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>Sales Support</td>
<td>1-5, 7-9, 11-12, 14, 17-26</td>
<td>5</td>
</tr>
<tr>
<td>National Sales Assistant</td>
<td>1-5, 7-12, 14, 16-26</td>
<td>5</td>
</tr>
<tr>
<td>Reporter/Producer/Editor</td>
<td>1-5, 7-14, 16, 18-23, 25-26</td>
<td>5</td>
</tr>
<tr>
<td>Finance Specialist</td>
<td>1-4, 7-12, 14-15, 17-26</td>
<td>15</td>
</tr>
<tr>
<td>Key Account Coordinator</td>
<td>1-4, 7-12, 14-15, 17-26</td>
<td>15</td>
</tr>
<tr>
<td>Production Designer / On-Air Talent</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Reporter/Producer/Editor</td>
<td>1-5, 7-8, 10-12, 16, 18-23, 25</td>
<td>5</td>
</tr>
<tr>
<td>Digital Content Coordinator</td>
<td>1-5, 7-14, 17-24, 26</td>
<td>5</td>
</tr>
<tr>
<td>On Air Host</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>On Air Host</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Producer</td>
<td>6</td>
<td>6</td>
</tr>
</tbody>
</table>

This report was modified in August 2019 to address reporting issues
## 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         | African American Chamber of Commerce  
            PO Box 5488  
            Portland, Oregon 97228  
            Phone: 503-244-5794  
            Email: blackchamber@usa.net  
            Roy Jay                                                                 | N                                                  | 0                                                      |
| 2         | African Chamber of Commerce  
            6112 Wheatley Street  
            Houston, Texas 77091  
            Phone: 713-692-7003  
            Email: info@acreshomecenter.org  
            Anthony Stewart                                               | N                                                  | 0                                                      |
| 3         | Alvin Community College  
            3110 Mustang Rd.  
            Alvin, Texas 77511  
            Phone: 281-756-3767  
            URL: www.alvincollege.edu  
            Email: BLewis@alvincollege.edu  
            Bill Lewis                                                     | N                                                  | 0                                                      |
| 4         | California Broadcasters Assoc.  
            915 "L" Street Suite #1150  
            Sacramento, California 95814  
            Phone: 916-444-2237  
            URL: http://www.yourcba.com  
            Joe Berry  
            Manual Posting                                                  | N                                                  | 0                                                      |
| 5         | Employee Referral                                                            | N                                                  | 6                                                      |
| 6         | Exigent Circumstances                                                        | N                                                  | 4                                                      |
| 7         | Goodwill Industries of Houston  
            1140 West Loop North  
            Houston, Texas 77055  
            Phone: unknown  
            Email: m_holder@goodwillhouston.org  
            Megan Holder                                                   | N                                                  | 0                                                      |
| 8         | Hispanic Chamber of Commerce  
            2900 Woodridge Suite 312  
            Houston, Texas 77087  
            Phone: 713-644-7070  
            Fax: 1-713-644-7377  
            Career Services                                                 | N                                                  | 0                                                      |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSIL")

<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>
| 9         | Houston Advertising Federation (AAF)  
            7155 Old Katy Road Suite 100  
            Houston, Texas 77024  
            Phone: 713-237-9999  
            Url: www.aaf-houston.net  
            Career Services  
            Manual Posting | N | 0 |
| 10        | Houston Association of Black Journalists  
            P.O. Box 565  
            Houston, Texas 77001-0565  
            Phone: 281-920-2284  
            Email: houstonabj@hotmail.com  
            Nicole Jones | N | 1 |
| 11        | 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 |
| 12        | 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 | 5 |
| 13        | Indeed.com - Not Directly Contacted by SEU | N | 5 |
| 14        | Internal Posting  
            2000 W. Loop South Suite #300  
            Houston, Texas 77027  
            Career Services  
            Manual Posting | N | 3 |
| 15        | Internal Transfer/Promotion | N | 2 |
| 16        | LinkedIn - Not Directly Contacted by SEU | N | 6 |
| 17        | Media Alliance of Houston  
            P.O. Box 980908  
            Houston, Texas 77098  
            Url: www.mediaalliancehouston.org  
            Ashlee Rohm  
            Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSFL")

