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I. VACANCY LIST

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
Sales Asistant San Antonio, TX	1-2, 4-5, 8-9, 15, 17, 19-20, 23-26, 31, 33, 37, 39-40, 42-44, 47-48, 53, 55-56, 59, 62-63, 65, 67-68	20
Sales Asistant San Antonio, TX	1-2, 4-5, 8-9, 15, 17, 19-20, 23-26, 31, 33, 37, 39-40, 42-44, 47-48, 53, 55-56, 59, 62-63, 65, 67-68	9
Account Executive (Radio Division)	1-2, 4-5, 15, 17, 19, 23-24, 31, 33, 36-37, 39-40, 42-44, 48, 53, 55-56, 59, 62-63, 65, 67-68	43
MEDIA INTEGRATION COORDINATOR-Radio Div. San Anton	1, 3-6, 15, 17, 19, 23-24, 31, 33, 37, 39-40, 42-44, 48, 53, 55-56, 59, 62-63, 65, 67	43
Account Executive (Radio Division)	1, 4-5, 9, 15, 17, 19, 23, 28, 31, 33, 40, 44, 48, 53, 59, 63	9
Marketing and Digital Manager	1, 4-5, 16, 18, 20, 22, 24, 30-31, 33, 36-39, 41, 45, 48, 53, 58, 68	38
Traffic Manager	1, 3-5, 8, 13, 16, 18, 20, 22, 31, 33, 36-37, 39, 41-42, 45, 48, 53, 55-56, 62-63, 65, 67	8
Promotions Events Planner	1, 3-5, 7, 10, 12, 14, 18, 20-21, 27, 29, 31-35, 37, 39, 42, 46, 48-51, 53-57, 60-67	12
Account Executive	1, 3-5, 7, 10-11, 14, 18, 20-21, 27, 29, 31-35, 37, 39, 42, 46, 48-57, 60-67	20
Engineering Manager	18, 20, 33, 38, 48	38

*Revised report to include dates that were previously left off (March 26, 2105-March 31, 2015)

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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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Ria Denver Manual Posting	N	0
2	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	AMFMJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Mark Holloway Manual Posting	N	0
5	Association for Women in Communications-San Antonio PO Box 780382 San Antonio, Texas 78278 Url : www.wicsa.org Email : margarita@nerone.org Career Services	N	0
6	Career Fair	N	3
7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
8	Current Employee - Transfer/Promotion	N	2
9	Current Employee/Internal Promotion	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
11	Dallas Black Chamber of Commerc 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
12	Employee Referral	N	1
13	Employment Agency	N	1
14	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
15	GlassDoor 1 Harbor Dr Ste 300 Saulsalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
16	GlassDoor 1 Harbor Dr Ste 300 Saulsalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
17	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

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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
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	0
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	2
20	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
21	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
22	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
23	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0
24	Indeed.com	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Indeed.com - not directly contacted by SEU	N	2
26	Internal Candidate	N	1
27	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
28	Job Fair	N	1
29	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
30	Linked In	N	1
31	Mexican American Unity Council 2300 West Commerce Suite 200 San Antonio, Texas 78207 Phone : 210-978-0500 Email : dhernandez@mauc.org Career Services	N	0
32	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
33	NAACP – Washington Bureau 1156 – 15th St., NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : www.naacp.org Email : hoshelton@naacpnet.org Fax : 1-202-463-2953 MR. Hilary Shelton	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
35	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
36	Other Source	N	3
37	Our Lady of the Lake University 411 S.W. 24th Street San Antonio, Texas 78207 Phone : 210-434-6711 Email : webmaster@ollusa.edu Career Services	N	0
38	Previous Employee	N	2
39	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Lisa Chase Manual Posting	N	0
40	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0

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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
41	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
42	Schreiner University 2100 Memorial Blvs. Kerville, Texas 78028 Phone : 830-792-7281 Cristina Martinez Manual Posting	N	0
43	Self Referral	N	3
44	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
45	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
46	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
47	Station Website	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Station Websites 6222 IH-10 San Antonio, Texas 78201 Phone : 210-785-2167 Url : www.kj97.com; woai.com; ticket760.com; mix961.com; Q1019.com; kzep.com; SAisWild.com Linda Lynn Manual Posting	N	0
49	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
50	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
51	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
52	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0
53	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Craig Bean Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
55	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830-372-8000 Email : careers@tlu.edu Career Services	N	0
56	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Josie Garrott Manual Posting	N	0
57	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
58	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0
59	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
61	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
62	Trinity University 1 Trinity Place #78 San Antonio, Texas 78212 Phone : 210 George Sylvie Manual Posting	N	0
63	TVandRadioJobs.com online only online only, Texas z madden Manual Posting	N	0
64	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
65	University of Texas at San Antonio (UTSA) 6900 W. Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
66	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
67	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Clarissa Tejeda Manual Posting	N	0
68	Word of Mouth Referral	N	4
		TOTAL INTERVIEWS OVER REPORTING PERIOD:	**42**

