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Stamp and Return

March 31, 2015

Elizabeth E. Goldin
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RECEIVED - FCC

MAR 31 2015

Federal Communications Commission
Bureau / Office

VIA HAND DELIVERY

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street SW
Washington, DC 20554

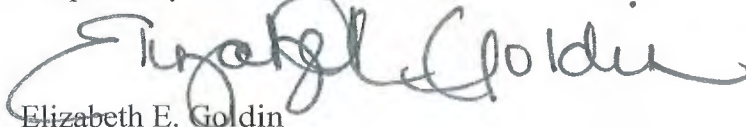
**Re: Response to Broadcast EEO Audit Letter
Capstar TX, LLC
Station WVOC(AM), Columbia, SC
Facility ID No. 11902**

EEO Staff:

On behalf of Capstar TX, LLC, licensee of the above referenced broadcast station, and the commonly owned stations in the Columbia, South Carolina station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of February 6, 2015 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Ronald Hill, Market Manager, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,



Elizabeth E. Goldin

Counsel to Capstar TX, LLC

cc: Ronald Hill

DECLARATION OF Ronald Hill, Market President

I, Ronald Hill, hereby declare as follows:

I am a Market President for Capstar TX LLC, the licensee of Station WVOC(AM), Columbia South Carolina (FIN 11902), which is part of a station employment unit based in Columbia, South Carolina, and which includes WLTY(FM), Cayce, South Carolina (FIN 4667), WCOS-FM, Columbia, South Carolina (FIN 71290), WCOS(AM), Columbia, South Carolina (FIN 4673), WNOK(FM), Columbia, South Carolina (FIN 19472), and WXBT(FM), West Columbia, South Carolina (FIN 13589) (the "SEU" or "Unit").¹ The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, "iHeartMedia"). This Statement and relevant attachments are being submitted in response to the February 6, 2015 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").

1. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).
2. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: www.975wcos.com, www.foxsportsradio1400.com, www.967stevefm.com, www.wvoc.com, www.thebeatcolumbia.com, and www.wnok.com. A copy of the current report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

3. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions, including those filled during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is required for this audit response, in addition to all announcements sent to sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in § 73.2080(c)(1)(ii).

¹ During the time frame under review, WVOC(AM)'s call sign was WXBT(AM). Its call sign was changed to WVOC(AM) as of December 15, 2014. Additionally, WXBT(FM)'s call sign was WVOC(FM). Its call sign was changed to WXBT(FM) as of December 15, 2014.

4. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.
5. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of four recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 30 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.
6. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any discrimination complaints filed against the licensee of the stations in this SEU during the current license term.
7. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that iHeartMedia has created and deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the iHeartMedia Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan"). The Recruitment Plan was distributed to all regional managers and, through them, disseminated to each SEU in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, includes sample forms for collecting and maintaining the necessary recruitment data, and provides a quarterly self-assessment program designed to ensure that the SEU follows the Plan's directions and regularly updates corporate headquarters as to the employment unit's progress in the area.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, responding to SEU requests for assistance and/or calling upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that routinely assesses each SEU's FCC EEO compliance, based on the most recent EEO Public File Report, as part of a review of overall public file compliance. Finally, with the recent deployment of applicant tracking system software called OpenHire throughout the company, iHeartMedia has been conducting training sessions with its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules.

At the local level, this SEU's EEO efforts are managed by Kelley Royster, Market Controller, with my supervision. Ms. Royster is responsible for daily FCC EEO compliance, which includes coordinating our SEU's recruitment initiatives. During the time frame at issue, Ms. Royster was responsible for the distribution of our job vacancy notifications while our General Sales Manager maintained the physical folders containing all job documentation and interviewee records. Unfortunately, our General Sales Manager departed the SEU in June 2014 and all of the files in his possession were lost. Our SEU has since transitioned to electronic recruitment software, which also maintains our EEO job vacancy notifications and related interviewee data. Additionally, Ms. Royster and I have both since participated in training sessions to develop and implement better practices to document and store EEO records. Our SEU maintains strong ties with the local Columbia, South Carolina community and has worked

diligently to identify and participate in recruitment initiatives that will boost our local outreach, such as hosting internships, participating in local job fairs, and speaking to students at schools in the area. This SEU's compliance efforts include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

8. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, our SEU posts language on our station websites encouraging qualified community organizations to contact the SEU to request our job notices. In late 2014, our SEU also identified and included additional local recruitment sources on our Master Recruitment Source List. Further, Ms. Royster evaluates our recruitment sources on an on-going basis to help ensure that our recruitment source list reaches a wide cross-section of the Columbia, South Carolina community.

9. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants.

Dated: March 30, 2015

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF Ronald Hill, Market President**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in dark ink, appearing to read 'Ronald Hill', is written over a horizontal line.

Ronald Hill, Market President

**WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), &
WXBT(AM)**

EEO PUBLIC FILE REPORT

August 1, 2012 to July 31, 2013¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Outside Sales Account Executive	1-8, 11, 13, 15, 18-19	13
Outside Sales Account Executive	1-8, 11, 13, 15, 18-19	18
Outside Sales Account Executive	1-8, 11, 13, 15, 18-19	13
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	1
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	1
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	18
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	18
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	18
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	18
Sales Assistant	1-2, 8, 13-14, 17-19	18
Sales Assistant	1-2, 8, 13-14, 17-19	13
Sales Assistant	1-2, 8, 13-14, 17-19	1

¹ This report contains recruitment data collected from August 1, 2012 through July 23, 2013. This report was revised in March 2015 to address reporting and formatting issues.

**WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), &
WXBT(AM)**

EEO PUBLIC FILE REPORT

August 1, 2012 to July 31, 2013

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Clear Channel Careers Website https://careerchannel.silkroad.com/	N	13
2	Midlands Technical College P.O. Box 2408 Columbia, SC 29202 (803) 738-8324 (803) 738-7784 (fax) www.midlandstech.com/jobplacement	Y	0
3	South Carolina Broadcasters Association One Harbison Way, Suite 112 Columbia, SC 29212 (803) 732-1186 (803) 732-4085 (fax) www.SCBA.net	N	0
4	Columbia Help Wanted Website www.columbiahelpwanted.com	N	3
5	Columbia College 1301 Columbia College Drive Columbia, SC 29203 Contact: Hope Miles Guess/ Roberta Carver (803) 786-3012	N	0
6	Benedict College Career Planning and Placement 1600 Harden Street Columbia, SC 29204 Contact: Karen Rutherford (803) 253-5153	N	0
7	Columbia Urban League 1400 Barnwell Street Columbia, SC 29201 Contact: Cynthia Hardy (803) 799-8150	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Allen University Career Center 1530 Harden Street Columbia, SC 29204 (803) 254-4165	Y	0
9	NAACP (South Carolina State University Chapter) Campus P.O. Box 7771 Orangeburg, SC 29117 Contact: Bernetta Sanders	N	0
10	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 (310) 457-6616 (310) 457-8058 (fax) www.allaccess.cm	N	0
11	The Ohio and Illinois Centers for Broadcasting Job Placement Assistance Website www.funjobsonair.com	Y (On-air/talent positions only)	0
12	Inside Radio 365 Union Street Littleton, NH 03561 (603) 444-5720 (603) 444-2872 (fax)	N	0
13	Word-of-Mouth Referral	N	3
14	SEU Internship Program	N	2
15	SC Employment Office www.jobcentral.org/sc/	N	0
16	Monster Jobs Website www.monster.com	N	0
17	Walk-In/Self-Referral	N	2
18	On-Air Announcements (one or more SEU stations)	N	11
19	University of South Carolina Career Center – H. William Close Building, 6 th Floor Columbia, SC 29208 (803) 777-7280	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			34

**WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), &
WXBT(AM)**

EEO PUBLIC FILE REPORT

August 1, 2012 to July 31, 2013

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	Our SEU hosts an ongoing internship program designed to assist college students in acquiring skills in broadcast sales and marketing. During the Fall 2012 semester, our SEU hosted three interns from the University of South Carolina. The interns rotated around various departments at the SEU and were supervised by our Promotions Director.
2	Participate in Job Fair	On April 4, 2013, our stations participated in a job fair held by the South Carolina Broadcasters Association in Columbia, SC. Station participants included our SEU's Program Director. The participants discussed job opportunities at the stations with attendees interested in broadcasting careers and collected resumes.

**WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), &
WXBT(AM)**

EEO PUBLIC FILE REPORT

August 1, 2013 to July 31, 2014¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	1
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	13
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	18
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	13
Outside Sales Account Executive	1-2, 8, 13-14, 17-18	18

¹ This report provides recruitment data collected from July 24, 2013 through July 31, 2014. This report was revised in March 2015 to address reporting and formatting issues.

**WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), &
WXBT(AM)**

EEO PUBLIC FILE REPORT

August 1, 2013 to July 31, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Clear Channel Careers Website https://careerchannel.silkroad.com/	N	5
2	Midlands Technical College P.O. Box 2408 Columbia, SC 29202 (803) 738-8324 (803) 738-7784 (fax) www.midlandstech.com/jobplacement	Y	0
3	South Carolina Broadcasters Association One Harbison Way, Suite 112 Columbia, SC 29212 (803) 732-1186 (803) 732-4085 (fax) www.SCBA.net	N	0
4	Columbia Help Wanted Website www.columbiahelpwanted.com	N	0
5	Columbia College 1301 Columbia College Drive Columbia, SC 29203 Contact: Hope Miles Guess/ Roberta Carver (803) 786-3012	N	0
6	Benedict College Career Planning and Placement 1600 Harden Street Columbia, SC 29204 Contact: Karen Rutherford (803) 253-5153	N	0
7	Columbia Urban League 1400 Barnwell Street Columbia, SC 29201 Contact: Cynthia Hardy (803) 799-8150	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Allen University Career Center 1530 Harden Street Columbia, SC 29204 (803) 254-4165	Y	0
9	NAACP (South Carolina State University Chapter) Campus P.O. Box 7771 Orangeburg, SC 29117 Contact: Bernetta Sanders	N	0
10	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 (310) 457-6616 (310) 457-8058 (fax) www.allaccess.com	N	0
11	The Ohio and Illinois Centers for Broadcasting Job Placement Assistance Website www.funjobsonair.com	Y (On-air/talent positions only)	0
12	Inside Radio 365 Union Street Littleton, NH 03561 (603) 444-5720 (603) 444-2872 (fax)	N	0
13	Word-of-Mouth Referral	N	7
14	SEU Internship Program	N	0
15	SC Employment Office www.jobcentral.org/sc/	N	0
16	Monster Jobs Website www.monster.com	N	0
17	Walk-In/Self-Referral	N	0
18	On-Air Announcements (one or more SEU stations)	N	8
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			20

**WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), &
WXBT(AM)**

EEO PUBLIC FILE REPORT

August 1, 2013 to July 31, 2014

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Provision of Training to Management	On March 5, 2014, our Business Manager participated in an FCC EEO compliance training course provided by the iHeartMedia Corporate Human Resources Department. The training program covered topics including recruitment, interviewing, and identifying and preventing discrimination in the workplace.
2.	Participate in Job Fair	On April 10, 2014, our SEU participated in a job fair held by the South Carolina Broadcasters Association in Columbia, SC. Station participants included our SEU's Market Manager. The participants discussed job opportunities at the stations with attendees interested in broadcasting careers and collected resumes.
3.	Participate in event sponsored by local organizations interested in broadcast employment issues	On April 10, 2014, our SEU's Operations Manager participated in a panel discussion hosted by the South Carolina Broadcasters Association at the National Guard Armory. On the panel, our SEU's Operations Manager discussed his broadcasting career path and answered questions from a moderator and attendees about the skills needed to succeed in broadcasting.
4.	Participation in events or programs sponsored by educational institutions relating to broadcast careers	On May 20, 2014, our SEU's Market Manager gave a guest lecture to a journalism class at the University of South Carolina. He spoke with students about his career in broadcasting and opportunities in broadcast sales and marketing. In addition to answering any questions, our Market Manager discussed key skill sets for success in the broadcast industry.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5.	Internship Program	Our SEU hosts an ongoing internship program designed to assist college students in acquiring skills in broadcast sales and marketing. During the Spring 2014 semester, our SEU hosted two interns from the University of South Carolina. The interns rotated around various departments at the SEU and were supervised by our Promotions Director.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXB(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 10/17/2012
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	Total Number of Interviewees: 8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Clear Channel Careers Website https://careerchannel.silkroad.com/	N	3
2.	Midlands Technical College P.O. Box 2408 Columbia, SC 29202 (803) 738-8324 (803) 738-7784 (fax) www.midlandstech.com/jobplacement	Y	0
3	South Carolina Broadcasters Association One Harbison Way, Suite 112 Columbia, SC 29212 (803) 732-1186 (803) 732-4085 (fax) www.SCBA.net	N	0
4	Columbia Help Wanted Website www.columbiahelpwanted.com	N	3
5	Columbia College 1301 Columbia College Drive Columbia, SC 29203 Contact: Hope Miles Guess/ Roberta Carver (803) 786-3012	N	0
6	Benedict College Career Planning and Placement 1600 Harden Street Columbia, SC 29204 Contact: Karen Rutherford (803) 253-5153	N	0

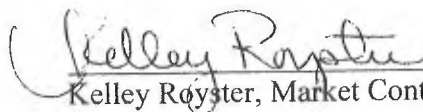
* As a result of employee turnover, interviewee data contained herein reflects our SEU's best recollection.

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7	Columbia Urban League 1400 Barnwell Street Columbia, SC 29201 Contact: Cynthia Hardy (803) 799-8150	N	0
8.	Allen University Career Center 1530 Harden Street Columbia, SC 29204 (803) 254-4165	Y	0
11.	The Ohio and Illinois Centers for Broadcasting Job Placement Assistance Website www.funjobsonair.com	Y (On-air/talent positions only)	0
13.	Word-of-Mouth Referral	N	1
15.	SC Employment Office www.jobcentral.org/sc/	N	0
18.	On-Air Announcements (one or more SEU stations) (continuously run throughout reporting period to promote sales at iHeart)	N	1
19.	University of South Carolina Career Center – H. William Close Building, 6 th Floor Columbia, SC 29208 (803) 777-7280	N	0
Total Interviewees			8

Statement Concerning Usage of Recruitment Sources

On behalf of the iHeartMedia station employment unit ("SEU") located in Columbia, South Carolina, the undersigned affirms that the following sources were used for the period of August 1, 2012 – July 31, 2013 to publicize certain vacancies listed in the SEU's EEO Public File Report and as detailed below.

Recruitment Source*	Vacancies Affected
Clear Channel Careers Website	Outside Sales Account Executive # 1-2
Midlands Technical College	All positions
South Carolina Broadcasters Association	Outside Sales Account Executive #1-3
Columbia Help Wanted Website	Outside Sales Account Executive #1-3
Columbia College	Outside Sales Account Executive #1-3
Benedict College	Outside Sales Account Executive #1-3
Columbia Urban League	Outside Sales Account Executive #1-3
Allen University	All positions
The Ohio and Illinois Centers for Broadcasting Job Placement Assistance Website	Outside Sales Account Executive #1-3


Kelley Royster, Market Controller

Date: 3 - 30 - 15

* Complete recruitment source contact information included in the SEU's August 1, 2012-July 31, 2013 EEO Public File Report.

Employment Announcement

UNIVERSITY OF SOUTH CAROLINA
Career Center
H. William Close Building, 6th Floor
Columbia, SC 29208



Fax: (803) 777-7556
Phone: (803) 777-7280
Email: career@sc.edu
www.sc.edu/career

Company Name: Clear Channel Media & Entertainment
Address: 316 Greystone Blvd.
City: Columbia State: SC Zip: 29210
Industry/Business Type: Broadcast/Radio
Contact: Kelley Royster Email: kelleyroyster@clearchannel.com
Title: Market Controller Website: www.clearchannel.com
Phone: 803-343-1100 Fax: _____

Type of Employment

(please check all that apply)

- | | |
|-------------------------------------|---|
| <input type="radio"/> Full-Time | <input type="checkbox"/> Cooperative Education |
| <input type="checkbox"/> Part-Time | <input type="checkbox"/> Graduate Assistantship |
| <input type="checkbox"/> Internship | <input type="checkbox"/> Summer/Season |

Method of Communication

(please check all that apply)

- ☐ Please forward resumes (Not available for part-time and graduate assistantships)
- ☐ Post on Internet*

**position posted for 30 days. To re-list after 30 days, please resubmit this form to the Career Center.*

Position Description and Requirements

Position Title: Outside Sales Executive
Duties: Reports directly to General Sales Manager and is responsible for commercial related sales for our cluster of six radio stations. This includes radio commercial sales, event sales, sponsorship sales, internet sales and partnerships. Must be a self-starter, good communicator, have strong time management and organizational skills, and a determination to "win." Candidate must be focused and determined in order to succeed in the competitive sales environment. Requires some weekend work. Creativity a plus, with the ability to turn creative ideas into profitable business ventures.

Academic Major: _____

Degree: ☐ Bachelor's ☐ Master's ☐ PhD GPA: _____ Graduation Date: 2004
Classification: ☐ Freshman ☐ Sophomore ☐ Junior ☐ Senior

Skills: _____

Location of Position: Columbia, SC

Compensation/Salary: _____ Commissions _____

Days Per Week: M - F Hours: 8:30 to 5:30

Application Procedure

Application Deadline: 10/15/12 ☐ Apply in Person ☐ Telephone for Appointment ☐ Email/Fax Resume
Citizenship Requirements: ☐ US Citizen ☐ Non-US Authorized to work in US

Declaration of Equal Opportunity (Required to post position or receive resumes)

Company/Organization: Clear Channel Media & Entertainment is an Equal Opportunity Employer and operates in adherence with all applicable state and federal wage employment laws/regulations.

Signature: _____ Date: 9/11/2012
Printed Name: Kelley Royster Title: Market Controller

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBT(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 2/25/2013
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 10/17/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXB(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 3/11/2013
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 10/17/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBTV(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 04/01/2013
Recruitment Source ("RS") Referring Hiree: Clear Channel Careers Website	Total Number of Interviewees: 20

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Clear Channel Careers Website https://careerchannel.silkroad.com/	N	9
2.	Midlands Technical College P.O. Box 2408 Columbia, SC 29202 (803) 738-8324 (803) 738-7784 (fax) www.midlandstech.com/jobplacement	Y	0
8.	Allen University Career Center 1530 Harden Street Columbia, SC 29204 (803) 254-4165	Y	0
13.	Word-of-Mouth Referral	N	1
14.	SEU Internship Program	N	0
17.	Walk-In/Self-Referral	N	1
18.	On-Air Announcements (one or more SEU stations) (continuously run throughout reporting period to promote sales at iHeart) [†]	N	9
Total Interviewees			20

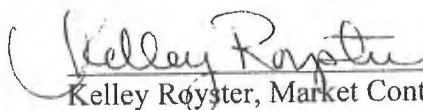
* As a result of employee turnover, interviewee data contained herein reflects our SEU's best recollection.

[†] Sample provided.

Statement Concerning Usage of Recruitment Sources

On behalf of the iHeartMedia station employment unit ("SEU") located in Columbia, South Carolina, the undersigned affirms that the following sources were used for the period of August 1, 2012 – July 31, 2013 to publicize certain vacancies listed in the SEU's EEO Public File Report and as detailed below.

Recruitment Source*	Vacancies Affected
Clear Channel Careers Website	Outside Sales Account Executive # 1-2
Midlands Technical College	All positions
South Carolina Broadcasters Association	Outside Sales Account Executive #1-3
Columbia Help Wanted Website	Outside Sales Account Executive #1-3
Columbia College	Outside Sales Account Executive #1-3
Benedict College	Outside Sales Account Executive #1-3
Columbia Urban League	Outside Sales Account Executive #1-3
Allen University	All positions
The Ohio and Illinois Centers for Broadcasting Job Placement Assistance Website	Outside Sales Account Executive #1-3


Kelley Royster, Market Controller

Date: 3 - 30 - 15

* Complete recruitment source contact information included in the SEU's August 1, 2012-July 31, 2013 EEO Public File Report.

Recruitment Transcript – On-Air Advertisement

Hey it's Andy Woods and if you listen to WCOS we have a ton of fun around here, love my job and the people I work with and for that's a fact here is your invitation to become a member of the Clear Channel Entertainment and Media family . We're looking for multimedia sales people somebody that can not only sale radio but the internet and all things associated. It's defiantly not a 9 to 5 but if you're willing to put in the effort and the hours it pays off, the paycheck is great, if you work hard at it, but it's also a great connection to the community and will give you a sense of ownership in the success of Clear Channel Entertainment and Media. You'll probable even meet famous people they're in and out of here all the time there is no telling what people you'll meet and what you'll learn by being a member of our team. If you're creative and innovated and like to get recognized and reward for what you've achieved we'd love to hear from you, this is an opportunity knocking on your door, answer it! Reach out to Bobby Martin he wants to talk to you. Shoot him an email including your resume to bobby.martin@clearchannel.com Coming to work here was one of the best decisions I've ever made and I got no doubt if you get the gig you'll say the same.

ColumbiaSC Market
WCOS-AM, WCOS-FM, WLTY-FM,
WNOK-FM, WVOC-FM, WXBT-AM
ACCTS RECEIVABLES
Remit To: Clear Channel Broadcasting Inc.
PO Box 406066
Atlanta, GA 30384-6066
Phone: (803) 343-1100



INVOICE: 036-138546

Recruitment

200 East Basse Road
San Antonio, TX 78209

Advertiser No.: 4466

Recruitment

Order: 83246

Co-op: No

Invoice Date: 01/27/2013

Payment Due: 02/26/2013

AE: HOUSE

Billing Type: Broadcast

Note 1: CLUSTER+iHeart

CPE

Invoice Summary:

No. of Spots/Misc:	2207/0
Gross Spot Billing:	\$0.00
Agency Commission:	\$0.00
Net Spot Billing:	\$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

Market: Columbia

Station: ICOS-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
13	MTWThFSSn	42	Local Direct-Streaming	Endorsement	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	GENERIC RECRUITMENT / Recruitment				12/31/12	07:27 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	10:25 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	12:24 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	02:23 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	04:24 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	06:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	07:24 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	10:24 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	12:26 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	02:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	04:21 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	06:23 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	07:20 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	10:27 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	12:26 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	02:28 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	04:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	06:23 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	07:23 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	10:26 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	12:26 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	02:26 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	04:27 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	06:27 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	07:26 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	10:27 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	12:24 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	02:20 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	04:22 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	06:22 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	07:23 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	10:22 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	12:26 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	02:26 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	04:22 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	06:22 PM	60		\$0.00

