I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (RS) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1-10, 12, 13, 19, 21, 28, 29</td>
<td>12</td>
</tr>
<tr>
<td>Director of Digital Content</td>
<td>2-11, 13, 19-21, 25, 28, 29</td>
<td>19</td>
</tr>
<tr>
<td>Bilingual Account Executive</td>
<td>2-10, 12, 13, 19, 21-23, 28, 29</td>
<td>3</td>
</tr>
<tr>
<td>Bilingual Digital Content &amp; Morning Show Producer</td>
<td>1-10, 13, 15, 20, 21, 24-26</td>
<td>24</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-10, 13, 15, 20, 21, 25, 26</td>
<td>2</td>
</tr>
<tr>
<td>Producer: KLBJ-AM</td>
<td>2-10, 13, 15, 20, 24-26</td>
<td>24</td>
</tr>
<tr>
<td>Video Content Producer</td>
<td>2-11, 13, 15, 18, 20, 21, 25, 26</td>
<td>18</td>
</tr>
<tr>
<td>Emmis Marketing Team Assistant</td>
<td>2-10, 12, 13, 15, 19, 20, 21, 24</td>
<td>24</td>
</tr>
<tr>
<td>Bilingual Sales Assistant</td>
<td>2-10, 12, 13, 31</td>
<td>3</td>
</tr>
<tr>
<td>Sports Marketing Coordinator/Sponsorship Sales Assistant</td>
<td>2-13, 20, 21</td>
<td>11</td>
</tr>
<tr>
<td>Marketing Director</td>
<td>1-10, 12, 13, 15, 24-26, 32</td>
<td>24</td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-10, 12, 13, 15, 17, 30</td>
<td>17</td>
</tr>
<tr>
<td>Incite Project Manager</td>
<td>1-13, 18</td>
<td>11</td>
</tr>
<tr>
<td>Marketing Director</td>
<td>1-10, 12, 13, 15, 24-26, 32</td>
<td>24</td>
</tr>
<tr>
<td>Sales/Executive Assistant</td>
<td>1-11, 13</td>
<td>11</td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-10, 12, 13, 15, 17, 30</td>
<td>30</td>
</tr>
<tr>
<td>Promotions/Marketing Assistant</td>
<td>2-13, 15, 20, 21, 24, 31</td>
<td>11</td>
</tr>
<tr>
<td>Promotions/Marketing Assistant</td>
<td>2-13, 15, 20, 21, 24, 31</td>
<td>24</td>
</tr>
<tr>
<td>Promotions/Marketing Assistant</td>
<td>2-13, 15, 20, 21, 24, 31</td>
<td>31</td>
</tr>
<tr>
<td>Multi-Platform Content Producer: KLBJ-AM</td>
<td>1-10, 13, 24</td>
<td>2</td>
</tr>
<tr>
<td>Multi-Platform Content Producer: KLBJ-AM</td>
<td>1-10, 13, 24</td>
<td>24</td>
</tr>
<tr>
<td>Multi-Platform Content Producer: KLBJ-AM</td>
<td>1-10, 13, 24</td>
<td>2</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST (MRSL)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS over 12-month period</th>
</tr>
</thead>
</table>
| 1         | Emmis Austin Radio Internal Candidates  
8309 North IH 35  
Austin, TX 78753  
Attn: Marla Jamali  
(512) 832-4068 | N | 9 |
| 2         | Texas Association of Broadcasters  
502 E. 11th Street, Suite 200  
Austin, TX 78701  
Attn: Anna Romero  
(512) 322-9944  
an.romero@tab.com | Y | 7 |
| 3         | Emmis Communications Job Site (iCIMS)  
www.emmis.com/careers | N | 24 |
| 4         | Caritas of Austin  
611 Neches Street  
P.O. Box 1947  
Austin, TX 78767  
Attn: Amitiss Mahvah  
(512) 646-1254  
amahvash@caritasofaustin.org | N | 0 |
| 5         | Austin Area Urban League  
1033 La Posada Drive, Suite 150  
Austin, TX 78752  
Attn: Stephon Lightener  
Attn: Francis Green  
(512) 478-7176 ext. 230  
stephon.lightener@aaul.org | N | 0 |
| 6         | Capital City African American Chamber of Commerce  
5407 N. IH 35  
Austin, TX 78723  
Attn: Amanda Spain  
(512) 459-1181  
admin@capcitychamber.org | N | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS over 12-month period</th>
</tr>
</thead>
</table>
| 7         | Austin Community College  
7748 Hwy 290 West  
Austin, TX 78736  
Attn: Joyce Pope-Cain  
(512) 223-8069/(512)223-8111  
jpcain@austincc.edu | N | 0 |
| 8         | The Art Institute of Houston  
1900 Yorktown  
Houston, TX 77056  
Attn: Zack Zwicky  
(713) 860-4314  
zzwicky@austincc.edu | N | 0 |
| 9         | American Broadcasting School in Arlington & Garland  
712 North Watson Road  
Arlington, TX 76011  
Attn: Michelle McConnell  
