

**KTLK(AM), KFI(AM), KLAC(AM), KOST(FM), KBIG(FM), KYSR(FM), KHHT(FM),
 KIIS-FM, KVV5(FM), KSRV(FM)
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I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Outside Account Executive	1, 3, 5-10, 12, 14-18, 21-23, 25-26, 28-29, 31-35	15
Graphic Artist II	3, 5-8, 10, 12-14, 16-18, 21-22, 25-26, 28-29, 31-35	10
Sales Assistant	3, 5-8, 10, 12, 14-18, 21-22, 25-26, 28-29, 31-35	10
Outside Account Executive	3, 5-10, 12, 15-18, 21-22, 25-29, 31-35	15
Outside Account Executive	3, 5-10, 12, 15-18, 21-22, 25-29, 31-35	27
Sales Assistant	3, 5-8, 10, 12, 15-18, 21-22, 25-26, 28, 31-35	15
Sales Assistant	3, 5-10, 12, 15-18, 21-23, 25-26, 28-29, 31-35	23
Outside Account Executive	3, 5-10, 15-28, 21-22, 25-29, 31-35	15
Digital Program Director	1, 3, 5-8, 10, 12, 15-18, 21-22, 24-26, 28-29, 31-35	15
On-Air Host	3, 5-8, 12, 15-18, 21-22, 25-29, 31-35	15
Sales Assistant	3, 5-10, 12, 16-18, 21-23, 25-26, 28-29, 31-35	10
Production/Creative Director I	2-3, 5-8, 10, 12, 15-18, 21-22, 25-26, 28-30, 31-35	15
Sales Assistant	3, 5-10, 12, 15-18, 21-22, 25-26, 28-29, 31-35	15
Sales Assistant	3, 5-10, 12, 15-18, 21-22, 25-26, 28-29, 31-35	15
Outside Account Executive	3, 5-10, 12, 15-18, 21-23, 25-26, 28-29, 31-35	9
Outside Account Executive	3, 5-8, 10, 12, 15-18, 21-23, 25-26, 28-29, 31-35	10
Program Director I	3, 5-8, 10, 12, 15-18, 21-23, 25-26, 28-29, 31-35	15
Sales Assistant	3, 5-8, 10, 12, 15-22, 25-26, 28-35	15
Sales Assistant	3, 5-8, 10, 12, 15-22, 25-26, 28-35	20
Producer	1, 5-8, 10, 12, 15-19, 21-22, 25-26, 28-29, 31-35	15
Outside Account Executive	3, 5-8, 10, 12, 15-18, 21-22, 25-26, 28-29, 31, 33-35	15
Outside Account Executive	3, 5-10, 12, 15-18, 21-23, 25-26, 28-29, 31-36	10
Graphic Artist II	1, 3, 5-8, 10, 12-13, 16-19, 21-22, 25-26, 28-29, 31, 33-35	19
Outside Account Executive	3, 5-10, 12, 15-19, 21-23, 25-26, 28-29, 31, 33-35	15
Outside Account Executive	3, 5-10, 12, 15-19, 21-23, 25-26, 28-29, 31, 33-35	15
Outside Account Executive	3, 5-10, 12, 15-19, 21-23, 25-26, 28-29, 31, 33-35	15
Outside Account Executive	3, 5-10, 12, 15-19, 21-23, 25-26, 28-29, 31, 33-35	23
Outside Account Executive	3, 5-10, 12, 15-19, 21-23, 25-26, 28-29, 31, 33-35	23
Outside Account Executive	3, 5-10, 12, 15-19, 21-23, 25-26, 28-29, 31, 33-35	15
Sales Assistant	1, 3, 5-8, 10-12, 16-19, 21-23, 25-26, 28-29, 31-35	10
Sales Assistant	3, 5-8, 10-12, 15-19, 21-22, 25-26, 28-29, 31-35	15
Assistant Program Director/Music Director	3, 5-8, 10-12, 15-18, 21-22, 25-26, 28-29, 31-35	15
Outside Account Executive	3-12, 15-19, 21-23, 25-26, 28-29, 31-35	19
Director of Engineering	27*	27
General Sales Manager	15*	15