<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>18</td>
<td>NAACP</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>19</td>
<td>National Hispanic Media Coalition</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>National Lesbian &amp; Gay Journalists Association</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>Sam Houston State University</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>Texas Association of Broadcasters</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>23</td>
<td>Texas Veterans Commission</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>
| 24        | Texas Workforce Commission  
8373 Westheimer  
Houston, Texas 77063  
Phone: 713-243-8036  
Url: www.workintexas.com  
Fax: 1-713-978-7049  
Stacy Castille  
Manual Posting | Y                                                 | 0                                                      |
| 25        | University of Houston  
University Career Services 106 Student Svc Ctr 1  
Houston, Texas 77024  
Phone: 713-743-5100  
Url: www.career.uh.edu  
Fax: 1-713-743-5111  
Career Advisor | N                                                 | 0                                                      |
| 26        | Veterans of Foreign Wars  
6101 Mount Houston Rd  
Houston, Texas 77050-5509  
Phone: na  
Career Center  
Manual Posting | N                                                 | 0                                                      |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 35
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/28/2018</td>
<td>Each year, our SEU partners with the Media Alliance of Houston for the Sandy Schenker Capell Scholarship program. The scholarship program was created to honor Sandy Schenker Capell, a former manager at our SEU who lost her battle with cancer. Each year, the scholarship is awarded to a Houston area High School senior interested in a career in media. Our SEU works closely with the Media Alliance of Houston to review applications and help select each year's winner. The 2018 Scholarship winner was announced in May 2018.</td>
<td>4</td>
<td>Senior Account Executive Regional VP of Programming Senior Account Executive</td>
</tr>
<tr>
<td>5/31/2018</td>
<td>Our SEU hosted and participated in the Level Up Workshop, an event organized by Ad2, an advertising organization for communication professionals. The event was focused on providing training and best practices to local college students and young professionals regarding improving their LinkedIn profiles to attract professional recruiters, source potential clients, and network; free head shots were provided to attendees to upload to their LinkedIn account. SEU participants were available to answer questions about the broadcast industry, and event attendees were provided a tour of the iHeart Media broadcasting facilities. Additionally, our SEU's Media Consultants attended the training.</td>
<td>2</td>
<td>VP of Business Development Administrative Assistant</td>
</tr>
<tr>
<td>7/23/2018</td>
<td>From July 23, 2018 to July 25, 2018, our SEU hosted a student from George Ranch High School for an intensive 3-day job shadow. The student was able to meet and observe SEU staff in our Automotive, Digital, Sales, Promotions, Programming and Production departments including sitting in on department meetings, attending sales calls, and recapping the entire experience with our Region President.</td>
<td>4</td>
<td>Region President Regional VP of Sales Marketing Director Regional VP of Programming</td>
</tr>
</tbody>
</table>
## 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</td>
<td>11/2/2018 Participation in events sponsored by community groups</td>
<td>Our SEU hosted a student team at our facility as part of the AAF-Houston Student Conference and Competition. The students worked in teams to create a comprehensive marketing, advertising and public relations campaign. The students also met with SEU staff and were provided a tour of the iHeartMedia broadcasting facilities.</td>
<td>2</td>
<td>VP of Business Development - Automotive Department Executive Assistant</td>
</tr>
<tr>
<td>5</td>
<td>1/1/2019 Establishment of a mentoring program</td>
<td>During the reporting period, our SEU continued Media 1 Consultant, the mentoring and training program developed by the stations for four Media Consultants. The Media Consultants, under the supervision of our SEU’s VP of Business Development, continued their learning needed to advance in their careers and become successful radio sales professionals through regular team meetings and on-on-one mentoring sessions with senior sales personnel.</td>
<td>1</td>
<td>VP of Business Development</td>
</tr>
<tr>
<td>6</td>
<td>2/25/2019 Participation in other activities designed by the station employment unit</td>
<td>From February 25, 2019 to February 27, 2019, our SEU hosted a student from Second Baptist School for an intensive 3-day job shadow. The student was able to meet with SEU staff in our Automotive, Digital, Finance, Sales, Promotions, Programming and Production departments, including sitting in on department meetings, attending sales calls, and recapping the entire experience with our Region President.</td>
<td>4</td>
<td>Region President VP of Sales VP of Programming Marketing Director</td>
</tr>
</tbody>
</table>