## 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>On Air (Nights) &amp; Music Director</td>
<td>2-4, 7, 10-13, 15, 17-21, 24, 26, 28-33, 35-38</td>
<td>17</td>
</tr>
<tr>
<td>Associate Account Executive</td>
<td>2-4, 7, 9-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-4, 8-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-4, 8-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Vice President of Digital Strategy</td>
<td>2-4, 8-13, 15, 18-21, 23-24, 26, 28-33, 35-36, 38</td>
<td>23</td>
</tr>
<tr>
<td>Digital - Program Director - DC/Baltimore Region</td>
<td>2-4, 7, 9-16, 18-21, 24, 26, 28-38</td>
<td>37</td>
</tr>
<tr>
<td>SVP Sales</td>
<td>3-4, 7, 9-13, 15, 18-21, 24-26, 28-33, 35-38</td>
<td>6</td>
</tr>
<tr>
<td>Account Executive</td>
<td>3-4, 7, 9-13, 15, 18-21, 24-26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Account Executive</td>
<td>3-4, 7, 9-13, 15, 18-21, 24-26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Regional Marketing Director - DC/Baltimore</td>
<td>1-4, 7, 9-13, 15, 18-21, 24, 26-33, 35-36, 38</td>
<td>13</td>
</tr>
<tr>
<td>Digital Sales Specialist</td>
<td>2-5, 7-10, 12-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Digital Sales Specialist</td>
<td>2-5, 7-10, 12-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Digital Sales Planner</td>
<td>2-5, 7-10, 12-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>VP, Integrated Sales Manager</td>
<td>2-4, 7-10, 12-13, 15, 18-21, 24, 26, 28-33, 35-36, 38</td>
<td>13</td>
</tr>
<tr>
<td>On-Air Talent</td>
<td>2-4, 7-9, 12-13, 15, 17-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>On-Air Talent</td>
<td>2-4, 7-9, 12-13, 15, 17-21, 24, 26, 28-33, 35-38</td>
<td>17</td>
</tr>
<tr>
<td>Show Producer</td>
<td>2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Show Producer</td>
<td>2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28-33, 35-38</td>
<td>17</td>
</tr>
<tr>
<td>Web Content Manager</td>
<td>2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28-33, 35-36, 38</td>
<td>17</td>
</tr>
<tr>
<td>National Sales Promotion Coordinator</td>
<td>2-4, 7, 9-10, 12-13, 15, 17-21, 24, 26, 28-33, 35-36, 38</td>
<td>17</td>
</tr>
<tr>
<td>Director of Automotive Partnerships</td>
<td>2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28-33, 36-38</td>
<td>17</td>
</tr>
</tbody>
</table>
## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

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<tr>
<th>Job Title</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Promotions Director</td>
<td>2-4, 7-10, 12-15, 18-21, 24, 26, 28-33, 35-36, 38</td>
<td>14</td>
</tr>
<tr>
<td>Digital Content Coordinator</td>
<td>2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28-33, 35-36, 38</td>
<td>17</td>
</tr>
<tr>
<td>Program Director - WBIG/WWDC</td>
<td>1-4, 7-10, 12-13, 15, 17-21, 24, 26-33, 35-36, 38</td>
<td>17</td>
</tr>
<tr>
<td>Outside Account Executive</td>
<td>2-4, 7-10, 12-13, 15, 18-26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Outside Account Executive</td>
<td>2-4, 7-10, 12-13, 15, 18-26, 28-33, 35-38</td>
<td>23</td>
</tr>
<tr>
<td>Associate Account Executive</td>
<td>2-4, 7-10, 12-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</td>
</tr>
<tr>
<td>Graphic Designer/Sales Support</td>
<td>2-4, 7, 9-10, 12-15, 18-21, 24, 26, 28-33, 35-36, 38</td>
<td>14</td>
</tr>
<tr>
<td>Vice President, Integrated Sales Manager</td>
<td>2-4, 7-10, 12-13, 15, 18-21, 24, 26, 28-33, 35-38</td>
<td>37</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         | All Access  
24955 Pacific Coast Highway, C303  
Malibu, California 90265  
n/a n/a  
Manual Posting | N | 0 |
| 2         | Baltimore Vet Center  
1777 Reisterstown Road Suite 199  
Baltimore, Maryland 21208  
Phone: 410-764-9400  
Url: http://www.2.va.gov  
Fax: 1-410-764-7780  
Paula Wolff | N | 0 |
| 3         | Community of Hope  
1717 Massachusetts Avenue NW Suite 805  
Washington, District of Columbia 20036  
Phone: 202-407-7750  
Url: http://www.communityofhopedc.org/  
Email: bsimpson@cohdc.org  
Brittany Simpson | Y | 0 |
| 4         | Connecticut School of Broadcasting  
611 Route 46 West, Suite 102  
Hasbrouck, New Jersey 7642  
Phone: 201-288-7900  
Url: http://www.gocsb.com  
Email: Efierstein@gocsb.com  
Fax: 1-201-288-7901  
Micahel Ryan | Y | 0 |
| 5         | Elkton Vet Center  
103 Chesapeake Blvd Suite A  
Elkton, Maryland 21921  
Phone: 410-392-4485  
Url: http://www.va.gov  
Email: Wendalyn.brown@va.gov  
Fax: 1-410-392-6381  
Wendy Brown | N | 0 |
| 6         | Exigent Circumstances | N | 1 |
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<tr>
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</tr>
</thead>
</table>
| 7         | Forty Plus of Greater Washington  
1718 P Street NW  
Washington DC, Washington 20036  
