

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data.

I. Vacancy List

Job Title	Recruitment Sources ("RS") used to fill vacancy	Recruitment Source Referring Hiree
Operations Manager (SS)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11	4
Morning Show Co-Host (FH)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11	4
Account Executive (TG)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11	10
Account Executive (RC)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11	4

II. Master Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification	Number of Interviewees referred by RS over recruiting period
1	Internal radio advertisements	N	2
2	S.C. Broadcasters Association One Harbison Way, Suite 112, Columbia, SC E-mail: scba@scba.net, Phone: 803.732.1186	N	0
3	Colleen Dick, York County Regional Chamber 116 E. Main Street Rock Hill, SC E-mail: cdaly@yorkcountychamber.com, Phone: 803.324.7500	N	0
4	Employee Referral	N	3
5	Professor Mark Nortz. Winthrop University Dept. of Mass Communication E-mail: nortzm@winthrop.edu, Phone: 803.323.2121	N	0
6	Rev. Herb Crump, Rock Hill NAACP 215 E. Main Street, Rock Hill, SC Phone: 803.366.2184	N	0
7	Rev. Steve Hogg, First Baptist Church 481 Hood Center Dr., Rock Hill, SC Phone: 803.327.7181	N	0
8	Chris Cimino, York Technical College Anderson Road, Rock Hill, SC Phone: 803.327.8052	N	0
9	Station Websites: wrhi.com, fm107.com	Y	3
10	Craigslist, Maintained by Chris Miller E-mail: cmiller@wrhi.com, Phone: 803.324.1340	Y	4
11	In-person application	N/A	1
12	Facebook, Maintained by Chris Miller E-mail: cmiller@wrhi.com, Phone: 803.324.1340	Y	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

III. Recruitment Initiatives

	Date	Type of Recruitment Initiative	Brief Description of Activity	No. of Station Participants	Participant Title	Points
1	Annually	Training	Our Three Sons Broadcasting management annually attends the Geller Media International conference to share ideas and best practices with other station managers across the southeast. This event is a useful networking tool to gain insight on industry trends and share contact information with prospective hires.	2	Managing Partners	
2	Ongoing	Internships	Our Three Sons Broadcasting offers internships at the radio stations in our programming and promotions departments. Interns must be college students and receive college credit for the internships. The Promotions and Program Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.	3	Program Director Operations Manager News Reporter	
3	Ongoing	Facility tours	Employees conduct tours of station facilities for various Cub Scout packs and Boy Scout troops explaining the service radio provides to the community and about the various careers in the radio business.	3	Program Director	