.com  
5000 Crossmill Road  
McLeansville, North Carolina 27301  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N                                                | 0                                                      |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 12
# 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>4/11/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Spoke at University of Memphis, Music Business program. Discussed careers in the radio industry and what you will need to prepare yourselves for employment.</td>
<td>1</td>
<td>SVPP</td>
</tr>
<tr>
<td>4/13/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Spoke with students on their Honors Career day program at A. Maceo Walker Middle School. Tosha Spears is the Contact person.</td>
<td>1</td>
<td>Program Director</td>
</tr>
<tr>
<td>4/27/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Participated in Fayette Ware High School Career Day for seniors. Speaking with student about the media business and what should they study and what to expect.</td>
<td>1</td>
<td>ON AIR PERSONALITY</td>
</tr>
<tr>
<td>10/21/2017</td>
<td>Participation in events sponsored by community groups</td>
<td>Participated in Career Day at Avent Presbyterian Church. talked about the media Industry and getting into this business.</td>
<td>1</td>
<td>Programer Director</td>
</tr>
<tr>
<td>1/4/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Participated in program with Shelby County School Job Fair</td>
<td>1</td>
<td>SVP PROGRAMING</td>
</tr>
<tr>
<td>3/2/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Participated in leadership preparatory Charter School reading program and discuss job opportunities in media.</td>
<td>1</td>
<td>Programer Director</td>
</tr>
<tr>
<td>3/8/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Spoke at Mendenhall North East prep school on their Career Day. Discussed job opportunities in media.</td>
<td>1</td>
<td>On Air Personality</td>
</tr>
<tr>
<td>3/9/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Our SEC meet with students at Raleigh Egypt High School. At the event, we discussed careers in broadcasting with students and answered students' questions regarding the broadcast industry.</td>
<td>1</td>
<td>Director of Marketing and Promotions</td>
</tr>
<tr>
<td>3/28/2018</td>
<td>Participation in scholarship programs</td>
<td>Participated in Fed Ex Services Diversity and Inclusion Team for MLK50 Youth Mentoring Day for 130 students</td>
<td>1</td>
<td>SVP PROGRAMING</td>
</tr>
</tbody>
</table>