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>Account Executive</td>
<td>1-5, 7-16</td>
<td>15</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-5, 7-16</td>
<td>5</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-2, 4-5, 7-14, 16</td>
<td>5</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 6-8, 10, 12-14, 16</td>
<td>6</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 6-8, 10, 12-14, 16</td>
<td>8</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLE")

<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         | Affirmative Action Register  
8356 Olive Boulevard  
St. Louis, Missouri 63132  
Career Services  
Manual Posting | N | 0 |
| 2         | Alcorn State University  
Box 359  
Lorman, Mississippi 39096  
Phone : 601-877-6111  
Email : cbristow@lorman.alcorn.edu  
Fax : 1-601-877-2975  
Clinton Bristow, Jr. | N | 0 |
| 3         | Application already on file | N | 1 |
| 4         | Coahoma Junior College  
Route 1 Box 616  
Clarksdale, Mississippi 38614  
Phone : 662-627-4155  
Email : msmoore-6@yahoo.com  
Fax : 1-662-627-4361  
Monica Moore | N | 0 |
| 5         | Current Employee - Transfer/Promotion | N | 2 |
| 6         | Employee Referral | N | 1 |
| 7         | iHeartMedia.jobs  
20880 Stone Oak Pkwy  
San Antonio, Texas 78258  
Phone : 210-253-5126  
Url : http://www.iheartmedia.jobs  
Talent Acquisition Coordinator  
Manual Listing | N | 0 |
| 8         | iHeartMediaCareers.com  
20880 Stone Oak Pkwy  
San Antonio, Texas 78258  
Phone : 210-253-5126  
Url : http://www.iheartmediacareers.com  
Talent Acquisition Coordinator  
Manual Listing | N | 1 |
# 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>
| 9         | 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 |
| 10        | Jackson State University Career & Counseling Center  
Post Office Box 17280  
Jackson, Mississippi 39217  
Phone: 601-979-2477  
Dorothy Whitney  
Manual Posting | N | 0 |
| 11        | Mississippi State  
PO Box P Mississippi State  
Mississippi State, Mississippi 39762  
Phone: 662-325-3344  
Fax: 662-325-7975  
Sandra | N | 0 |
| 12        | MS Association of Broadcasters  
855 S. Pear Orchard Road  
Ridgeland, Mississippi 39157  
Phone: 601-957-9121  
Url: www.msbroadcasters.org  
Fax: 1-601-957-9175  
Kathy Miles | N | 0 |
| 13        | MS Employment Security Commission  
5959 I-55 Frontage Road  
Jackson, Mississippi 39236  
Phone: 601-961-7972  
Walter Berryhill  
Manual Posting | N | 0 |
| 14        | MS NAACP  
1072 W. Lynch St, Ste 10  
Jackson, Mississippi 39203  
Phone: 601-353-6906  
Kemba Ware  
Manual Posting | N | 0 |
| 15        | Previous Employee | N | 1 |
## 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>16</td>
<td>Tougaloo College 500 West County Line Road Tougaloo, Mississippi 39174 Phone: 601-977-7821 Email: <a href="mailto:gjones@tougaloo.edu">gjones@tougaloo.edu</a> Gladys Jones</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 6
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type of Recruitment Initiative</th>
<th>Brief Description of Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> Host Event/Program Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting</td>
<td>On March 3rd, 2016, our stations provided a class/tour to students from Belhaven College interested in pursuing careers in broadcasting. Station participants included our On-Air Personalities, General Manager, Operations Manager and Promotions Director.</td>
</tr>
<tr>
<td><strong>2</strong> Establish Training Program to Enable Station Personnel to Acquire Skills for Higher-Level Positions National Sales</td>
<td>During the reporting period, our stations periodically offered training to personnel that exceeded expectations of their job duties. As part of this program, our program directors cross trained in continuity and provided training to board operators in areas of production. In addition, our receptionist cross trained in National sales.</td>
</tr>
<tr>
<td><strong>3</strong> Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting</td>
<td>On September 7th, 20th, and November 10th, 2016, our Market Manager participated in a Media Career Day program at Jackson State University in Jackson, Mississippi and spoke to students about the radio industry and broadcasting careers.</td>
</tr>
<tr>
<td><strong>4</strong> Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting</td>
<td>On March 11th, 2016, our market manager participated in a Media Career Day program at Belhaven University in Jackson, Mississippi and spoke to students about the radio industry and broadcasting careers.</td>
</tr>
<tr>
<td><strong>5</strong> Participate in Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting</td>
<td>On October 25th -28th, 2016, our WJDX-FM Program Director participated in a Career Day program at Brandon High School in Brandon, Mississippi and spoke to students about the radio industry and broadcasting careers.</td>
</tr>
</tbody>
</table>