* Exigent Circumstances

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
1	Wilson HCG 400 N. Ashley Drive, 30 th Floor Tampa, FL 33606 T 215-740-1697 Amanda Paga www.wilsonhcg.com Amanda.polenick@wilsonhcg.com	N	6
2	All Access Music Group 28955 Pacific Coast Hwy, #210 Malibu, CA 90265 Joel & Ria Denver T 310-457-6616 jdenver@allaccess.com riadenver@allaccess.com www.allaccess.com Manual post	N	1
3	Art Institute of California – Los Angeles 2900 31 st Street Santa Monica, CA 90405 T 310-314-6063 Scott Saunders rsaunders@aia.edu www.aia.edu	Y	0
4	Bullhorn, Inc. 33-41 Farnsworth Street Boston, Massachusetts 02210 T 617-478-9100 Art Pappas www.bullhornreach.com Manual post	N	0
5	Burbank Employment & Student Training (BEST) Burbank City Hall 275 East Olive Ave Burbank, CA 91502 Monica Stenberg (until 9/28/12) mstenberg@ci.burbank.ca.us Ramon Mola (as of 10/1/13) rmola@ci.burbank.ca.us T 818-238-5324 F 818-238-5199 www.ci.burbank.ca.us	Y	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
6	California Broadcasters Association (CBA) 915 L Street, Suite 1150 Sacramento, CA 95814 T 916-444-2237 F 916-444-2043 Stan Statham sstatham@yourcba.com www.yourcba.com	N	0
7	California State University – Northridge 18111 Nordhoff Street University Hall, Suite 105 Northridge, CA 91330 Career Services T 818-677-2878 F 818-677-4593 career.center@csu.edu	Y	0
8	CalJobs Employment Development Department 800 Capitol Mall, Suite 5000 Sacramento, CA 95814 T 916-654-8210 www.caljobs.ca.gov Manual post	Y	0
9	Careerbuilder.com <i>(not directly contacted by SEU)</i> 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 T 773-527-3600 www.careerbuilder.com	N	8
10	Clear Channel – Clear Careers Website 200 E. Basse Road San Antonio, TX 78209 http://clearcareers.clearchannel.com Manual post	N	22
11	Community Centers Inc. 7518 S. Vermont Ave Los Angeles, California 90044 aholmes@communitycentersinc.org T 323-752-2115 x250 F 323-789-4567 Audrey Holmes www.communitycentersinc.org	N <i>(entitled from 3/18/2013 through 6/1/2013)</i>	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
12	Covenant House 1325 N. Western Ave Hollywood, CA 90027 Elisha Reid T 323-957-7455 x305 F 323-463-3325 ereid@covca.org www.covenanthousecalifornia.org	Y	0
13	Craigslist – Los Angeles 1381 9 th Avenue San Francisco, CA 94122 T 415-566-6394 craig@craigslist.org www.losangeles.craigslist.com Paid post	N	0
14	East Los Angeles College 1301 Avenida Cesar Chavez Monterey Park, CA 91754 Career Service T 323-415-4126 www.elac.edu elac_career@elac.edu	N <i>(as of 6/12/2012)</i>	0
15	Employee Referral	N	50
16	Freeform Radio Initiative P.O. Box 530369 Miami, Florida 33153-0369 T 305-9782-7233 Scott McWilliams announcements@thefreeformradioinitiative.org	Y	0
17	Glendale Community College 1500 N. Verdugo Rd, SR 236 Glendale, CA 91208 Andra Verstraete T 818-240-1000 x5405 www.glendale.edu andrav@Glendale.edu	Y	0
18	Homeboy Industries 130 Bruno Street Los Angeles, CA 90012-1815 Israel Mesino, Job Developer T 323-526-1254 www.homeboy-industries.org israelm@homeboy-industries.org	Y	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
19	Indeed.com 177 Broad Street Stamford, Connecticut 06901 T 203-564-2400 Rony Kahan / Paul Forster www.indeed.com	N	9
20	Internal Transfer/Promotion	N	1
21	JVS – Los Angeles (Jewish Vocational Services) 6505 Wilshire Blvd Los Angeles CA 90048 T 323-761-8888 x8874 F 323-761-8575 Greg Krentzman gkrentzman@jvsla.org www.jvsla.org	Y	0
22	JVS – Marina Del Rey 13160 Mindinao Way, #210 Marina Del Rey CA 90292 T 310-309-6000 F 310-309-6032 John Lamirault jlamirault@jvsla.org www.jvsla.org	Y	0
23	LinkedIn Jobs <i>(not directly contacted by SEU)</i> 2029 Stierlin Court Mountain View, CA 94043 T 650-687-3600 www.Linkedin.com\jobs	N	16
24	Media Bistro 475 Park Avenue South New York, NY 10016 T 212-389-2000 www.mediabistro.com Liana Kim job.info@mediabistro.com	N	0
25	Mexican American Opportunities Foundation 401 N. Garfield Avenue Montebello, CA 90640 Maricela Covarrubias T 323-313-1603 F 323-890-1556 mcovarrubias@maof.org	Y	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
26	My Aircheck #1-771 Gibsons Way Gibsons BC V0N 1V9, Canada Scott Russell T 604-740-1374 registration@myaircheck.com	N	0
27	Non Employee Referral	N	5
28	Ohio Center for Broadcasting – Cleveland 9885 Rockside Road, #160 Valley View, Ohio 44125 Gary James T 216-503-5900 x1104 gary@beonair.com	Y	0
29	Ohio Center for Broadcasting – Denver 404 S. Upham Street Lakewood, CO 80226 Mark Lillie T 303-937-7070 F 303-975-0986 lillie.m@beonair.com	Y	0
30	Unknown Website (<i>source not adequately identified upon inquiry by the SEU</i>)	N	2
31	Pinnacle College (formerly Sound Master Recording until 9/15/12) 1000 S. Fremont Ave, Bldg A-11, Ste. 11010 Alhambra, CA 91803 T 626-284-0050 x 24 F 626-284-4329 Shawn Leonard (until 9/14/12) Steven Kimball (as of 9/17/12) steven.kimball@pinnaclecollege.edu www.pinnaclecollege.edu	Y	0
32	Southeast L.A. (SELA) Worksource Center 3965 S. Vermont Ave. Los Angeles, CA 90037 Brown Faavae, bfaavae@selawsc.com (until 3/8/13) Phil Barajas (as of 3/11/13) pbarajas@selawc.com Bryant Eng (as of 3/11/13) beng@selawsc.com T 323-730-7900 x233 F 323-730-7934 www.selawsc.com	Y*	0

