## 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 Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>WOR Early Evening Talk Show Host</td>
<td>1-5, 10-15, 17-19, 21-22, 25-36, 38-42, 45, 47-48</td>
<td>11</td>
</tr>
<tr>
<td>WOR Early Evening Talk Show Host</td>
<td>1-5, 10-15, 17-19, 21-22, 25-36, 38-42, 45, 47-48</td>
<td>11</td>
</tr>
<tr>
<td>WOR710 Account Executive (Base + Commission)</td>
<td>1-5, 10, 12-15, 17-19, 21-22, 25-36, 38-43, 45, 47-48</td>
<td>19</td>
</tr>
<tr>
<td>Producer</td>
<td>1-5, 8, 10, 12-15, 17-22, 25-36, 38-43, 45, 47-48</td>
<td>19</td>
</tr>
<tr>
<td>National Sales Assistant</td>
<td>1-5, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>19</td>
</tr>
<tr>
<td>WOR710 Account Executive (Base + Commission)</td>
<td>1-5, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>46</td>
</tr>
<tr>
<td>Data Entry Specialist - Innovation Lab</td>
<td>1-3, 5, 10-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>11</td>
</tr>
<tr>
<td>WOR710 Account Executive (Base + Commission)</td>
<td>1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>6</td>
</tr>
<tr>
<td>WOR710 Account Executive (Base + Commission)</td>
<td>1-3, 5, 10, 12-15, 17-22, 25-36, 38-39, 41-45, 47-48</td>
<td>44</td>
</tr>
<tr>
<td>Production Manager</td>
<td>1-3, 5-6, 10, 12-15, 17-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>6</td>
</tr>
<tr>
<td>NYC Account Executive</td>
<td>1-3, 5-6, 10-15, 17-23, 25-39, 41-43, 45, 47-48</td>
<td>11</td>
</tr>
<tr>
<td>Innovation Lab, Design and Activation Coordinator</td>
<td>1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>6</td>
</tr>
</tbody>
</table>
## 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 Assistant</td>
<td>1-3, 5-7, 10-15, 17-23, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>7</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-3, 5-7, 10-15, 17-23, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>11</td>
</tr>
<tr>
<td>Creative Service and Production Director</td>
<td>1-3, 5, 10, 12-15, 17-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>20</td>
</tr>
<tr>
<td>Innovation Lab, Design and Activation Coordinator</td>
<td>1-3, 5-6, 10-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>6</td>
</tr>
<tr>
<td>Sales Manager - New York, NY</td>
<td>1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>6</td>
</tr>
<tr>
<td>Manager, Marketing Solutions NYC Innovation Lab</td>
<td>1-3, 5, 10, 12-15, 17-22, 25-39, 41-43, 45, 47-48</td>
<td>37</td>
</tr>
<tr>
<td>Studio Engineer</td>
<td>1-3, 5, 10, 12-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48</td>
<td>16</td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
</tr>
<tr>
<td>-----------</td>
<td>--------------------------------------------------------------------------------</td>
<td>---------------------------------------------------</td>
</tr>
</tbody>
</table>
| 1         | Berkeley College  
3 East 43rd St. 4th Fl. 6th Floor Career Services  
New York, New York 10017  
Phone: 212-986-4343  
Email: mt@berkeleycollege.edu  
Mark Thomas  | Y                                                                                   | 0                                                    |
| 2         | Borough of Manhattan Community College  
City University of NY Travel & Tourism 245 Greenwich  
St. Fiterman 830U  
New York, New York 10007  
Phone: 212-220-8214  
Email: eg@etn.travel  
Dr. Elinor Garely  | Y                                                                                   | 0                                                    |
| 3         | Brooklyn College  
2900 Bedford Avenue Room 1303 James Hall  
Brooklyn, New York 11210  
Phone: 718-951-5696  
Email: jobpostings@brooklyn.cuny.edu  
Andre Fontenelle  | Y                                                                                   | 0                                                    |
| 4         | City University of New York  
CUNY  
New York, New York  
Email: Ashley.Walker@cuny.edu  
Ashley Walker  | N                                                                                   | 0                                                    |
| 5         | Connecticut School of Broadcasting  
1400 Old Country Road Suite 211 (36A)  
Westbury, New York 11590-5156  
Phone: 516-280-6801  
Email: bmartines@gocsb.com  
Rebecca Martines  | Y                                                                                   | 0                                                    |
| 6         | Current Employee  | N                                                                                   | 10                                                   |
| 7         | Current Employee - Transfer/Promotion  | N                                                                                   | 2                                                    |
| 8         | Current Employee/Internal Promotion  | N                                                                                   | 1                                                    |
| 9         | Current Intern  | N                                                                                   | 1                                                    |
| 10        | Dream Careers  
Internship Coordinator 181 2nd Avenue Suite 200  
San Mateo, California 94401  
Phone: 6502613147  
Email: Shane@dreamcareersinc.com  
Shane Shane  | Y                                                                                   | 0                                                    |
| 11        | Employee Referral  | N                                                                                   | 19                                                   |
### II. MASTER RECRUITMENT SOURCE LIST ("MRLS")

<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>
| 12        | Essex County College  
303 University Avenue  
Newark, New Jersey 07102  
Phone: 973-877-3270  
Email: swormley@essex.edu  
Sybil Bost-Wormley | Y | 0 |
| 13        | Five Towns College  
305 North Service Road  
Dix Hills, New York 11746  
Phone: 631-656-2163  
Email: krysti.orourke@ftc.edu  
Krysti O'Rourke | Y | 0 |
| 14        | Focus Hispanic Center for Com. Devel. Inc.  