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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	5/1/2015	Participation in other activities designed by the station employment unit	0n 05/01/15 Our SEU hosted a broadcasting information session, with a manager from each department and had lots of interaction and Q&A session with 15 students from Texas Tech University- Tech Marketing Association. They came to San Antonio to spend time with us and see what all each department does, what it takes to operate in broadcasting and how our employees first got in the business. They received 20 minutes with each department, in studio time with on air participation and a walk through tour explaining each office/group. Each of the following departments explained their function and what all they do on a daily basis: Sales, Traffic, Programming, Promotions and Finance.	8	Regional Finance Director VP of Sales Regional Traffic Dir. Programming Dir.
2	5/14/2015	Participation in events or programs sponsored by educational institutions	Two employees from our SEU participated in a networking reception for graduating seniors at Trinity University. This event was directly following their Career Survival Skills Seminar on 05/14/2015. The spoke one on one or in groups about iHeartMedia, available positions and the industry. Thsi was attended by our Market President and Sr. Vice President of Sales.	2	Market President Sr. Vice President of Sales
3	5/26/2015	Participation in events sponsored by community groups	0n 05/26/15 Our SEU hosted a broadcasting information session and detailed tour and had lots of interaction and Q&A session with10 students from The Anne Frank Academy in San Antonio, TX. They spent time with us and see what all each department does, what it takes to operate in broadcasting and how our processes have evolved through the years. Each of the following departments explained their function and what all they do on a daily basis: Sales, Programming, Promotions, Creative Services/Production and Finance.	4	Executive Assistant/ Office Mgr. Board Operator/ Producer Marketing Specialist Sr. Creative Services Dir.

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/28/2015	Participation in Job Fairs	On 10/28/2015, Our SEU participated in the Texas State University Fall 2015 Mass Communication Fair, hosting a booth alongside with our Austin SEU to distribute information and discuss the industry and open/potential positions. Station participants included one General Sales Manager who was present onsite.	1	General Sales Manager
5	2/24/2016	Participation in Job Fairs	On 02/24/2016, Our SEU participated in the University of Texas Spring 2016 Mass Communications Job Fair, hosting a combined Central Texas Region both with our Austin SEU to distribute information and discuss the industry and open/potential positions. Station participants included our Recruitment Coordinator, two Vice Presidents of Sales and one Program Director who were present onsite.	4	Recruitment Coordintor/KAC Supervisor Regional Vice President of Sales Regional Vice President of Sales Program Director
6	3/1/2016	Participation in Job Fairs	On 03/01/2016, Our SEU participated in the Schreiner University All Majors Job and Internship Fair, hosting a combined Central Texas Region both with our Austin SEU to distribute information and discuss the industry and open/potential positions. Station participants included one Vice President of Sales.	1	Regional Vice President of Sales
7	3/2/2016	Participation in Job Fairs	On 03/02/2016, Our SEU participated in the Texas State University Spring 2016 Mass Comm Fair, hosting a combined Central Texas Region both with our Austin SEU to distribute information and discuss the industry and open/potential positions. Station participants included our Marketing Director, Program Director, Digital Program Director and Promotions Director.	4	Marketing/Digital Director Digital Program Director Program Director Promotions Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	3/22/2016	Participation in Job Fairs	On 03/02/2016, Our SEU participated along with our region partner SEU Austin in the Texas Association of Broadcasters Job and Internship Fair at San Antonio College to distribute information and discuss the industry and open/potential positions. Our region participant was our Recruitment Coordinator.	1	Recruitment Coordintor/KAC Supervisor
9	3/24/2016	Participation in events or programs sponsored by educational institutions	On March 24th, 2016 our SEU participated in a guest lecture program at The University of Texas in Austin. Our Region Vice President of Sales addressed a communications class.	1	Regional Vice President of Sales