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RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
33	State of California / Employment Development Department 5401 S. Crenshaw Blvd. Los Angeles, CA 90043 Sue Cumming T 323-290-5110 F 323-290-5166 scumming@edd.ca.gov www.edd.ca.gov	Y	0
34	University of California – Riverside 900 University Ave. Riverside, CA 92521 Linda LaTendresse T 951-827-2736 linda.latendresse@ucr.edu www.careers.ucr.edu	Y	0
35	USC Career Planning & Placement Center 3601 Trousdale Pkwy, Student Union Bldg 110 Los Angeles, CA 90089-4897 Elizabeth Jordan T 213-740-9538 www.careers.usc.edu Manual post	Y	0
36	Zip Recruiter 1453 Third Street Promenade, Suite 355 Santa Monica, CA 90401 T 877-252-1062 Ward Poulos www.ziprecruiter.com	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			119

* Referral Source Southeast L.A. (SELA) Worksource Center was not used for certain positions due to a change in its contact information during the reporting period. Upon detecting this, the SEU promptly updated its records.

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	Number of Stations Participants	Participant Title
1	1/1/13	Establishment of an intern program designed to assist members of the community	Winter 2013: From January 1, 2013 through March 31, 2013 our SEU hosted interns from UCLA, Moorpark College, Occidental College, Biola University, Cal State Fullerton (2), Cal State Northridge (2), College of the Canyons (2), Cal State Dominguez Hills, LA Valley College, and Long Beach City College. These students learned about and experienced careers in broadcasting by working with our Sales, Marketing, Promotions and Programming departments under the supervision of our Programming Assistants, Producer and Programming Operations Manager.	5	Programming Assistant Programming Assistant Programming Assistant Producer Programming Operations Manager
2	3/12/13	Establishment of training programs for station personnel	Our SEU provided training through Southern California Broadcasters University (SCBU) to an assistant who wished to become an Account Executive. SCBU is designed to provide radio sales training for people with limited experience in radio sales, as well as those beginning entry-level positions at Southern California stations. Participants build toward making a presentation to a panel of General Sales Managers in the final class. Our Director of Sales also is a member of the SCBU faculty.	2	Sales Assistant Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	Number of Stations Participants	Participant Title
3	4/1/13	Establishment of an intern program designed to assist members of the community	Spring 2013: From April 1, 2013 to June 30, 2013 our SEU hosted interns from Cal Lutheran University, Cal State University Long Beach (3), Palomar Community College, LA City College, Santa Barbara City College, Barnard College, Fullerton College, Southwestern Community College, University of Texas/San Antonio, Pierce College, Santa Monica City College, Pasadena City College, Cal Poly Pomona and the University of La Verne. These students learned about and experienced careers in broadcasting by working with our Sales, Marketing, Promotions and Programming departments under the supervision of our Programming Assistant, Producers, Assistant Program Director and Promotions Manager.	5	Programming Assistant Producer Producer Assistant Program Director Promotions Manager
4	6/25/13	Participation in scholarship programs	In June 2013, our SEU participated in the selection of three scholarship winners in the Southern California Broadcasters Association's 2013 scholarship program. SEU participants included our HR Manager, who judged applications.	1	HR Manager
5	7/1/13	Establishment of an intern program designed to assist members of the community	Summer 2013: From July 1, 2013 through July 31, 2013 our SEU hosted interns from Mount San Antonio College, University of Oregon and San Diego State University. These students learned about and experienced careers in broadcasting by working with our Sales, Marketing, Promotions and Programming departments under the supervision of our Morning Show Assistant, Dodgers Account Manager and News Director.	3	Morning Show Assistant Dodgers Account Manager News Director

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