Market: Columbia

Station: ICOS-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate
			GENERIC RECRUITMENT / Recruitment		01/06/13	07:36 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/06/13	10:29 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/06/13	12:24 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/06/13	02:41 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/06/13	04:08 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/06/13	06:14 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/07/13	07:30 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/07/13	10:24 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/07/13	12:23 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/07/13	02:22 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/07/13	04:25 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/07/13	06:26 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/08/13	07:26 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/08/13	10:26 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/08/13	12:25 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/08/13	02:25 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/08/13	04:21 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/08/13	06:24 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/09/13	07:27 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/09/13	10:25 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/09/13	12:18 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/09/13	02:26 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/09/13	04:24 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/09/13	06:23 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/10/13	07:26 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/10/13	10:24 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/10/13	12:22 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/10/13	02:24 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/10/13	04:24 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/10/13	06:27 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/11/13	07:29 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/11/13	10:24 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/11/13	12:26 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/11/13	02:25 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/11/13	04:26 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/11/13	06:21 PM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/12/13	07:25 AM	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/12/13	10:23 AM	\$0.00

Market: Columbia

Station: ICOS-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate
	GENERIC RECRUITMENT / Recruitment				01/12/13 12:20 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13 02:24 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13 04:25 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13 06:22 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 07:31 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 10:23 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 12:29 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 02:07 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 04:24 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 06:28 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 07:25 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 10:25 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 12:22 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 02:25 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 04:27 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 06:23 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 07:26 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 10:26 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 12:27 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 02:24 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 04:23 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 06:28 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 07:30 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 10:26 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 12:25 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 02:26 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 04:24 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 06:22 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 07:26 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 10:25 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 12:22 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 02:28 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 04:27 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 06:27 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 07:25 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 10:23 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 12:22 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 02:23 PM	60	\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: ICOS-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate
	GENERIC RECRUITMENT / Recruitment				01/18/13	04:24 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13	06:25 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/19/13	07:24 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/19/13	10:26 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/19/13	12:25 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/19/13	02:26 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/19/13	04:23 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/19/13	06:24 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/20/13	07:34 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/20/13	10:21 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/20/13	12:26 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/20/13	02:17 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/20/13	04:25 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/20/13	06:24 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/21/13	07:26 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/21/13	08:25 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/21/13	12:20 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/21/13	02:24 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/21/13	04:26 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/21/13	06:24 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/22/13	07:24 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/22/13	08:25 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/22/13	10:21 AM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/22/13	12:27 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/22/13	02:26 PM	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/22/13	04:23 PM	\$0.00

Totals for Station: ICOS-AM

No. of Spots/Misc: 138/0

Gross Amt:

\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: ICOS-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
39	MTWThFSs	42	Local Direct-Streaming	Endorsement	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	WCOS-FM_ANDY WOODS / Recruitment				12/31/12	09:52 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				12/31/12	11:51 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				12/31/12	02:20 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/01/13	07:20 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/01/13	09:37 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/01/13	12:19 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/01/13	02:42 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/01/13	05:22 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/01/13	07:43 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/02/13	06:36 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/02/13	07:34 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/02/13	10:23 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/02/13	12:48 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/02/13	03:20 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/02/13	05:45 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/03/13	08:20 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/03/13	10:23 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/03/13	01:20 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/04/13	07:22 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/04/13	08:40 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/04/13	03:48 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/04/13	06:52 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/05/13	09:11 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/05/13	09:41 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/05/13	11:13 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/05/13	01:42 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/05/13	04:13 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/06/13	06:12 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/06/13	07:35 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/06/13	08:15 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/06/13	09:10 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/06/13	10:11 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/06/13	01:15 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/07/13	06:19 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/07/13	09:38 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/07/13	11:54 AM	60		\$0.00

Market: Columbia

Station: ICOS-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate
	WCOS-FM_ANDY WOODS / Recruitment			01/07/13	02:51 PM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/07/13	04:50 PM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/07/13	07:13 PM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/08/13	07:38 AM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/08/13	09:39 AM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/08/13	12:21 PM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/08/13	02:51 PM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/08/13	05:23 PM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/08/13	07:45 PM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/09/13	07:35 AM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/09/13	10:20 AM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/09/13	12:51 PM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/09/13	03:20 PM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/09/13	05:51 PM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/10/13	08:23 AM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/10/13	10:48 AM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/10/13	01:20 PM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/10/13	03:51 PM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/10/13	06:21 PM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/11/13	06:34 AM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/11/13	08:34 AM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/11/13	10:48 AM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/11/13	01:18 PM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/11/13	03:52 PM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/11/13	06:22 PM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/12/13	06:14 AM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/12/13	07:14 AM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/12/13	08:42 AM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/12/13	11:14 AM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/12/13	01:43 PM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/12/13	05:44 PM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/13/13	08:15 AM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/13/13	09:11 AM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/13/13	10:12 AM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/13/13	11:43 AM 60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment			01/13/13	12:13 PM 60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment			01/13/13	02:12 PM 60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment			01/14/13	06:18 AM 60	\$0.00

Market: Columbia

Station: ICOS-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To			Rate
	WCOS-FM_KELLY NASH / Recruitment				01/14/13	09:38 AM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/14/13	11:21 AM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/14/13	02:52 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/14/13	04:21 PM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/14/13	07:42 PM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/15/13	07:38 AM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/15/13	09:50 AM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/15/13	12:18 PM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/15/13	02:49 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/15/13	05:25 PM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/15/13	07:46 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/16/13	07:35 AM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/16/13	10:19 AM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/16/13	12:50 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/16/13	03:48 PM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/16/13	05:52 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/17/13	08:24 AM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/17/13	10:51 AM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/17/13	01:20 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/17/13	03:50 PM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/17/13	06:25 PM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/18/13	06:36 AM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/18/13	08:34 AM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/18/13	10:21 AM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/18/13	01:21 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/18/13	03:50 PM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/18/13	06:22 PM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/19/13	06:11 AM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/19/13	07:13 AM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/19/13	08:43 AM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/19/13	11:13 AM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/19/13	01:43 PM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/19/13	05:10 PM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/20/13	08:16 AM	60	\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				01/20/13	09:12 AM	60	\$0.00
	WCOS-FM_KELLY NASH / Recruitment				01/20/13	10:12 AM	60	\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				01/20/13	02:15 PM	60	\$0.00
	WCOS-FM ANDY WOODS / Recruitment				01/20/13	04:14 PM	60	\$0.00

Invoice: **138546**Advertiser: **Recruitment**

Market: Columbia

Station: ICOS-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To			Rate
			WCOS-FM_KELLY NASH / Recruitment		01/20/13	07:14 PM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		01/21/13	06:32 AM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		01/21/13	07:36 AM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		01/21/13	09:40 AM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		01/21/13	02:55 PM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		01/21/13	03:50 PM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		01/21/13	05:28 PM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		01/22/13	06:18 AM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		01/22/13	07:38 AM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		01/22/13	09:50 AM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		01/22/13	02:52 PM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		01/22/13	04:23 PM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		01/22/13	05:23 PM	60	\$0.00
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Totals for Station:		ICOS-FM	No. of Spots/Misc: 125/0		Gross Amt:			\$0.00

Market: Columbia

Station: ILTY-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
40	MTWThFSSn	42	Local Direct-Streaming	Endorsement	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	GENERIC RECRUITMENT / Recruitment				12/31/12	06:13 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	06:25 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	09:25 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	11:44 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	02:21 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				12/31/12	04:45 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	06:26 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	07:32 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	09:43 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	12:21 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	02:48 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/01/13	05:21 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	06:15 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	07:49 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	10:28 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	12:48 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	03:22 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/02/13	05:48 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	06:11 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	07:12 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	10:49 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	12:47 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	03:45 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/03/13	05:46 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	06:12 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	08:34 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	10:46 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	01:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	03:49 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/04/13	06:18 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	07:23 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	08:22 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	10:21 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	10:42 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	11:22 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				01/05/13	11:48 AM	60		\$0.00

Market: Columbia

Station: ILTY-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate	
	GENERIC RECRUITMENT / Recruitment				01/06/13	05:41 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/06/13	08:23 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/06/13	09:24 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/06/13	10:21 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/06/13	11:24 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/06/13	12:21 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/07/13	06:23 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/07/13	07:15 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/07/13	09:21 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/07/13	11:23 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/07/13	02:24 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/07/13	04:21 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/08/13	06:13 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/08/13	07:33 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/08/13	09:21 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/08/13	12:49 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/08/13	02:49 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/08/13	05:23 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/09/13	06:15 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/09/13	07:53 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/09/13	10:25 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/09/13	12:21 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/09/13	03:23 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/09/13	05:46 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/10/13	06:15 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/10/13	08:15 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/10/13	10:52 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/10/13	01:21 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/10/13	03:49 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/10/13	06:24 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/11/13	06:12 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/11/13	08:16 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/11/13	08:31 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/11/13	09:21 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/11/13	10:47 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/11/13	01:25 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13	07:23 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13	08:21 AM	60	\$0.00

Market: Columbia

Station: ILTY-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate
	GENERIC RECRUITMENT / Recruitment				01/12/13 10:22 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13 11:22 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13 01:50 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/12/13 04:22 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 05:42 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 08:20 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 09:23 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 10:23 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 12:23 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/13/13 04:23 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 06:12 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 06:26 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 09:22 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 11:23 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 02:48 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/14/13 04:43 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 06:28 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 07:32 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 09:47 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 12:20 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 02:44 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/15/13 05:22 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 06:26 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 07:52 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 10:24 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 12:50 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 03:48 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/16/13 05:50 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 06:13 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 08:17 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 10:50 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 01:20 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 03:44 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/17/13 06:22 PM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 06:14 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 08:32 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 10:22 AM 60	\$0.00
	GENERIC RECRUITMENT / Recruitment				01/18/13 01:47 PM 60	\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: ILTY-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To			Rate
			GENERIC RECRUITMENT / Recruitment		01/18/13	03:46 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/18/13	06:54 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/19/13	10:25 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/19/13	10:49 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/19/13	11:51 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/19/13	12:23 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/19/13	01:51 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/19/13	04:20 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/20/13	05:47 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/20/13	08:42 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/20/13	09:45 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/20/13	11:49 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/20/13	02:47 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/20/13	05:25 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/21/13	06:11 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/21/13	07:13 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/21/13	09:49 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/21/13	12:23 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/21/13	02:43 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/21/13	05:48 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/22/13	06:27 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/22/13	07:32 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/22/13	09:51 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/22/13	12:49 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/22/13	02:23 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		01/22/13	05:21 PM	60	\$0.00
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Totals for Station:		ILTY-FM	No. of Spots/Misc: 138/0		Gross Amt:			\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: INOK-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
41	MTWThFSSn	42	Local Direct-Streaming	Endorsement	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	WNOK_JONATHAN REED / Recruitment				12/31/12	08:29 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				12/31/12	09:43 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				12/31/12	02:37 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				12/31/12	03:41 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				12/31/12	06:44 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				12/31/12	07:36 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/01/13	06:12 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/01/13	07:43 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/01/13	02:35 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/01/13	03:16 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/01/13	03:40 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/01/13	06:33 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/02/13	06:13 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/02/13	08:31 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/02/13	02:39 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/02/13	03:39 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/02/13	04:15 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/02/13	06:41 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/03/13	06:13 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/03/13	06:43 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/03/13	08:32 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/03/13	02:37 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/03/13	03:37 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/03/13	06:37 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/04/13	06:13 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/04/13	08:45 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/04/13	02:35 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/04/13	03:12 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/04/13	04:38 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/05/13	10:43 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/05/13	11:42 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/05/13	01:42 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/05/13	02:12 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/05/13	05:42 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/05/13	07:16 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				01/06/13	05:42 AM	60		\$0.00