(817) 695-2474  
michelle@radioschool.com | Y | 0 |
| 10        | Greater Austin Chamber Of Commerce  
210 Barton Springs Road, Suite 400  
Austin, TX 78704  
Attn: Simone Leal  
(512) 322-5612  
sleal@austinchamber.com | N | 0 |
| 11        | Employee Referral | N | 9 |
| 12        | Non-employee Referral | N | 16 |
| 13        | YWCA – Women’s Referral Center  
2015 S. IH 35, Suite 110  
Austin, TX 78740  
Attn: Cindy Martinez  
(512) 326-1222  
(512) 326-1395 (Fax)  
cindy@ywcaaustin.org | Y | 0 |
| 14        | National Association for the Advancement of Colored People  
1704 E. 12th Street  
Austin, TX 78702  
Attn: Career Placement  
(512) 476-6230  
www.naacpaustin.com | N | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS over 12-month period</th>
</tr>
</thead>
</table>
| 15        | Alliance for Women in Media  
PO Box 2684  
Austin, TX 78768  
Attn: Ginny Schoggins  
(512) 908-4939  
gschoggins@emmis austint.com | N | 0 |
| 16        | AIGA (American Institute of Graphic Arts)  
Austin Chapter – PMB 549  
815-A Brazos  
Austin, Texas 78701  
Attn: Stephanie Malone  
(512) 344-1555  
web@aigaaustin.org | N | 0 |
| 17        | Walk-In/Self-Referral  
Emmis Austin Radio  
8309 North IH 35, Austin, TX 78753  
(512) 832-4000 | N | 2 |
| 18        | Emmis Austin Radio Internship Program  
8309 North IH 35, Austin, TX 78753  
Attn: Marla Jamali (Intern Coordinator)  
(512) 832-4068 | N | 2 |
| 19        | LinkedIn  
www.linkedin.com | N | 6 |
| 20        | Indeed  
www.indeed.com | N | 14 |
| 21        | Simply Hired  
www.simplyhired.com | N | 0 |
| 22        | Unknown (source not adequately identified upon inquiry) | N | 1 |
| 23        | Greater Austin Hispanic Chamber of Commerce  
2800 S. IH 35, Suite 260  
Austin, TX 78704  
Attn: Joshua Garza  
(512) 476-7502  
lrodriguez@gahcc.org | N | 0 |
| 24        | Emmis Austin Radio  
Internal Transfer/Promotion  
8309 N. IH 35  
Austin, TX 78753  
Attn: Marla Jamali  
(512) 832-4068 | N | 7 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS over 12-month period</th>
</tr>
</thead>
</table>
| 25        | St. Edwards University  
3001 S Congress Ave  
Austin, TX 78704  
Attn: Andrew Harper  
dharper@stedwards.edu | N                                           | 0                                                 |
| 26        | Texas State University  
601 University Drive  
San Marcos, TX 78666  
Attn: Lois Hickman  
lois@txstate.edu    | N                                           | 0                                                 |
| 27        | Southwestern University  
1001 E University Ave  
Georgetown, TX 78626  
Attn: Dana Luna  
lunad@southwestern.edu | N                                           | 0                                                 |
| 28        | Monster.com  
5 Clock Tower Place  
Maynard, MA 01754  
Attn: Pete Puccini  
(800) monster, Ext. 8988  
Peter.puccini@monster.com  
www.monster.com | N                                           | 0                                                 |
| 29        | Glassdoor.com  
www.glassdoor.com | N                                           | 0                                                 |
| 30        | NAB Radio Show Career Fair  
JW Marriott Austin  
Room 401  
Austin, TX  
Attn: Michell Abanex  
NAB Education Foundation  
(212) 429-4189  
mabanex@nab.org | N                                           | 2                                                 |
| 31        | UT – College of Communication  
University of Texas at Austin  
CMA 3.104  
Austin, TX 78712-1094  
Attn: Christina Worley  
(512) 471-9421  
moody.utexas.edu/ccs | N                                           | 1                                                 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS over 12-month period</th>
