I. VACANCY LIST

See Section II, the “Master Recruitment Source List” for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources Used to Fill Vacancy</th>
<th>Recruitment Source Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Local Director of Sales: 10/07/2019</td>
<td>1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,23,28,30,34,38,39,40</td>
<td>23</td>
</tr>
<tr>
<td>2. Show Host</td>
<td>20, 23, 30,40</td>
<td></td>
</tr>
<tr>
<td>3. Traffic Assistant / Board Op: 3/1/2019 Part-Time to Full-Time</td>
<td>Internal Promotion</td>
<td></td>
</tr>
<tr>
<td>4. Vice President of Network Sales:</td>
<td>1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,22,23,28,30,38,39,40</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST

<table>
<thead>
<tr>
<th>Recruitment Source Number</th>
<th>Recruitment Source Information</th>
<th># Of Interviewees Referred by Recruitment Source Over Reporting Period</th>
</tr>
</thead>
</table>
| 1                         | The Pennsylvania State University  
Robert Martin-Assistant Dean Internship & Career Placement  
College of Communications  
208D Carnegie Building  
University Park, PA 16802  
814.863.6081 |                                                                                                                               |
| 2                         | Hampton University  
Janice Robinson-Career Center  
114 Wigwan Bldg  
Hampton, VA 23688  
757.727.5000 |                                                                                                                               |
| 3                         | University of North Carolina at Chapel Hill  
Jay Eubank- Director Of Career Services  
Campus Box # 3365  
Chapel Hill, NC 27599  
919.962.2211 |                                                                                                                               |
| 4                         | University of North Dakota  
Native American Media Center  
P.O. Box 7169  
Grand Forks, ND  58202-7169  
701.777.2011 |                                                                                                                               |
| 5                         | Southern Illinois University  
Department of Radio-Television  
Mail Code 6609  
Carbondale, IL  62901-6609  
618.536.7555 |                                                                                                                               |
| 6                         | San Francisco State University  
Stephanie Johnston- Department of Broadcast Comm.  
1600 Holloway Ave BECA Dept  
San Francisco, CA  94132  
415.338.1787 |                                                                                                                               |
| 7                         | The Atlanta Business League  
Reginald Diamond  
931 Martin Luther King Jr. Blvd  
Atlanta, GA  30314  
404.584.8126 |                                                                                                                               |
<table>
<thead>
<tr>
<th>Recruitment Source Number</th>
<th>Recruitment Source Information</th>
<th># Of Interviewees Referred by Recruitment Source Over Reporting Period</th>
</tr>
</thead>
</table>
| 8                         | Atlanta Journal & Constitution  
Attn: Ad  
72 Marietta St. NW.  
Atlanta, GA  30303  
404.526.5127 |                                                                 |
| 9                         | Atlanta Metro College  
Regina Simmon  
Career Services  
1630 Stewart Ave. SW  
Atlanta, GA  30310  
404.756.4047 |                                                                 |
| 10                        | Atlanta Urban League  
Rashid Brown  
100 Edgewood Avenue NE  
Suite 600  
Atlanta, GA  30303  
404.659.1150  
404.659.5771 - Fax |                                                                 |
| 11                        | Georgia Department of Labor  
Susan Sawyer  
Atlanta Job Service  
148 International Blvd NE  
Atlanta, GA  30303  
404.679.5200 |                                                                 |
| 12                        | Atlanta University Center  
Kay Green  
156 Mildred Street  
Atlanta, GA  30314  
404.523.5157 |                                                                 |
| 13                        | Georgia Association of Broadcasters  
6 West Druid Hills Drive NE  
Suite 330  
Atlanta, GA  30329  
770.395.7206  
Admin@gab.org |                                                                 |