Market: Columbia

Station: INOK-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate
			WNOK_JONATHAN REED / Recruitment		01/06/13 07:30 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/06/13 12:39 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/06/13 01:41 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/06/13 02:12 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/06/13 07:30 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/07/13 06:29 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/07/13 07:47 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/07/13 01:40 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/07/13 06:42 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/07/13 07:14 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/08/13 06:29 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/08/13 07:46 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/08/13 11:42 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/08/13 01:42 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/08/13 06:41 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/09/13 06:31 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/09/13 06:48 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/09/13 11:41 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/09/13 01:42 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/09/13 06:45 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/10/13 05:46 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/10/13 06:29 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/10/13 06:45 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/10/13 11:39 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/10/13 01:38 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/10/13 06:41 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/11/13 06:30 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/11/13 06:45 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/11/13 11:46 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/11/13 01:43 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/11/13 06:40 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/12/13 09:12 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/12/13 11:15 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/12/13 01:48 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/12/13 02:44 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/12/13 07:44 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/13/13 07:48 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/13/13 08:14 AM 60	\$0.00

Market: Columbia

Station: INOK-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate
	WNOK_JONATHAN REED / Recruitment				01/13/13 09:12 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/13/13 10:45 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/13/13 11:13 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/13/13 12:44 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/14/13 07:28 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/14/13 09:47 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/14/13 02:37 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/14/13 03:20 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/14/13 06:42 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/14/13 07:21 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/15/13 06:14 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/15/13 07:44 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/15/13 02:43 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/15/13 03:39 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/15/13 04:16 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/15/13 06:40 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/16/13 06:11 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/16/13 06:27 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/16/13 08:31 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/16/13 02:40 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/16/13 04:41 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/16/13 06:43 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/17/13 06:13 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/17/13 06:28 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/17/13 08:31 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/17/13 02:39 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/17/13 03:16 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/17/13 06:40 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/18/13 06:27 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/18/13 06:43 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/18/13 08:43 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/18/13 02:39 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/18/13 03:38 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/18/13 06:44 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/19/13 10:47 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/19/13 11:44 AM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/19/13 02:11 PM	60	\$0.00
	WNOK_JONATHAN REED / Recruitment				01/19/13 05:46 PM	60	\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: INOK-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate
			WNOK_JONATHAN REED / Recruitment		01/19/13	07:16 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/19/13	07:46 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/20/13	07:31 AM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/20/13	12:45 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/20/13	01:14 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/20/13	02:13 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/20/13	02:44 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/20/13	07:33 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/21/13	06:44 AM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/21/13	07:30 AM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/21/13	09:44 AM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/21/13	02:38 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/21/13	03:44 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/21/13	06:40 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/22/13	06:29 AM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/22/13	08:30 AM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/22/13	11:40 AM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/22/13	02:39 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/22/13	03:38 PM	\$0.00
			WNOK_JONATHAN REED / Recruitment		01/22/13	06:43 PM	\$0.00
Totals for Station:			INOK-FM	No. of Spots/Misc: 132/0	Gross Amt:		\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: WVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
1	MTWThFSs	14	Local Direct-Streaming	Endorsement	06:00:00-09:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	WVOC_JONATHON RUSH / Recruitment				12/31/12	06:42 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				12/31/12	07:14 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/01/13	06:59 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/01/13	08:21 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/02/13	07:41 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/02/13	09:50 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/03/13	08:50 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/03/13	10:49 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/04/13	08:30 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/04/13	09:53 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/05/13	07:31 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/05/13	07:44 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/06/13	06:29 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/06/13	08:47 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/07/13	06:40 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/07/13	07:28 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/08/13	07:12 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/08/13	08:13 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/09/13	06:21 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/09/13	06:42 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/10/13	07:13 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/10/13	08:50 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/11/13	07:29 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/11/13	08:13 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/12/13	07:44 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/12/13	08:57 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/13/13	06:29 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/13/13	08:51 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/14/13	07:29 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/14/13	08:13 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/15/13	06:41 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/15/13	07:29 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/16/13	06:43 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/16/13	08:50 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/17/13	06:21 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/17/13	07:14 AM	60		\$0.00

Market: Columbia

Station: WVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
			WVOC_JONATHON RUSH / Recruitment		01/18/13	06:22 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/18/13	07:30 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/19/13	07:44 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/19/13	08:35 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/20/13	06:28 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/20/13	08:49 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/21/13	06:23 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/21/13	06:44 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/22/13	06:43 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/22/13	08:50 AM	60		\$0.00
3	MTWThFSSn	14	Local Direct-Streaming	Endorsement	09:00:00-12:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	WVOC_JONATHON RUSH / Recruitment				12/31/12	09:49 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				12/31/12	10:49 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/01/13	09:18 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/01/13	10:10 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/02/13	11:48 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/03/13	12:56 PM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/03/13	01:47 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/04/13	12:55 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/05/13	10:45 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/05/13	11:31 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/06/13	09:31 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/06/13	11:30 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/07/13	10:52 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/07/13	11:32 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/08/13	10:50 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/08/13	11:32 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/09/13	09:51 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/09/13	11:32 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/10/13	10:51 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/10/13	11:32 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/11/13	10:51 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/11/13	11:32 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/12/13	11:31 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/12/13	11:58 AM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/13/13	09:31 AM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/13/13	11:30 AM	60		\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: IVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
			WVOC_JONATHON RUSH / Recruitment		01/14/13	09:51 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/14/13	10:52 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/15/13	09:53 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/15/13	10:52 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/16/13	09:50 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/16/13	11:31 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/17/13	10:50 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/17/13	11:31 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/18/13	10:45 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/18/13	11:32 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/19/13	09:30 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/19/13	10:45 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/20/13	09:36 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/20/13	11:30 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/21/13	09:52 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/21/13	10:53 AM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/22/13	09:52 AM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/22/13	10:52 AM	60		\$0.00
5	MTWThFSSn	14	Local Direct-Streaming	Endorsement	12:00:00-15:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
			WVOC_JONATHON RUSH / Recruitment		12/31/12	12:33 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		12/31/12	01:32 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/01/13	01:58 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/01/13	02:24 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/05/13	12:13 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/05/13	01:57 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/06/13	12:20 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/06/13	01:30 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/07/13	01:31 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/07/13	02:56 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/08/13	12:32 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/08/13	01:31 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/09/13	12:32 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/09/13	01:32 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/10/13	12:32 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/10/13	01:32 PM	60		\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/11/13	12:32 PM	60		\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/11/13	01:31 PM	60		\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: WVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
						01/12/13	12:14 PM	60	\$0.00
						01/12/13	01:57 PM	60	\$0.00
						01/13/13	01:31 PM	60	\$0.00
						01/13/13	02:44 PM	60	\$0.00
						01/14/13	12:32 PM	60	\$0.00
						01/14/13	01:31 PM	60	\$0.00
						01/15/13	12:33 PM	60	\$0.00
						01/15/13	01:31 PM	60	\$0.00
						01/16/13	12:33 PM	60	\$0.00
						01/16/13	01:31 PM	60	\$0.00
						01/17/13	12:32 PM	60	\$0.00
						01/17/13	01:31 PM	60	\$0.00
						01/18/13	12:32 PM	60	\$0.00
						01/18/13	01:32 PM	60	\$0.00
						01/19/13	12:16 PM	60	\$0.00
						01/19/13	01:50 PM	60	\$0.00
						01/20/13	12:30 PM	60	\$0.00
						01/20/13	01:30 PM	60	\$0.00
						01/21/13	12:32 PM	60	\$0.00
						01/21/13	01:31 PM	60	\$0.00
						01/22/13	12:32 PM	60	\$0.00
						01/22/13	01:31 PM	60	\$0.00
7	MTWThFSSn	14	Local Direct-Streaming	Endorsement	15:00:00-18:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	WVOC_JONATHON RUSH / Recruitment				12/31/12	04:49 PM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				12/31/12	05:07 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/01/13	03:47 PM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/01/13	05:59 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/02/13	05:49 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/03/13	05:17 PM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/03/13	05:45 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/04/13	05:17 PM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/04/13	07:47 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/05/13	03:20 PM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/05/13	03:54 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/06/13	03:31 PM	60		\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/06/13	04:30 PM	60		\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/07/13	04:48 PM	60		\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: WVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
					01/07/13	05:06 PM	60		\$0.00
					01/08/13	04:50 PM	60		\$0.00
					01/08/13	05:06 PM	60		\$0.00
					01/09/13	03:34 PM	60		\$0.00
					01/09/13	04:06 PM	60		\$0.00
					01/10/13	03:32 PM	60		\$0.00
					01/10/13	05:06 PM	60		\$0.00
					01/11/13	03:46 PM	60		\$0.00
					01/11/13	05:37 PM	60		\$0.00
					01/12/13	03:20 PM	60		\$0.00
					01/12/13	04:55 PM	60		\$0.00
					01/13/13	03:32 PM	60		\$0.00
					01/13/13	04:31 PM	60		\$0.00
					01/14/13	04:49 PM	60		\$0.00
					01/14/13	05:37 PM	60		\$0.00
					01/15/13	03:06 PM	60		\$0.00
					01/15/13	05:07 PM	60		\$0.00
					01/16/13	03:44 PM	60		\$0.00
					01/16/13	05:07 PM	60		\$0.00
					01/17/13	03:46 PM	60		\$0.00
					01/17/13	05:06 PM	60		\$0.00
					01/18/13	03:05 PM	60		\$0.00
					01/18/13	05:47 PM	60		\$0.00
					01/19/13	03:23 PM	60		\$0.00
					01/19/13	04:56 PM	60		\$0.00
					01/20/13	03:32 PM	60		\$0.00
					01/20/13	04:31 PM	60		\$0.00
					01/21/13	04:49 PM	60		\$0.00
					01/21/13	05:06 PM	60		\$0.00
					01/22/13	03:34 PM	60		\$0.00
					01/22/13	04:07 PM	60		\$0.00
9	MTWThFSSn	14	Local Direct-Streaming	Endorsement	18:00:00-23:59:59				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
					12/31/12	09:47 PM	60		\$0.00
					12/31/12	11:49 PM	60		\$0.00
					01/01/13	11:30 PM	60		\$0.00
					01/01/13	11:47 PM	60		\$0.00
					01/05/13	09:58 PM	60		\$0.00

Market: Columbia

Station: WVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
			WVOC_GARY BARBOZA / Recruitment		01/05/13 10:58 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/06/13 06:30 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/06/13 08:21 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/07/13 09:47 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/07/13 11:48 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/08/13 09:46 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/08/13 11:31 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/09/13 09:47 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/09/13 11:30 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/10/13 09:46 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/10/13 10:47 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/11/13 09:47 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/11/13 10:47 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/12/13 06:49 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/12/13 08:05 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/13/13 06:18 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/13/13 07:20 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/14/13 09:47 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/14/13 11:50 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/15/13 09:46 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/15/13 11:30 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/16/13 09:47 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/16/13 11:29 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/17/13 09:46 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/17/13 10:47 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/18/13 09:46 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/18/13 10:46 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/19/13 06:51 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/19/13 10:58 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/20/13 07:31 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/20/13 09:05 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/21/13 09:47 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/21/13 10:46 PM	60			\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/22/13 09:47 PM	60			\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/22/13 11:30 PM	60			\$0.00
11	MTWThFSSn	14	Local Direct-Streaming	Endorsement	00:00:00-06:00:00				\$0.00
	ISCI / SPOT TITLE				DATE	TIME	LEN	MG	RATE
			WVOC_JONATHON RUSH / Recruitment		12/31/12	05:25 AM	60		\$0.00