Phone: 202-387-1582  
Url: http://www.40plus-dc.org  
Email: jobpostings@40plusdc.org  
Fax: 1-202-387-7669  
Career Services | N | 0 |
| 8         | George Mason University  
4400 university Drive – M/S 3 B6  
Fairfax, Virginia  
Phone: 703-993-4021  
Url: http://www.gmu.edu/  
Email: jbarrice@gmu.edu  
Fax: 1-703-993-2361  
James Barricelli | N | 0 |
| 9         | George Washington University Div. of HR/Foggy Bottom Campus  
2033 K Street NW Suite 220  
Washington DC, Washington 20052  
Phone: 202-994-6495  
Url: http://www.gwu.edu  
Email: ChrisRoy@Gw.edu  
Fax: 1-202-994-9680  
Christine Roy | N | 0 |
| 10        | Hispanic Committee of Virginia  
5827 Columbia Pike Suite 200  
Falls Church, Virginia 22041  
Phone: 703.671.5666  
Url: http://www.hcva.org  
Email: sclavijo@hcva.org  
Fax: 1-703-671-2325  
Stella Clavijo | N | 0 |
| 11        | Howard University  
525 Bryant Street NW Suite 109  
Washington DC, Washington 20059  
Phone: 202-806-7513  
Url: http://www.howard.edu  
Email: Huocrecruit@gmail.com  
Fax: 1-202-462-4267  
Ladi Sanu | N | 0 |
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</tr>
</thead>
</table>
| 12        | 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 |
| 13        | 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 |
| 14        | Indeed.com - Not Directly Contacted by SEU | N | 3 |
| 15        | Inside Radio  
Texas  
Phone : 800-640-8852  
Email : genemckay@insideradio.com  
Gene McKay | N | 0 |
| 16        | Internal Posting | N | 1 |
| 17        | Internal Transfer/Promotion | N | 8 |
| 18        | Japanese American Citizens League  
1850 M Street NW Suite 1100  
Washington DC, Washington 20036  
Phone : 202-223-1240  
Url : http://www.jacl.org  
Email : policy@jacl.org  
Fax : 1-202-296-8082  
Career Services | N | 0 |
| 19        | Jewish War Vets of the USA  
1 Ivory Crest Court  
Baltimore, Maryland 21209  
Phone : 410-653-5577  
Url : http://www.jwv.org  
Email : Burtnick@erols.com  
Fax : 1-410-653-2334  
Erwin Burtnick | N | 0 |
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</table>
| 20        | Korean Community Service Center  
7700 Little River Turnpike #406  
Annandale, Virginia 22003  
Phone: 703-354-6345  
Url: http://www.kcsgw.org  
Email: lienhickey@gmail.com  
Fax: 1-703-354-6391  
Lien Hickey | N | 0 |
| 21        | Lehigh University, Center for Journalism  
Coppee Hall 33 Coppee Dr.  
Bethlehem, Pennsylvania 18015  
Phone: 610-758-6198  
Email: rcf2@lehigh.edu  
Fax: 1-610-758-4454  
Jack Lule | N | 0 |
| 22        | LinkedIn  
c/o Wilson HCG 400 N Ashley Drive #3000  
Tampa, Florida 33602  
Kristine Diamonti  
Manual Posting | N | 0 |
| 23        | LinkedIn / Word of Mouth | N | 2 |
| 24        | Montgomery College  
RA 108 51 Mannakee  
Rockville, Maryland 20850  
Phone: 240-567-5062  
Url: http://cms.montgomerycollege.edu  
Email: jeanie.hale@montgomerycollege.edu  
Jeanie Hale | N | 0 |
| 25        | On Air Announcements (One or More SEU Stations)  
1801 Rockville Pike 5th floor  
Rockville, Maryland 20852  
Phone: 240-747-2706  
Alice Pollock  
Manual Posting | N | 0 |
| 26        | Organization of Chinese American Women  
4641 Montgomery Avenue Suite 208  
Bethesda, Maryland 20814  
Phone: 301-907-3898  
Url: http://www.ocawwomen.org  
Email: Maryland@ocawwomen.org  
Fax: 1-301-907-3899  
Christina Wong Poy | N | 0 |
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</tr>
</thead>
</table>
| 27        | RAMP (Radio and Music Pros)  
Los Angeles, California  
Kevin Carter  
Manual Posting | N                                               | 0                                                      |
| 28        | Silver Spring Vet Center  
10411 Motor City Dr. 5th Floor  
Bethesda, Maryland 20817  
Phone: 240-395-1428  
Email: Wayne.Miller3@va.gov  
Wayne Miller | N                                               | 0                                                      |
| 29        | Southeast Asian Resource Action Center  
1628 16th Street NW 3rd Floor  
Washington DC, Washington 20009  
Phone: 202-667-4690  
Url: http://www.searac.org  
Email: searac@searac.org  
Fax: 1-202-667-6449  
Fam Sawchao | N                                               | 0                                                      |
| 30        | Towson University Career Center  
7800 York Road Suite 206  
Towson, Maryland 21252  
Phone: 410-704-2233  
Url: http://www.towson.edu/careercenter  
Email: careercenter@towson.edu  
Fax: 1-410-704-4359  
Corey Dunning | N                                               | 0                                                      |
| 31        | United Black Fund  
2500 Martin Luther King Jr. Avenue SE  
Washington DC, Washington 20020  
Url: http://www.ubfine.org  
Email: UnitedBlackFund@ubfine.org  