441-443 Broad Street  
Newark, New Jersey 07102  
Phone: 973-624-2528  
Email: rrosario@focus411.org  
Rosa Rosario | Y | 0 |
| 15        | Fordham University  
Career Development Center 140 West 62nd Street - 1st floor  
New York, New York 10023  
Phone: 212-636-6170  
Email: mpiroz@fordham.edu  
Dennis Grant | Y | 0 |
| 16        | Former Employee | N | 1 |
| 17        | Hobart & William Smith College  
Salisbury Center for Career Services  
Trinity Hall  
Geneva, New York 14456  
Phone: 315-781-3514  
Email: cso@hws.edu  
Jackie Doyle | Y | 0 |
| 18        | 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 | 7 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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</thead>
</table>
| 19        | 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 | 8 |
| 20        | Indeed.com | N | 13 |
| 21        | Ithaca College  
Office of Career Services 953 Danby Road, 101 Muller  
Ithaca, New York 14850  
Phone: 607-274-3365  
Email: careers@ithaca.edu  
John Fracchia | N | 0 |
| 22        | Kean University  
1000 Morris Avenue  
Union, New Jersey 07083  
Phone: 908-737-0456  
Email: kmirren@kean.edu  
Kristine Mirren | Y | 0 |
| 23        | LinkedIn | N | 8 |
| 24        | LinkedIn  
Online Recruiting Site  
New York, New York 10013  
Phone: 0000000  
Online Recruiting Site | N | 1 |
| 25        | Long Island Univ. Brooklyn Campus  
1 University Plaza, Pratt 510  
Brooklyn, New York 11201  
Phone: 718-488-1039  
Email: Amy.rothenberg@liu.edu  
Amy Rothenberg | Y | 0 |
| 26        | Nassau Comm. College  
Career Counseling Center 1 Education Drive  
Garden City, New York 11530  
Phone: 516-572-7696  
Url: www.ncc.edu  
Email: Constance.Egelman@ncc.edu  
Constance Egelman | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSOL")

<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>
| 27        | New York Market Radio  
261 Madison Avenue 23rd Fl.  
New York, New York 10016  
Phone: 646-254-4493  
Deborah Beagan  
Manual Posting | N | 0 |
| 28        | New York State Broadcasters Assoc.  
1805 Western Avenue  
Albany, New York 12203  
Phone: 518-456-8888  
Email: admin@tvjobs.com  
Mark Holloway | N | 0 |
| 29        | NJ Depart. Of Labor & Workforce Devel.  
438 Summit Avenue 2nd Fl.  
Jersey City, New Jersey 07306  
Phone: 973-742-9226  
Email: walter.toombs@dol.nj.gov  
Walter Toombs | Y | 0 |
| 30        | NY Univ./Arthur Carter Journal. Institute  
20 Cooper Square, Room 647  
New York, New York 10003  
Phone: 212-998-3837  
Email: Craigh.Barboza@nyu.edu  
Craig Barboza | Y | 0 |
| 31        | NYU Office of Career Development  
721 Broadway, 8th Fl  
New York, New York 10003  
Phone: 2129981824  
Email: Tisch.career@nyu.edu  
Lily Hung | Y | 0 |
| 32        | Penn State University  
105 Bank of American Career Services Center  
University Park, Pennsylvania 16802  
Career Services  
Manual Posting | N | 0 |
| 33        | Queens College  
65-30 Kissena Blvd  
Flushings, New York 11367  
Phone: 718-997-4465  
Email: tes.asfaw@qc.cuny.edu  
Fax: 1-718-997-4463  
Tefsaye Asfaw | Y | 0 |
**II. MASTER RECRUITMENT SOURCE LIST ("MRS'L")**

<table>
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<tr>
<th>RS Number</th>
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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>
| 34        | Radio and Television Business Report  
PO Box 6633  
Woodbridge, Virginia 22195  
Arpi McIyynn  
Manual Posting | N | 0 |
| 35        | Radio/Online LLP  
3500 Tripp Avenue  
Amarillo, Texas 79121-1637  
Online Postings  
Manual Posting | N | 0 |
| 36        | Rutgers University  
360 Dr. Martin Luther King Jr. Blvd Hill Hall, Room 112  
Newark, New Jersey 07102  
Phone: 973-353-5312  
Email: cegan@newark.rutgers.edu  
Michelle Bryan | Y | 0 |
| 37        | Self Referral  
Seton Hall University  
400 South Orange Avenue Career Center 2nd Floor Bayley Hall  
South Orange, New Jersey 07079  
Phone: 973-275-2316  
Email: gina.aloe@shu.edu  
Gina Aloe | N | 2 |
| 38        | St. Johns Univ. Center For TV,Film, Radio  
8000 Utopia Parkway  
Jamaica, New York 11439  
Phone: 718-990-2188  
Email: haynesd@stjohns.edu  
Donna Haynes | Y | 0 |
| 39        | Staten Island YMCA New Am. Welcome Ct  
285 Vanderbilt Ave  
Staten Island, New York 10304  
Phone: 718-981-4382  