| 14                        | Georgia State University  
Melanie Jauch, M.A., NCC  
Job Location and Development Specialist  
PO BOX 3972  
Atlanta, GA  30303-3972  
404.651.2223 |                                                                 |
<table>
<thead>
<tr>
<th>Recruitment Source Number</th>
<th>Recruitment Source Information</th>
<th># Of Interviewees Referred by Recruitment Source Over Reporting Period</th>
</tr>
</thead>
</table>
| 15 | The King Center  
449 Auburn Ave  
Atlanta, GA  30312  
404.526.8900 | | |
| 16 | Latin American Association  
Fernando Escalande  
2665 Buford Highway NE  
Atlanta, GA  30324  
404.638.1860 | | |
| 17 | NAACP  
Yvonne Finnie  
970 Martin Luther King Jr. Drive, Suite 203  
Atlanta, GA  30312  
404.688.8868 | | |
| 18 | The National Council of Negro Women  
Dorothy Height  
P.O. Box 55158  
Atlanta, GA  30312  
404.633.6625 | | |
| 19 | University of Georgia  
Samantha Rose Meyer  
Career Planning & Placement  
Clark Howell Hall  
825 S. Lumpkin St  
Athens, GA  30602  
706.542.3375 | | |
| 20 | Dickey Broadcasting Company  
800 Battery Ave SE  
Suite 400  
Atlanta, GA  30339  
404.688.0068 | | |
<p>| 21 | <a href="http://www.staatalent.com">www.staatalent.com</a> | | |
| 22 | <a href="http://www.All-Access.com">www.All-Access.com</a> | | |
| 23 | <a href="http://www.680thefan.com">www.680thefan.com</a> | | |
| 24 | <a href="http://www.atlanta.craigslist.org">www.atlanta.craigslist.org</a> | | |
| 25 | <a href="http://www.radioandrecords.com">www.radioandrecords.com</a> | | |
| 26 | <a href="http://www.ajcjobs.com">www.ajcjobs.com</a> | | |
| 27 | <a href="http://www.insideradio.com">www.insideradio.com</a> | | |
| 28 | <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> | | |</p>
<table>
<thead>
<tr>
<th>Recruitment Source Number</th>
<th>Recruitment Source Information</th>
<th># Of Interviewees Referred by Recruitment Source Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>29</td>
<td><a href="http://www.myinterface.com/famu/employer">www.myinterface.com/famu/employer</a></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Employee Referral</td>
<td>3</td>
</tr>
<tr>
<td>31</td>
<td>Complete Game Broadcasting</td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Atlanta Braves – Turner Field</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Cumulus Media</td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>City career fair</td>
<td></td>
</tr>
</tbody>
</table>
| 35 | PWC  
Joe Reinkemeyer  
10 Tenth Street, Suite 1400  
Atlanta, GA 30022  
678 419 1152 | |
| 36 | Frazier and Deeter, LLC  
Mike Hendricks  
600 Peachtree Street, Suite 1900  
Atlanta, GA 30308  
404.253.7564 | |
| 37 | First Pro  
Serina Cochran  
5607 Glenridge Dr, Suite 350  
Atlanta, GA 30342  
404.303.4989 | |
| 38 | Kennesaw Campus  
1000 Chastain Road  
Kennesaw, GA 30144 | |
| 39 | Career Resource Center  
Division of Student Affairs  
360-Degree Student Experience  
First Floor J. Wayne Reitz Union  
PO Box 118507  
Gainesville, FL 32611 | |
| 40 | www.atlsportsx.com | |
| 41 | SEB.org | |
| 42 | Al-Ba.com | |
| 43 | Tabtn.org (info@tabtn.org) | |

Total Number of Interviews: _______5_____

### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 #5 – establishes an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</td>
<td>For this reporting period DBC had 3 interns for promotions/social media and 13 interns for programming department. Supervisor of this program: Scott McFarlane Promotions Director, and Jim Mahanay Operations Manager</td>
</tr>
<tr>
<td>2 #7 – Participate in scholarship programs directed to students desiring to pursue a career in broadcasting (although it is not necessary for the employment unit to be involved in every aspect of the program, they must provide meaningful involvement)</td>
<td>Station Partnership with the Connecticut School of Broadcasting scholarship program.</td>
</tr>
<tr>
<td>3 #3 – Cosponsor at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.</td>
<td>Sponsor of Atlanta’s 18th Annual Diversity Employment Day Career Fair. Career fair Tuesday, June, 4th 2019 Attendees: Laura Cowart, Colan Wheat, Barbara Jones, Scott McFarlane</td>
</tr>
<tr>
<td>4</td>
<td></td>
</tr>
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<td>5</td>
<td></td>
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<tr>
<td>6</td>
<td></td>
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</tbody>
</table>