Market: Columbia

Station: WVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate	
	WVOC_GARY BARBOZA / Recruitment				12/31/12	05:38 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/01/13	05:31 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/01/13	05:46 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/02/13	06:29 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/02/13	06:40 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/03/13	06:30 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/03/13	06:40 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/04/13	06:29 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/04/13	06:40 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/05/13	02:58 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/05/13	05:58 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/06/13	05:31 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/06/13	05:58 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/07/13	05:25 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/07/13	05:38 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/08/13	05:23 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/08/13	05:39 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/09/13	05:31 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/09/13	05:46 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/10/13	05:25 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/10/13	05:38 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/11/13	05:24 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/11/13	05:45 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/12/13	02:58 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/12/13	05:32 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/13/13	01:58 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/13/13	05:31 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/14/13	05:24 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/14/13	05:39 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/15/13	05:23 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/15/13	05:38 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/16/13	05:25 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/16/13	05:47 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/17/13	05:23 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/17/13	05:38 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/18/13	05:25 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				01/18/13	05:39 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				01/19/13	02:31 AM	60	\$0.00

Invoice: 138546

Advertiser: Recruitment

Market: Columbia

Station: IVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate
			WVOC_GARY BARBOZA / Recruitment		01/19/13 05:32 AM 60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/20/13 12:58 AM 60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/20/13 05:31 AM 60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/21/13 05:23 AM 60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/21/13 05:39 AM 60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		01/22/13 05:22 AM 60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		01/22/13 05:38 AM 60	\$0.00

Totals for Station: IVOC-AM

No. of Spots/Misc: 261/0

Gross Amt:

\$0.00

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBT(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 4/19/2013
Recruitment Source ("RS") Referring Hiree: Clear Channel Careers Website	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 4/1/2013 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBT(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 4/24/2013
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 4/1/2013 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBT(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 4/24/2013
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 4/1/2013 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBT(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 5/29/2013
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 4/1/2013 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), WXBTV(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 7/22/2013
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 4/1/2013 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBT(AM)
VACANCY DATA FORM

Full-Time Job Title: Sales Assistant	Date Filled: 11/19/2012
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	Total Number of Interviewees: 6

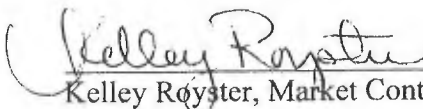
RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Clear Channel Careers Website https://careerchannel.silkroad.com/	N	1
2.	Midlands Technical College P.O. Box 2408 Columbia, SC 29202 (803) 738-8324 (803) 738-7784 (fax) www.midlandstech.com/jobplacement	N	0
8.	Allen University Career Center 1530 Harden Street Columbia, SC 29204 (803) 254-4165	N	0
13.	Word-of-Mouth Referral	N	1
14.	SEU Internship Program	N	2
17.	Walk-In/Self-Referral	N	1
18.	On-Air Announcements (<i>one or more SEU stations</i>) (<i>continuously run throughout reporting period to promote sales at iHeart</i>)	N	1
19.	University of South Carolina Career Center – H. William Close Building, 6 th Floor Columbia, SC 29208 (803) 777-7280	N	0
Total Interviewees			6

* As a result of employee turnover, interviewee data contained herein reflects our SEU's best recollection.

Statement Concerning Usage of Recruitment Sources

On behalf of the iHeartMedia station employment unit ("SEU") located in Columbia, South Carolina, the undersigned affirms that the following sources were used for the period of August 1, 2012 – July 31, 2013 to publicize certain vacancies listed in the SEU's EEO Public File Report and as detailed below.

Recruitment Source*	Vacancies Affected
Clear Channel Careers Website	Outside Sales Account Executive # 1-2
Midlands Technical College	All positions
South Carolina Broadcasters Association	Outside Sales Account Executive #1-3
Columbia Help Wanted Website	Outside Sales Account Executive #1-3
Columbia College	Outside Sales Account Executive #1-3
Benedict College	Outside Sales Account Executive #1-3
Columbia Urban League	Outside Sales Account Executive #1-3
Allen University	All positions
The Ohio and Illinois Centers for Broadcasting Job Placement Assistance Website	Outside Sales Account Executive #1-3


Kelley Royster, Market Controller

Date: 3-30-15

* Complete recruitment source contact information included in the SEU's August 1, 2012-July 31, 2013 EEO Public File Report.

Employment Announcement

UNIVERSITY OF SOUTH CAROLINA

Career Center

H. William Close Building, 6th Floor
Columbia, SC 29208



Fax: (803) 777-7556
Phone: (803) 777-7280
Email: career@sc.edu
www.sc.edu/career

Company Name: Clear Channel Media & Entertainment
Address: 316 Greystone Blvd.
City: Columbia State: SC Zip: 29210
Industry/Business Type: Broadcast/Radio
Contact: Todd Shuster Email: toddshuster@clearchannel.com
Title: General Sales Manager Website: www.clearchannel.com
Phone: 803-343-1100 Fax: _____

Type of Employment

(please check all that apply)

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> Full-Time | <input type="checkbox"/> Cooperative Education |
| <input type="checkbox"/> Part-Time | <input type="checkbox"/> Graduate Assistantship |
| <input type="checkbox"/> Internship | <input type="checkbox"/> Summer/Season |

Method of Communication

(please check all that apply)

- ☐ Please forward resumes (Not available for part-time and graduate assistantships)
- ☐ Post on Internet*

*position posted for 30 days. To re-list after 30 days, please resubmit this form to the Career Center.

Position Description and Requirements

Position Title: Sales Assistant

Duties: This position supports our sales, digital and program sales efforts through interaction with our Sales, Promotions, Programming, Business and Traffic Departments. Candidate must be able to multi-task and adhere to high-paced strict deadlines. Other responsibilities include the creation and modification of sales proposals, promotional materials and recaps; processing reports, planning meetings, on-site event coordination, tracking sales progress, troubleshooting minor technical problems. Your interaction must always be done in the most professional, helpful, proactive and positive way. Additional responsibilities may include assisting the National Sales Department, Front Desk Duties and supporting the Digital Sales Coordinator.

Academic Major: _____

Degree: ☐ Bachelor's ☐ Master's ☐ PhD GPA: _____ Graduation Date: _____

Classification: ☐ Freshman ☐ Sophomore ☐ Junior ☐ Senior

Skills: Strong computer and organization skills • Experience with graphic design is a plus • Must become an expert with proprietary systems, such as Fusion, Viero, and Best Rate • Highly skilled with productivity programs, such as PowerPoint, Word, and Excel, this includes building fundamental proposals, worksheets and support materials • Rudimentary skills for copying, saving and manipulating images, such as client logos is also mandatory

Location of Position: Columbia, SC

Compensation/Salary: N/A

Days Per Week: M - F Hours: 8:30 to 5:30

Application Procedure

Application Deadline: 10/15/12 ☐ Apply in Person ☐ Telephone for Appointment ☐ Email/Fax Resume
Citizenship Requirements: ☐ US Citizen ☐ Non-US Authorized to work in US

Declaration of Equal Opportunity (Required to post position or receive resumes)

Company/Organization: Clear Channel Media & Entertainment is an Equal Opportunity Employer and operates in adherence with all applicable state and federal wage employment laws/regulations.

Signature: _____

Date: 9/13/2012

Printed Name: Kelley Royster

Title: Market Controller

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), WXB(AM)

VACANCY DATA FORM

Full-Time Job Title: Sales Assistant	Date Filled: 2/25/2013
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Sales Assistant position filled on 11/19/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), WXBTV(AM)

VACANCY DATA FORM

Full-Time Job Title: Sales Assistant	Date Filled: 5/28/2013
Recruitment Source ("RS") Referring Hiree: Clear Channel Careers Website	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Sales Assistant position filled on 11/19/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXB(AM)
VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 10/01/2013
Recruitment Source ("RS") Referring Hiree: Clear Channel Careers Website	Total Number of Interviewees: 20

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Clear Channel Careers Website https://careerchannel.silkroad.com/	N	5
2.	Midlands Technical College P.O. Box 2408 Columbia, SC 29202 (803) 738-8324 (803) 738-7784 (fax) www.midlandstech.com/jobplacement	Y	0
8.	Allen University Career Center 1530 Harden Street Columbia, SC 29204 (803) 254-4165	Y	0
13.	Word-of-Mouth Referral	N	7
14.	SEU Internship Program	N	0
17.	Walk-In/Self-Referral	N	0
18.	On-Air Announcements (one or more SEU stations) (continuously run throughout reporting period to promote sales at iHeart)	N	8
Total Interviewees			20

* Sample provided.

Statement Concerning Usage of Recruitment Sources

On behalf of the iHeartMedia station employment unit ("SEU") located in Columbia, South Carolina, the undersigned affirms that the following sources were used for the period of August 1, 2013 – July 31, 2014 to publicize certain vacancies listed in the SEU's EEO Public File Report and as detailed below.

Recruitment Source*	Vacancies Affected
Clear Channel Careers Website	All positions
Midlands Technical College	All positions
Allen University	All positions


Kelley Royster, Market Controller

Date: 3-30-15

* Complete recruitment source contact information included in the SEU's August 1, 2013-July 31, 2014 EEO Public File Report.

Recruitment Transcript – On-Air Advertisement

Hey you looking for a great career, where your skills and your knowledge will lead directly to your success. Clear Channel Media and Entertainment in Columbia and Charleston are looking right now for Marketing Sales Representatives to sale our products and services. When you work for Clear Channel you get great benefits, including, training, 401K with company match, employer support and insurance, holidays, vacation and much more! If you're passionate about work, offer implacable customer service and love new challenges in a fast pace environment with great earnings potential, this could be the job for you. Visit clearcareers.com and submit your resume' today, that's clearcareers.com

ColumbiaSC Market
WCOS-AM, WCOS-FM, WLTY-FM,
WNOK-FM, WVOC-FM, WXBTV-AM
ACCTS RECEIVABLES
Remit To: Clear Channel Broadcasting Inc.
PO Box 406066
Atlanta, GA 30384-6066
Phone: (803) 343-1100



INVOICE: 036-149502

Recruitment

200 East Basse Road
San Antonio, TX 78209

Advertiser No.: 4466

Recruitment

Order: 87688

Co-op: No

Invoice Date: 10/27/2013

Payment Due: 11/26/2013

AE: HOUSE

Billing Type: Broadcast

DUPLICATE INVOICE

Note 1: Recruitment Order- All Stations/ Streaming Only

CPE

Invoice Summary:

No. of Spots/Misc:	355/0
Gross Spot Billing:	\$0.00
Agency Commission:	\$0.00
Net Spot Billing:	\$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: ICOS-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
4	MTWThFSSn	15	Local Direct-Streaming	Commercial	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	GENERIC RECRUITMENT / Recruitment				09/30/13	08:28 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				09/30/13	02:42 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/01/13	03:44 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/01/13	04:46 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	09:27 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	04:41 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	07:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/03/13	10:24 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/03/13	05:48 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/04/13	11:24 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/04/13	06:37 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	12:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	07:44 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/06/13	05:39 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/06/13	01:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/07/13	06:39 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/07/13	02:29 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/08/13	07:41 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/08/13	03:22 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/09/13	08:49 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/09/13	04:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/10/13	07:29 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/10/13	12:24 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/10/13	05:29 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/11/13	10:41 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/11/13	06:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	11:40 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	07:24 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/13/13	05:37 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/13/13	01:28 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/14/13	06:41 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/14/13	02:21 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/15/13	07:38 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/15/13	03:24 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/16/13	08:41 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/16/13	04:23 PM	60		\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: ICOS-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate	
	GENERIC RECRUITMENT / Recruitment				10/17/13	10:24 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/17/13	05:44 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/18/13	05:24 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/18/13	10:24 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/18/13	03:26 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/19/13	12:27 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/19/13	07:41 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/20/13	05:42 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/20/13	01:21 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/21/13	06:47 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/21/13	04:46 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/22/13	07:39 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/22/13	03:25 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/23/13	08:47 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/23/13	04:28 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/24/13	09:43 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/24/13	05:28 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/25/13	10:37 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/25/13	06:25 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/26/13	09:21 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/26/13	02:29 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/26/13	07:26 PM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/27/13	08:25 AM	60	\$0.00
	GENERIC RECRUITMENT / Recruitment				10/27/13	03:22 PM	60	\$0.00