Email: rrinaldo@ymcanyc.org  
Rachael Rinaldo | Y | 0 |
| 40        | Syracuse Univ. S.1 Newhouse School  
215 University Place  
Syracuse, New York 13244  
Phone: 315-443-1913  
Email: belichti@syr.edu  
Bridget Lichtinger | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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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>
| 42        | Touro College, NYSCHS  
27-33 West 23rd Street  
New York, New York 10010  
Phone : 212-463-0400 ext. 5449  
Email : adriana.jimenez-garcia@touro.edu  
Adriana Jimenez-Garcia | Y | 0 |
| 43        | University of Pennsylvania  
McNeil Bldg. Suite 20 3718 Locust Walk  
Philadelphia, Pennsylvania 19104  
Phone : 215-898-4827  
Email : listings@pobox.upenn.edu  
Fax : 1-215-898-2687  
Anne Marie Gercke | Y | 0 |
| 44        | Unknown Referral Source | N | 1 |
| 45        | William Paterson University  
Career Development Center 300 Pompton Road  
Wayne, New Jersey 07470  
Phone : 973-720-3020  
Email : barrowsm@wpunj.edu  
Mary Alice Barrows | Y | 0 |
| 46        | Word of Mouth Referral | N | 2 |
| 47        | 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 |
| 48        | York College  
94-20 Guy R. Brewer Blvd.  
Jamaica, New York 11451  
Email : mbsmith@york.cuny.edu  
Michael Smith | Y | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 76
### 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>1</td>
<td>3/1/2019 Establishment of an intern program designed to assist members of the community</td>
<td>Spring/2019 Internship Program for iHeart Media: Hired total of 24+ paid interns for stations WHTZ and WWPR plus Promotions and Sales Departments. These Interns worked closely with SEU staff to learn the &quot;behind the scenes&quot; functioning of a radio station. During their internship they shadowed SEU staff, assisting with various functions of our programming, promotions and sales departments. They also had opportunity to seek career advice, and ask questions related to jobs in broadcasting, and were supervised by Program Director, On-air Talent, Promotions Director and Assistant Program Director.</td>
<td>4</td>
<td>Program Director Programming &amp; Community Affairs Coordinator Executive Producer - Z100 morning show Marketing &amp; Promotions Director</td>
</tr>
<tr>
<td>2</td>
<td>6/1/2019 Establishment of an intern program designed to assist members of the community</td>
<td>Summer/2019 Internship Program for iHeart Media: Hired total of 24+ paid interns for stations WHTZ and WWPR plus Promotions and Sales Departments. These Interns worked closely with SEU staff to learn the &quot;behind the scenes&quot; functioning of a radio station. During their internship they shadowed SEU staff, assisting with various functions of our programming, promotions and sales departments. They also had opportunity to seek career advice, and ask questions related to jobs in broadcasting, and were supervised by Program Director, On-air Talent, Promotions Director and Assistant Program Director.</td>
<td>4</td>
<td>Program Director Programming &amp; Community Affairs Coordinator Executive Producer - Z100 morning show VP Sales Operations &amp; Data Analytics</td>
</tr>
<tr>
<td>3</td>
<td>9/19/2019 Participation in Job Fairs</td>
<td>Our SEU participated in the St. John University Careers and Internship job fair at the Queens campus located at 8000 Utopia Parkway, Queens, NY 11439. Station participation included our Digital Content Manager and our Programming &amp; Events Coordinator, who discussed careers in radio with interested attendees. Also discussed internship and employment opportunities with attendees.</td>
<td>2</td>
<td>Programming &amp; Events Coordinator Digital Content Manager</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>10/18/2019</td>
<td>Participation in Job Fairs</td>
<td>Our SEU participated in the Brooklyn College Careers and Internship job fair at the Brooklyn campus located at 8000 Utopia Parkway, Queens, NY 11439. Station participation included our Digital Content Manager and our Programming &amp; Events Coordinator, who discussed careers in radio with interested attendees. Also discussed internship and employment opportunities with attendees</td>
<td>2</td>
<td>HR/Payroll Manager Events Director for NY</td>
</tr>
</tbody>
</table>