

***The Attached List of Recruitment Sources were contacted for the above openings**

Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Internal Posting (located in 2 nd and 3 rd floor break rooms and announced in monthly staff meeting)			
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	Joel Denver JDenver@allaccess.com		
3	Radio Ad			
4	Radio411.com 1842 Shell Ring Circle Mt. Pleasant, SC 29466			
5	VARTV.com	ads@VARTV.com		
6	WKHK/WKLR/WHTI/WURV/WURV-HD2 On Air Advertising			
7	Internal Referral			

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
8	External Referral			
9	Radio-Info.com 785 Williams Street #429 Longmeadow, MA 01106	Info@radioinfo.com		
10	Ramp Newsletter			
11	Richmond Times-Dispatch 300 E. Franklin St. Richmond, VA 23219	recruitment@timesdispatch.com		
12	Radioandproduction.com PO Box 630071 Irving, TX 75063-0071			
13	Linkedin			
14	Facebook			

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
15	Virginia Employment Commission 703 E. Main St Richmond, 23219			
16	Careerbuilder.com			
17	Yahoo.com			
18	Other			
19	VCU Career Fair 907 Floyd Ave, Room 143 P.O. Box 842007 Richmond, VA 23284-2007			
20	University of Richmond Career Center 28 Westhampton Way Richmond, VA 23173			
21	Style Weekly Magazine 24 E. 3rd Street Richmond, VA 23224	Johnathon Young		

22	VSU Career Fair P.O. Box 9398 Virginia State University, VA 23806			
23	Inside Radio 365 Union Street Littleton NH 03561	Gene McKay		
24	Radio Advertising Bureau (RAB) 1320 Greenway Drive, Suite 500 Irving, Texas 75038	Sheena Calton		

Long Term Recruitment Initiatives Implemented During Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	9/20/14	Telemundo Job Fair		Interviewed individuals, collected resumes, discussed career and intern opportunities.	Brooke Rogers, Rich Jacobs
2	9/24/14	Virginia State University	Job Fair for those interested in a career in Radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Chantelle Bradley
3	10/16/14	Hanover Job Fair		Interviewed individuals, collected resumes, discussed career and intern opportunities.	Stephany Thacker
4	1-2014 thru ongoing	P1 Sellers Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
5	1-2014 thru ongoing	ReCrue Digital Sales Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
6					

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**Long Term Recruitment Initiatives
Implemented During Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	9/24/13	Virginia State University	Job Fair for those interested in a career in Radio.	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Brooke Rogers, Rich Jacobs
2	11-11-13	Averitt University Job Fair	Mass market job fair	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Brooke Rogers, Rich Jacobs
3	10-2013 thru 6-2014	Virginia Association of Broadcasters Best of the Best Program	Yearlong Executive Level Management Coaching and Training and Coaching for internal staff	SummitMedia employee was elected to participate	Joseph Doran
4	1-2014 thru ongoing	P1 Sellers Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
5	1-2014 thru ongoing	ReCrue Digital Sales Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
6	2/25/14	Career Day at Longwood University	Career advice and coaching for college students	Met with, interviewed, and role-played with students	Melissa Chase