Totals for Station: ICOS-AM

No. of Spots/Misc: 60/0

Gross Amt:

\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: ICOS-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
3	MTWThFSSn	15	Local Direct-Streaming	Endorsement	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	WCOS-FM_KIX LAYTON / Recruitment				09/30/13	06:40 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				09/30/13	08:33 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				09/30/13	04:47 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				09/30/13	05:22 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/02/13	06:36 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/02/13	09:40 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/02/13	04:26 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/03/13	02:52 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/03/13	05:24 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/04/13	04:27 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/04/13	06:49 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/07/13	06:54 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/07/13	07:52 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/07/13	08:36 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/07/13	04:54 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/07/13	05:24 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/07/13	06:51 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/08/13	06:50 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/08/13	04:51 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/09/13	02:55 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/09/13	04:25 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/10/13	08:34 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/10/13	04:25 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/10/13	05:21 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/11/13	06:39 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/11/13	04:22 PM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/14/13	06:39 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/14/13	07:53 AM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/14/13	08:35 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/14/13	05:24 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/15/13	06:53 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/15/13	07:54 AM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/15/13	04:24 PM	60		\$0.00
	WCOS-FM_KELLY NASH / Recruitment				10/16/13	08:37 AM	60		\$0.00
	WCOS-FM_KIX LAYTON / Recruitment				10/16/13	04:51 PM	60		\$0.00
	WCOS-FM_ANDY WOODS / Recruitment				10/17/13	09:40 AM	60		\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: ICOS-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To			Rate
			WCOS-FM_KELLY NASH / Recruitment		10/17/13	05:26 PM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		10/18/13	06:41 AM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		10/18/13	04:24 PM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		10/18/13	04:50 PM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		10/21/13	06:39 AM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		10/21/13	07:56 AM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		10/21/13	08:39 AM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		10/21/13	04:25 PM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		10/21/13	05:25 PM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		10/22/13	06:37 AM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		10/22/13	08:39 AM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		10/22/13	02:55 PM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		10/22/13	04:22 PM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		10/23/13	08:38 AM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		10/23/13	04:26 PM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		10/24/13	02:53 PM	60	\$0.00
			WCOS-FM_KELLY NASH / Recruitment		10/24/13	05:27 PM	60	\$0.00
			WCOS-FM_KIX LAYTON / Recruitment		10/25/13	05:23 PM	60	\$0.00
			WCOS-FM_ANDY WOODS / Recruitment		10/25/13	06:53 PM	60	\$0.00

Totals for Station: ICOS-FM

No. of Spots/Misc: 55/0

Gross Amt:

\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: ILTY-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
2	MTWThFSn	15	Local Direct-Streaming	Commercial	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	GENERIC RECRUITMENT / Recruitment				09/30/13	11:24 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				09/30/13	06:27 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/01/13	12:19 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/01/13	07:24 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	05:54 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	03:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	04:51 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/03/13	07:16 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/03/13	02:47 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/04/13	08:15 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/04/13	03:51 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	09:22 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	04:46 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/06/13	10:22 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/06/13	05:46 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/07/13	11:48 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/07/13	06:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/08/13	05:27 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/08/13	05:53 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/09/13	05:20 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/09/13	05:50 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/11/13	07:52 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/11/13	03:23 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	08:21 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	09:26 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	02:25 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	04:50 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/13/13	10:25 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/13/13	05:48 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/14/13	10:51 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/14/13	07:13 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/15/13	11:47 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/15/13	07:09 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/16/13	06:51 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/16/13	01:22 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/17/13	09:50 AM	60		\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: ILTY-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To			Rate
			GENERIC RECRUITMENT / Recruitment		10/17/13	09:51 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/17/13	02:18 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/18/13	05:23 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/18/13	05:53 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/18/13	05:48 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/19/13	10:49 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/19/13	05:47 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/20/13	05:47 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/20/13	06:19 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/21/13	10:50 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/21/13	06:26 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/22/13	07:52 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/22/13	05:53 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/24/13	05:27 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/24/13	03:48 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/25/13	06:46 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/25/13	02:28 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13	07:24 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13	10:50 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13	11:23 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13	12:48 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13	03:50 PM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/27/13	10:19 AM	60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/27/13	07:45 PM	60	\$0.00
<hr/>								
Totals for Station:		ILTY-FM	No. of Spots/Misc: 60/0		Gross Amt:			\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: INOK-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
1	MTWThFSSn	15	Local Direct-Streaming	Endorsement	05:00:00-20:00:00				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	WNOK_JONATHAN REED / Recruitment				09/30/13	11:14 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				09/30/13	06:34 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/01/13	12:13 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/01/13	07:39 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/02/13	06:13 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/02/13	11:14 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/02/13	04:13 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/03/13	07:15 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/03/13	02:33 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/04/13	08:13 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/04/13	03:36 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/05/13	10:45 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/05/13	04:14 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/06/13	10:11 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/06/13	05:14 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/07/13	11:15 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/07/13	06:36 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/08/13	12:13 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/08/13	07:32 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/09/13	05:14 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/09/13	01:15 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/10/13	09:14 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/10/13	02:17 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/10/13	07:37 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/11/13	07:58 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/11/13	03:12 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/12/13	10:48 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/12/13	04:16 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/13/13	10:16 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/13/13	07:59 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/14/13	10:43 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/14/13	06:15 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/15/13	11:37 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/15/13	07:33 PM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/16/13	05:12 AM	60		\$0.00
	WNOK_JONATHAN REED / Recruitment				10/16/13	01:14 PM	60		\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: INOK-FM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate
			WNOK_JONATHAN REED / Recruitment		10/17/13	06:41 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/17/13	02:15 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/18/13	07:55 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/18/13	12:40 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/18/13	05:38 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/19/13	11:51 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/19/13	04:14 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/20/13	09:43 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/20/13	05:13 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/21/13	10:41 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/21/13	06:17 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/22/13	11:41 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/22/13	07:43 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/23/13	05:15 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/23/13	12:43 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/24/13	06:30 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/24/13	01:39 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/25/13	07:44 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/25/13	02:37 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/26/13	07:14 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/26/13	10:49 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/26/13	03:14 PM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/27/13	10:18 AM 60	\$0.00
			WNOK_JONATHAN REED / Recruitment		10/27/13	05:18 PM 60	\$0.00
Totals for Station:			INOK-FM	No. of Spots/Misc: 60/0	Gross Amt:		\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: WVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To			Rate
8	MTWThFSSn	15	Local Direct-Streaming	Endorsement	06:00:00-23:59:59			\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>
	WVOC_JONATHON RUSH / Recruitment				09/30/13	09:26 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				09/30/13	06:46 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/01/13	10:25 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/01/13	07:55 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/02/13	08:10 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/02/13	02:58 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/02/13	08:16 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/03/13	01:30 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/03/13	10:17 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/04/13	02:30 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/04/13	11:20 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/05/13	07:18 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/05/13	07:31 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/06/13	09:23 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/06/13	05:16 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/07/13	09:50 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/07/13	06:30 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/08/13	07:31 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/08/13	08:32 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/09/13	11:58 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/09/13	08:16 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/10/13	06:49 AM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/10/13	12:56 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/10/13	06:12 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/11/13	02:29 PM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/11/13	11:19 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/12/13	06:20 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/12/13	05:23 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/13/13	09:37 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/13/13	04:31 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/14/13	08:51 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/14/13	05:37 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/15/13	09:27 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/15/13	06:46 PM	60	\$0.00
	WVOC_JONATHON RUSH / Recruitment				10/16/13	10:58 AM	60	\$0.00
	WVOC_GARY BARBOZA / Recruitment				10/16/13	07:55 PM	60	\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: IVOC-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To		Rate	
			WVOC_JONATHON RUSH / Recruitment		10/17/13	12:30 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/17/13	09:17 PM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/18/13	10:26 AM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/18/13	04:37 PM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/18/13	10:18 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/19/13	02:16 PM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/19/13	11:32 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/20/13	09:35 AM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/20/13	04:05 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/21/13	08:52 AM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/21/13	05:39 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/22/13	09:51 AM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/22/13	06:31 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/23/13	11:50 AM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/23/13	07:46 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/24/13	12:32 PM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/24/13	08:31 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/25/13	12:58 PM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/25/13	09:16 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/26/13	08:21 AM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/26/13	02:19 PM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/26/13	08:27 PM	60	\$0.00
			WVOC_JONATHON RUSH / Recruitment		10/27/13	06:28 AM	60	\$0.00
			WVOC_GARY BARBOZA / Recruitment		10/27/13	03:31 PM	60	\$0.00
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Totals for Station:		IVOC-AM	No. of Spots/Misc: 60/0		Gross Amt:		\$0.00	

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: IXBT-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To				Rate
5	MTWThFSn	15	Local Direct-Streaming	Commercial	06:00:00-23:59:59				\$0.00
	<u>ISCI / SPOT TITLE</u>				<u>DATE</u>	<u>TIME</u>	<u>LEN</u>	<u>MG</u>	<u>RATE</u>
	GENERIC RECRUITMENT / Recruitment				09/30/13	02:57 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				09/30/13	11:15 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/01/13	03:29 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/01/13	08:44 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	11:36 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	05:46 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	08:14 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	08:44 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/02/13	11:16 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	10:44 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	11:55 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	07:45 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/05/13	08:55 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/06/13	06:16 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/06/13	06:55 AM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/07/13	08:16 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/07/13	10:11 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/08/13	08:12 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/08/13	08:40 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/09/13	07:20 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/09/13	08:15 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/10/13	08:15 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/10/13	08:40 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/10/13	09:14 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/11/13	08:13 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/11/13	08:55 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	02:42 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/12/13	11:15 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/13/13	08:00 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/13/13	09:55 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/14/13	07:18 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/14/13	10:55 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/15/13	08:16 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/15/13	11:14 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/16/13	04:18 PM	60		\$0.00
	GENERIC RECRUITMENT / Recruitment				10/16/13	08:14 PM	60		\$0.00

Invoice: 149502

Advertiser: Recruitment

Market: Columbia

Station: IXBT-AM

Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate
			GENERIC RECRUITMENT / Recruitment		10/17/13 08:15 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/17/13 08:44 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/18/13 06:56 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/18/13 08:15 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/18/13 08:40 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/19/13 12:42 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/19/13 07:55 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/20/13 11:55 AM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/20/13 08:41 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/21/13 07:23 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/21/13 09:13 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/22/13 06:21 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/22/13 11:15 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/23/13 06:57 AM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/23/13 07:20 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/24/13 10:52 AM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/24/13 07:17 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/25/13 10:40 AM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/25/13 08:13 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13 10:43 AM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13 07:42 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/26/13 10:16 PM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/27/13 11:42 AM 60	\$0.00
			GENERIC RECRUITMENT / Recruitment		10/27/13 08:16 PM 60	\$0.00

Totals for Station:	IXBT-AM	No. of Spots/Misc: 60/0	Gross Amt:	\$0.00
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Totals for Market:	Columbia	No. of Spots/Misc: 355/0	Gross Amt:	\$0.00
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Totals for Invoice:		No. of Spots/Misc: 355/0	Gross Amt:	\$0.00
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WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), WXB(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 10/16/2013
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 10/1/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), WXB(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 11/1/2013
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 10/1/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), WXB(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 2/3/2014
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 10/1/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), WXBT(AM)

VACANCY DATA FORM

Full-Time Job Title: Outside Sales Account Executive	Date Filled: 4/1/2014
Recruitment Source ("RS") Referring Hiree: On-Air Announcements (<i>one or more SEU stations</i>)	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Outside Sales Account Executive position filled on 10/1/2012 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees also apply to this position.