Career Services | Y                                               | 0                                                      |
| 32        | United Planning Organization  
301 Rhoda Island Avenue NW  
Washington DC, Washington 20001  
Phone: 202-238-4600  
Url: http://www.upo.org  
Email: info@upo.org  
Regina Parker | N                                               | 0                                                      |
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<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>
| 33        | University of District of Columbia  
4200 Connecticut Ave NW  
Washington DC, Washington 20008  
Phone: 202-274-5800  
Url: http://www.udc.edu  
Email: ljwilliams@udc.edu  
Lydia Williams | N | 0 |
| 34        | Unknown (source not adequately identified upon inquiry by SEU)                  | N | 1 |
| 35        | Wider Opportunities for Women  
1001 Connecticut Ave NW S-930  
Washington DC, Washington 20036  
Phone: 202-464-1596  
Url: http://www.wowonline.org  
Email: vstaples@wowonline.org  
Fax: 1-202-464-1660  
Vivian Staples | N | 0 |
| 36        | Women Empowered Against Violence  
1422 K Street NW  
Washington DC, Washington 20005  
Phone: 202-452-9550  
Url: http://www.weaveincorp.com  
Email: weavedcinfo@gmail.com  
Fax: 1-202-452-8255  
Liz Harens | N | 0 |
| 37        | Word of Mouth Referral                                                       | N | 19 |
| 38        | 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:** 38
### 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>6/27/2018</td>
<td>Participation in events sponsored by community groups</td>
<td>Our SEU hosted a group of middle school and high school students from the Gaithersburg Youth Center. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.</td>
<td>4</td>
<td>Street Team Lead VP of Programming On-Air Talen Promotions Director</td>
</tr>
<tr>
<td>7/18/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A weekend DJ spoke at George Mason's 2018 journalism and media conference, held for 600 rising high school seniors and juniors from across the country.</td>
<td>1</td>
<td>OnAir Host</td>
</tr>
<tr>
<td>8/7/2018</td>
<td>Participation in events sponsored by community groups</td>
<td>Our SEU hosted a group of high school students from the Regratifying foundation, a new non-profit in NoVA for teenagers in foster care. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.</td>
<td>2</td>
<td>Promotions Director Promotions Staff</td>
</tr>
<tr>
<td>2/6/2019</td>
<td>Participation in events sponsored by community groups</td>
<td>Our SEU hosted a group of young adults from Social Graces, a life coaching company that assists in finding employment. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.</td>
<td>4</td>
<td>Finance Specialist Engineer Promotions Director Producer</td>
</tr>
<tr>
<td>3/22/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Our SEU hosted a group of students from Virginia State University who are interested in radio &amp; communications. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.</td>
<td>4</td>
<td>Traffic Manager Promotion Event Specialist Promotion Assistant Marketing Director</td>
</tr>
<tr>
<td>4/2/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Our SEU hosted a group of middle school students from the Maya Angelou Academy who are interested in radio. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.</td>
<td>4</td>
<td>Producer Marketing Director Promotions Director Promotion Events Specialist</td>
</tr>
<tr>
<td>4/5/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Our SEU took a group of students from Frostburg State University's marketing club on a tour of our studios and soundstage learned about careers in radio sales, promotions, programming and finance departments.</td>
<td>4</td>
<td>On Air Talent Promotions Event Specialist Finance Specialist Campaign Specialist</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
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<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/17/2019</td>
<td>Participation in Job Fairs</td>
<td>Our SEU participated in the Senior Job Fair at Howard University to showcase the careers that we offer in broadcasting, sales, and marketing. Station participants included our VP of Sales, who spoke to students interest in careers in broadcasting and set up interviews with graduating students.</td>
<td>1</td>
<td>Vice President of Sales</td>
</tr>
<tr>
<td>4/18/2019</td>
<td>Participation in events sponsored by community groups</td>
<td>Our SEU took a group of 11 - 6th graders from Girl Scout Troop 2925 in Potomac, MD on a tour of our studios to learn more about radio in order for them to receive their media patch.</td>
<td>3</td>
<td>Promotions Assistant Finance Specialist Producer</td>
</tr>
</tbody>
</table>