</tr>
</thead>
</table>
| 32        | Concordia University  
Career Services  
11400 Concordia University Dr.  
Austin, TX 78726  
(512) 313-5041  
careerservices@concordia.edu | N | 0 |

**TOTAL INTERVIEWEES OVER 12-MONTH PERIOD**  
100
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 Internship Program</td>
<td>Our SEU maintains an ongoing internship program for the benefit of college students. Undergraduate students enrolled in a credit program are given the opportunity to learn more about their major, gain hands-on experience, and network throughout the organization. Every effort is made to assign interns to a station department that matches their career aspirations or focus of study. Students are regularly monitored and evaluated by staff. A minimum of 20 percent is focused on job shadowing other departments to learn how the station runs as a unit. Internships were offered in Programming, EMG, Incite, Digital Content, Promotions, Sports Marketing, HR, and Production. During the reporting period 24 students interned. Summer 2017 semester – 10 Fall 2017 semester – 6 Spring 2018 semester – 8</td>
</tr>
<tr>
<td>2 Host event/program sponsored by or on behalf of an educational institution relating to broadcast careers</td>
<td>On April 28, 2017, our SEU led a group of Texas State University students on a building tour. Students visited with a KLBJ-AM Reporter and Producer, Creative Services Director, KLZT DJ, VP of Programming &amp; Operations, VP of Sales, Marketing Director, HR Manager, and our Chief Engineer. They learned about educational requirements, how everyone got their start, what a typical day is like, our intern program, and how to cut a commercial.</td>
</tr>
<tr>
<td>3 Participated in a Career Fair</td>
<td>On May 18, 2017, our SEU attended a job fair at the Art Institute of Austin. Our Sports Marketing/Capital Traffic Manager attended and discussed employment and internship opportunities for students interested in broadcast careers.</td>
</tr>
<tr>
<td>4 Participated in a Career Fair</td>
<td>On September 7, 2017, our SEU attended the NAB job fair in Austin, TX. Our HR Manager and Executive Assistant attended and discussed employment and internship opportunities for individuals interested in broadcast careers.</td>
</tr>
<tr>
<td>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</td>
<td>BRIEF DESCRIPTION OF ACTIVITY</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>5 Participated in a Career Fair</td>
<td>On September 27, 2017, our SEU attended the University of Texas job fair in Austin, TX. Our HR Manager attended and discussed employment and internship opportunities for students interested in broadcast careers.</td>
</tr>
<tr>
<td>6 Participated in a Career Fair</td>
<td>On October 19, 2017, our SEU attended the TX State job fair in San Marcos, TX. Our HR Manager and Executive Assistant attended the fair and discussed employment and internship opportunities for students interested in broadcast careers.</td>
</tr>
<tr>
<td>7 Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers</td>
<td>On February 7-8, 2018, our SEU participated in an annual job shadow project entitled COOL Week. Students from various high schools partnered with us to learn about broadcasting careers. They spent time in HR, Digital Content, the AM Newsroom, Sales, Sound Design and Programming. They learned about broadcasting careers and our intern program.</td>
</tr>
<tr>
<td>8 Participated in a Career Fair</td>
<td>On February 14, 2018, our SEU attended the St. Edward’s job fair in Austin, TX. Our HR Manager attended the fair and discussed employment and internship opportunities for students interested in broadcast careers.</td>
</tr>
<tr>
<td>9 Participated in a Career Fair</td>
<td>On February 22, 2018, SEU attended the TX State job fair in San Marcos, TX. Our HR Manager attended the fair and discussed employment and internship opportunities for students interested in broadcast careers.</td>
</tr>
</tbody>
</table>