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBT(AM)

RECRUITMENT INITIATIVES FORM

August 1, 2012 to July 31, 2013

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Internship Program	9/1/2012 – 12/15/2012	Our SEU hosts an ongoing internship program designed to assist college students in acquiring skills in broadcast sales and marketing. During the fall 2012 semester, our SEU hosted three interns from the University of South Carolina. The interns rotated around various departments at the SEU and were supervised by our Promotions Director.
2.	Participate in Job Fair	4/4/2013	On April 4, 2013, our stations participated in a job fair held by the South Carolina Broadcasters Association in Columbia, SC. Station participants included our SEU's Program Director. The participants discussed job opportunities at the stations with attendees interested in broadcasting careers and collected resumes.

Clear Channel Internship Program



Internship Evaluation Form (to be completed by Intern)

Name: Colleen
College: University of South Carolina
Dates of Internship: 9/12 - 12/12
Supervisor: Ryan Lang
Department: Promotions

The information we request on this form will help us in evaluating and improving our internship program. Please answer each questions candidly. Your responses will be kept confidential.

1. Please list the projects on which you worked:
Fa
Er
2. How would you rate the overall quality of your internship?
10
3. Did the explanation of the internship program accurately reflect the role and responsibility you performed during the internship?
offic
I U
7.
4. Were you provided with feedback during the course of your internship?
5. on the way
Did you receive a written evaluation of your performance during the course or at the conclusion of your internship?

6. What did you find most enjoyable about your internship?

... It was

7. What did you find least enjoyable about your internship?

on

8. What suggestions do you have on improving the internship program?

Allen
Signature

12/5/12
Date

Please return the completed form to the Intern Coordinator.

Clear Channel Internship Program



Internship Evaluation Form (to be completed by Intern)

Name: Raven

College: USC

Dates of Internship: Sept - December 6th 2011

Supervisor: Mike Moody

Department: RTL

The information we request on this form will help us in evaluating and improving our internship program. Please answer each questions candidly. Your responses will be kept confidential.

1. Please list the projects on which you worked:

F

2. How would you rate the overall quality of your internship?

Excellent!

3. Did the explanation of the internship program accurately reflect the role and responsibility you performed during the internship?

YES

4. Were you provided with feedback during the course of your internship?

YES

5. Did you receive a written evaluation of your performance during the course or at the conclusion of your internship?

YES

6. What did you find most enjoyable about your internship?

7. What did you find least enjoyable about your internship?

8. What suggestions do you have on improving the internship program?

N/A / it should be longer :)

Raean
Signature

12/06/12
Date

Please return the completed form to the Intern Coordinator.

Clear Channel Internship Program



Internship Evaluation Form (to be completed by Intern)

Name: Kayla
College: U of South Carolina
Dates of Internship: Fall 2012 Semester
Supervisor: Ryan Lang
Department: Promotions

The information we request on this form will help us in evaluating and improving our internship program. Please answer each questions candidly. Your responses will be kept confidential.

1. Please list the projects on which you worked:
2. How would you rate the overall quality of your internship?
10/10
3. Did the explanation of the internship program accurately reflect the role and responsibility you performed during the internship?
YES!
4. Were you provided with feedback during the course of your internship?
YES!
5. Did you receive a written evaluation of your performance during the course or at the conclusion of your internship?
YES!

6. What did you find most enjoyable about your internship?


—

7. What did you find least enjoyable about your internship?

—

8. What suggestions do you have on improving the internship program?

-NONE!


Signature

12-12-12
Date

Please return the completed form to the Intern Coordinator.



ATTENTION

*General Managers
*Business Managers
*Sales Managers

*Program Directors
*News Directors
*All Hiring Managers

SCBA Offers 13th Annual Job Fair Complimentary Registration

On Thursday, April 4, 2013, the South Carolina Broadcasters Association (SCBA) is holding its 13th annual Collegiate Job Fair from 1:00 to 3:00 p.m. at the SC National Guard Armory in Columbia.

This Job Fair is designed to assist stations with their outreach efforts while also providing them with the unique opportunity to meet and even interview students enrolled in broadcast programs at state colleges and universities. The Job Fair typically attracts more than 150 students, many of whom are due to graduate in May 2013.

Stations will be provided with a draped display table and signage. We encourage you to limit the number of representatives manning your table to no more than three individuals who can talk with students about a variety of career opportunities. **To participate, please complete the enclosed registration form and return by Wednesday, March 20 via fax to (803) 732-4085 or email to scba@scba.net.** We have a limited number of tables so early registration is strongly recommended. If you have any questions about this Job Fair, please contact the SCBA office at (803) 732-1186.

**Early Registration Encouraged
Registration Deadline: Wednesday, March 20**

2013

Job Fair Participants By Table

Table	Name	Company	City
1	Stephanie Crunkleton	Cox Media Group	Greenville
1	Rhonda Rawlings	Cox Media Group	Greenville
2	Darci Strickland	WLTX-TV	Columbia
2	Clark Fouraker	WLTX-TV	Columbia
3	Daniel Prince	WBCU-AM	Union
3	Mike Stevens	WBCU-AM	Union
3	Chris Woodson	WBCU-AM	Union
4	Bruce Barkley	WYFF-TV	Greenville
5	Felicia Cokley	Cumulus	Columbia
6	Deborah Jackson	WCIV-TV	Charleston
6	Suzanne Teagle	WCIV-TV	Charleston
6	Cathy Hobbs	WCIV-TV	Charleston
7	Jacque Freeman	Glory Communications	Columbia
7	Kevin Felder	Glory Communications	Columbia
8	Lee Camp	WFXB-TV	Myrtle Beach
8	Chris Bailey	WOLO-TV	Columbia
8	Crysty Vaughan	WOLO-TV	Columbia
9	Michelle Alston	YMF Media	Columbia
9	Susan Morningstar	YMF Media	Columbia
10	Victoria Spechko	WPDE-TV	Myrtle Beach
11	Kevin Pazdernik	WACH-TV	Columbia
11	Keith Foster	WACH-TV	Columbia
12	Steve Koriath	WBTW-TV	Myrtle Beach
13	Scott Flannigan	WCBF-TV	Charleston
14	Paul Gourley	WSPA-TV	Spartanburg
15	Gary Barboza	Clear Channel	Columbia
16	Brian Sumner	WLFJ-FM	Greenville
16	Lorren Sumner	WLFJ-FM	Greenville
17	Laura Lievense	Hometown Columbia	Columbia
17	Marty Hall	Hometown Columbia	Columbia
17	Mike Allen	Hometown Columbia	Columbia
18	Kelly Ennis	WCSC-TV	Charleston
18	James Warner	WCSC-TV	Charleston
19	Jim Hays	WIS-TV	Columbia
20	Chris Johnson	WCAM-AM/WPUB-FM	Camden
20	Tiffany Flatt	WCAM-AM/WPUB-FM	Camden
21	Mark Whittington	SCETV	Columbia
21	Nicole Thomas	SCETV	Columbia
22	Dottie Canterino	Adventure Radio	Hilton Head
23	Kelly Boan	WHNS-TV	Greenville
23	Becky Smith	WHNS-TV	Greenville
24	Eric McKnight	Miller Communications	Sumter
24	Craig Russ	Miller Communications	Sumter
24	Russ T. Fender	Miller Communications	Orangeburg
24	Dave Baker	Miller Communications	Sumter
25	JP Polek	WMHK-FM	Columbia
25	Mike Weston	WMHK-FM	Columbia
26	Kimberly "Mattie" Basso	Qantum	Florence
26	Andrew "Fisher" Matthews	Qantum	Florence
27	Duane Thompson	WGGS-TV	Greenville
27	Benjamin Payne	WGGS-TV	Greenville

Job Fair Participants By Table

27	Chrelle Booker	WGGS-TV	Greenville
28	Mark Hendrix	Entercom	Greenville
28	Tias Schuster	Entercom	Greenville
29	Sheilah Kimmel	OTS Media Group	Rock Hill

WLTY(FM), WCOS-FM, WCOS(AM), WVOC(FM), WNOK(FM), & WXBTV(AM)

RECRUITMENT INITIATIVES FORM

August 1, 2013 to July 31, 2014

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation (where applicable, include job title(s) of station staff involved in the activity)
1.	Provision of Training to Management	3/5/2014	On March 5, 2014, our Business Manager participated in an FCC EEO compliance training course provided by the iHeartMedia Corporate Human Resources Department. The training program covered topics including recruitment, interviewing, and identifying and preventing discrimination in the workplace.
2.	Participate in Job Fair	4/10/2014	On April 10, 2014, our SEU participated in a job fair held by the South Carolina Broadcasters Association in Columbia, SC. Station participants included our SEU's Market Manager. The participants discussed job opportunities at the stations with attendees interested in broadcasting careers and collected resumes.
3.	Participate in event sponsored by local organizations interested in broadcast employment issues	4/10/2014	On April 10, 2014, our SEU's Operations Manager participated in a panel discussion hosted by the South Carolina Broadcasters Association at the National Guard Armory. On the panel, our SEU's Operations Manager discussed his broadcasting career path and answered questions from a moderator and attendees about the skills needed to succeed in broadcasting.
4.	Participate in event or program sponsored by educational institutions relating to broadcast careers	5/20/2014	On May 20, 2014, our SEU's Market Manager gave a guest lecture to a journalism class at the University of South Carolina. He spoke with students about his career in broadcasting and opportunities in broadcast sales and marketing. In addition to answering any questions, our Market Manager discussed key skill sets for success in the broadcast industry.
5.	Internship Program	5/1/2014-7/30/2014	Our SEU hosts an ongoing internship program designed to assist college students in acquiring skills in broadcast sales and marketing. During the Spring 2014 semester, our SEU hosted two interns from the University of South Carolina. The interns rotated around various departments at the SEU and were supervised by our Promotions Director.

ROYSTER, KELLEY

Subject: FCC EEO Compliance Training
Location: Online Meeting

Start: Wed 03/05/2014 15:00
End: Wed 03/05/2014 16:00

Recurrence: (none)

Meeting Status: Accepted

Organizer: Wilkiewicz, Kristin

Required Attendees: Alexander, Tasha; Allston, Valerie; ARMIJO, MARYANN M; Barrett, Debra; Beckham, Tracie; Berg, Ann; Berry, Melissa; Betson, Phylliss; Bistarkey, John; Bornt, Sara; Brackbill, Casey; Brennan, Jeaneane; Brooks, Sarah; BUDEAU, MICHAEL R; Burger, Thomas; BURR, LISA; Burson, Walter; Bussy, Bob; Cantrell, Bobbi; Castillo, Andrea; CLARK, DIANNE; Close, Sandy; Collins, Lisa; COLLISON, SHERYL B.; Colvin, Stacy; Cosgrove, John; Costanzo, Maria; Coy, Angela; Davis, Cheyra; Dodson, STACY; Downs, Kathy; Dunn, Tammy; Dutton, Lori; Edwards, Frankie; Eiland, Mike; Elliott, Dawn; Elliott, Janette; Fairley, Kim; Ferguson, Beverly; FIDLER, KATHRYN; Fortner, Melinda; Frazita, Ginnie; Frederiksen, Douglas; Fulton, Peter; Gabriel, Jeanette; Gruppo, Matthew; Gutierrez, Vicky; Hallmark, Dannie; Harmon, Wendy; Harrington, Becky; Hill, Ryan; Hotaling, Theresa; Hudson, Judy; Hunt, MJ; Jackson, Ericka; Jenkot, Rebecca; Johnson, Suzie; Joyce, James; Kabara, Nakiya; Kerker, Ken; Knight, Kiyo; Kordash, Mark; Kristof, Ernie; Kron, Andrew; Kusmin, Amy; Latham, Dan; Latona, Lisa; Lawson, Jennifer; Ligouri, Cheryl; Lopez, Elsa; Lovato, Charmaine; Lynch, Christina; Lynn, Linda; Massengill, Mary; MCLIMANS, BOB; Miller, Laurie; Milton, Sandra; Moore, Nina; Morgan, Julie; Morrow, Gail; Mosley, Carolyn; Munroe, Dena; Murdoch, Laura; Nakahara, Joyce; Nicholson, Laura; Nideur, Julianne; Norris, Louisa; Ochotorena, Stefanie; ODAK, DINA Y.; PARKER, KIMBERLY G.; Perry, Golden; Poet, Chuck; Pollock, Alice; Presley, Ken; Reese, Caryl; Reyes, Vanessa; Rhodes, Richard; RICHEY, RHONDA D; Ritter, Sara; Robinson, Cynthia; Roybal, Kara; ROYSTER, KELLEY; Schamel, Michelle; SCHUMM, MO; Sellers, Briana; Sloan, Carole; Sloan-Hutchinson, Teresa; Smith, Emily; Smith, Jennifer; Sobolewski, Mark; Starkey, Carol; Stifler, Joyce; Stiles, Stacy; Stinebaugh, Melissa; STONE, AMY; STROUPE, BOB; Stuart Annis, Megan; STUART, LORI; Stubbs, Melody; Sweely, Marion; Szaniawski, Wendy; SZURA, PAM; True, Heidi; Turner, Sharon; Van Enkenvort, Melody; Venrick, Chandra; Vina, Marcia; WALKER, JACKSON; Walker, Kimberly; Weaver, Charles; WEBER, HOLLY; Weed, Donna; Wesley, Greg; White, Lottie; Wilson, Patricia; Wolfe, Julie; Woodward, Shelby; Worthington, Jeffery; Wright, Debbie; Wright, Schanae (orlando); Yarbrough, Andrea; Young, Casey; ZAVALA, CECILIA (CC); Ackenheil, Natalie; Acome, Jenica; Adams, Leslie; Berger, Meryl; Blackwell, Ashleigh; Bomar, Emily; Clark, James; Clarke, Jakoyah; Corona, Dayna; Corsello, Allison; Courtney, Paulene; Diamonti, Kristine; Dooley, Diane; Dover, Tina; Facemyer, Britny; Gillen, Veronica; Jensen, Audra; Kane, Shantelle; Klassen, Laura; Miller, Kimberly; Polenick, Amanda; Price, Jennifer; Ramsay, Amy; Simon, Amber; Stiles, Sarah; Urum-Eke, Mary; Room 115 (Stone Oak)

We will schedule at least one or two other meetings for those that can't make this date. Thanks!

Join online meeting

<https://meet.clearchannel.com/kristinwilkiewicz/SYRHTJSN>

Join by Phone

+1 (888) 490-7157

+1 (210) 253-5495

Find a local number

Conference ID: 2973450

Forgot your dial-in PIN? | First online meeting?



SOUTH CAROLINA BROADCASTERS ASSOCIATION

ATTENTION

*General Managers
*Business Managers
*Sales Managers

*Program Directors
*News Directors
*All Hiring Managers

SCBA Offers 14th Annual Job Fair Complimentary Registration

On Thursday, April 10, 2014, the South Carolina Broadcasters Association (SCBA) is holding its 14th annual Collegiate Job Fair from 1:00 to 3:00 p.m. at the SC National Guard Armory in Columbia.

This Job Fair is designed to assist stations with their outreach efforts while also providing them with the unique opportunity to meet and even interview students enrolled in broadcast programs at state colleges and universities. The Job Fair typically attracts more than 150 students, many of whom are due to graduate in May 2014.

Stations will be provided with a draped display table and signage. We encourage you to limit the number of representatives manning your table to no more than three individuals who can talk with students about a variety of career opportunities. **To participate, please complete the enclosed registration form and return by Friday, March 28 via fax to (803) 732-4085 or email to scba@scba.net.** We have a limited number of tables so early registration is strongly recommended. If you have any questions about this Job Fair, please contact the SCBA office at (803) 732-1186.

**Early Registration Encouraged
Registration Deadline: Friday, March 28**

2014

Job Fair Participants By Table

Table	Name	Company	City
1	Kevin Felder	Glory Communications	Columbia
1	Tony Green	Glory Communications	Columbia
2	Rich O'Dell	WLTX-TV	Columbia
2	Scott Cooke	WLTX-TV	Columbia
2	Courtney McCallum	WLTX-TV	Columbia
3	Mark Fitzmayer	L&L Broadcasting	Columbia
3	Bryan Hendry	L&L Broadcasting	Columbia
3	Chris Connors	L&L Broadcasting	Columbia
3	Michelle Alston	L&L Broadcasting	Columbia
3	Dee Dee Renee	L&L Broadcasting	Columbia
3	Ron Phillips	L&L Broadcasting	Columbia
4	Julie Anderson	WMHK	Columbia
4	JP Polek	WMHK	Columbia
5	Sarah Miles	WMBF	Myrtle Beach
5	Ed Oliver	WMBF	Myrtle Beach
6	Felicia Cokley	Cumulus	Cayce
7	Dante' Thompson	Dove Broadcasting/WGGS-TV	Greenville
7	Benjamin Payne	Dove Broadcasting/WGGS-TV	Greenville
7	Chrelle Booker	Dove Broadcasting/WGGS-TV	Greenville
8	Rob Holtzer	WCSC-TV	Charleston
9	Roy Hummers	Entercom	Greenville
9	Ariam Rohr	Entercom	Greenville
9	Tias Schuster	Entercom	Greenville
10	Chris Bailey	WOLO-TV/WFXB-TV	Columbia
10	Crysty Vaughan	WOLO-TV/WFXB-TV	Columbia
10	Lee Camp	WOLO-TV/WFXB-TV	Columbia
10	Rigby Wilson	WOLO-TV/WFXB-TV	Columbia
11	Mattie Jarrett	WJMX-FM/WEGX-FM/Qantum	Florence
11	Fisher Mathews	WJMX-FM/WEGX-FM/Qantum	Florence
11	Parker Tant	WJMX-FM/WEGX-FM/Qantum	Florence
12	Latina Burrell	Summitt Media	Greenville
13	Keith Foster	WACH TV	Columbia
13	India Hill	WACH TV	Columbia
13	Josh Cromer	WACH TV	Columbia
13	John Farmer	WACH TV	Columbia
13	Kevin Pazdernik	WACH TV	Columbia
14	Victoria Spechko	WPDE	Conway
15	Tiffany Flatt	Kershaw Radio	Camden
15	Tyler Cupp	Kershaw Radio	Camden
15	Chris Johnson	Kershaw Radio	Camden
16	Kelly Boon	WHNS	Greenville
17	Anthony Masiano	Miller Communications	Florence
17	Dave Baker	Miller Communications	Florence
17	Eric McKnight	Miller Communications	Florence
18	John Strong	WYFF 4	Greenville
18	Bruce Barkley	WYFF 4	Greenville
19	Pat McDonnell	Digity, LLC	Myrtle Beach
20	Mark Whittington	SC Educational Television	Columbia
20	Karen Eubanks	SC Educational Television	Columbia
20	Art McAlexander	SC Educational Television	Columbia
20	Melanie Boyer	SC Educational Television	Columbia

Smith, LJ

Subject: SCBA Job Fair Panel
Location: National Guard Armory

Start: Thu 4/10/2014 10:00 AM
End: Thu 4/10/2014 11:30 AM

Recurrence: (none)

Organizer: Smith, LJ

When: 10:00am – 11:30

Where: National Guard next to SC State Farmers Market

What: SCBA Job Fair Industry Panel

1. Arrive 30 minutes early..
2. Prepare a statement to address students about my career and responsibilities
3. Answer questions from moderator
4. Answer questions from students.

[illegible]

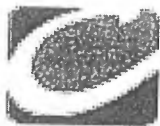
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Thank you for scheduling to speak to this Sales class! Which ever date works better for you (May 20 or May 21) just let me know. You can speak for as long as you want, the class runs from 11AM-2PM. If you'd also like to come in at anytime (evening) 11-30AM that's fine. Just let me know!

These students are learning the importance of sales and actually applying what they're learning to the industry. They will be selling tickets for the 2014 Blowfish season both in person and cold calling. I will be going them direction in selling group packages, picnic packages and individual tickets. Bill will also be speaking (I'm sure he will be there when you speak as well). This is a great opportunity for this class and I'm very excited to have us speak!

Clear Channel Internship Program



Internship Evaluation Form (to be completed by Intern)

Name: Taylor
College: University of South Carolina / York Tech
Dates of Internship: May 6 - July 25
Supervisor: Ashley Segal
Department: Work-Based Learning

The information we request on this form will help us in evaluating and improving our internship program. Please answer each questions candidly. Your responses will be kept confidential.

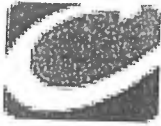
1. Please list the projects on which you worked:
- pm
- as
2. How would you rate the overall quality of your internship?
10
3. Did the explanation of the internship program accurately reflect the role and responsibility you performed during the internship?
Yes,
4. Were you provided with feedback during the course of your internship?
Yes,
5. Did you receive a written evaluation of your performance during the course or at the conclusion of your internship?
Yes,

6. What did you find most enjoyable about your internship?
7. What did you find least enjoyable about your internship?
8. What suggestions do you have on improving the internship program?

Jaylorc
Signature

7/22/14
Date

Please return the completed form to the Intern Coordinator.



Clear Channel Internship Program

Internship Evaluation Form (to be completed by Intern)

Name: Reece
College: USC
Dates of Internship: May 2014 - July 2014
Supervisor: Ryan Lang
Department: _____

The information we request on this form will help us in evaluating and improving our internship program. Please answer each questions candidly. Your responses will be kept confidential.

1. Please list the projects on which you worked:

2. How would you rate the overall quality of your internship?
3. Did the explanation of the internship program accurately reflect the role and responsibility you performed during the internship?
4. Were you provided with feedback during the course of your internship?
5. Did you receive a written evaluation of your performance during the course or at the conclusion of your internship?

6. What did you find most enjoyable about your internship?

7. What did you find least enjoyable about your internship?

8. What suggestions do you have on improving the internship program?

None, keep it the exact same where you stay
heavily involved in all aspects.

Rece
Signature

7-23-14
Date

Please return the completed form to the Intern Coordinator.