

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-3, 5-12, 14-20, 22-31	30
Digital Sales Strategist - Nashville Region	1-3, 5-20, 22-29, 31	13
WSIX On-Air / Music Director	1-3, 5-12, 14-20, 22-29, 31	1
Account Executive	1, 3, 6-12, 14, 16, 22, 24-29, 31	8
Account Executive	1-12, 14-29, 31	21
Nashville Region VP of Automotive	1, 3, 6-14, 16, 20, 22-29, 31	13
Account Executive	1-12, 14-20, 22-29, 31	4
Account Executive	1-12, 14-20, 22-29, 31	8
Account Executive	1-12, 14-20, 22-29, 31	8
Sales Assistant	3, 7-8, 10, 14-16, 22, 26	10
Account Executive	1-12, 14-20, 22-29, 31	4
Account Executive	3, 7-8, 22, 26	8
Sr. AE - Partnership Development	1, 3-4, 7-10, 15-16, 22, 24, 26, 31	8
Sr. AE - Partnership Development	1, 3-4, 7-10, 15-16, 22, 24, 26, 31	4
Digital Sales Strategist - Nashville Region	1-12, 14-20, 22-29, 31	4

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access Tennessee Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Career Services Manual Posting	N	1
2	Alliance for Women in Media formerly American Women In Radio and Television 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : <a href="http://www.allwomeninmedia.org">www.allwomeninmedia.org</a> Kate Niswander Manual Posting	N	0
3	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Career Services Manual Posting	Y	0
4	Employee Referral	N	6
5	Exigent Circumstances Nashville, Tennessee n/a n/a Manual Posting	N	0
6	Experience.com Boston, Massachusetts career services Manual Posting	N	0
7	Fisk University 1000 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8500 Career Services Manual Posting	Y	0
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	9

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9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
10	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	5
11	Inside Radio Texas Phone : 800-640-8852 Gene McKay Manual Posting	N	0
12	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-758-3337 Dawn Key Manual Posting	N	0
13	Linked In	N	2
14	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Career Services Manual Posting	N	0
15	Middle Tennessee Career Center 621 Mainstream Drive Suite 210 Nashville, Tennessee 37228 Career Services Manual Posting	N	0

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16	Middle Tennessee State University PO Box 2 Murfreesboro, Tennessee 37132 Phone : 615-898-4698 Martha Turner Manual Posting	N	0
17	Nashville Scene 2120 8th Avenue South Nashville, Tennessee 37204 Phone : 615-244-8119 Career Services Manual Posting	N	0
18	Nashvillehelpwanted.com Tennessee Url : www.nashvillehelpwanted.com Career Services Manual Posting	N	0
19	National Association of Black Journalists 11350 McCormick Road, Suite 101 Executive Plaza III Hunt Valley, Maryland 21031 Phone : 888-491-8833 Customer Service Manual Posting	N	0
20	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Alex Nogales Manual Posting	N	0
21	Previous Employee	N	1
22	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Aimee Carter Manual Posting	Y	0
23	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : http://www.tabtn.org Fax : 1-615-365-1842 Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Career Services Manual Posting	N	0
25	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Career Services Manual Posting	N	0
26	The Art Institute of Tennessee 100 Centerview Drive Suite 250 Nashville, Tennessee 37214 Tiffany Speights Manual Posting	Y	0
27	The Tennessean 1100 Broadway Nashville, Tennessee 37203 Phone : 615-726-8910 Sondra Simmons Manual Posting	N	0
28	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
29	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 ces ces Manual Posting	N	0
30	Unknown Referral Source	N	1
31	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Career Center Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>26</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/30/2016	Establishment of training programs for station personnel	Established an extensive 8 week training class for 6 newly hired Jr. Account Executives with the objective to promote to Senior Account Executive. The curriculum included material from all departments. It involved classroom and infield assignments, role play, practical application and drilled down to learn all aspects of the company and training on all systems in place. The training classes were held from August 30 - October 17, 2016, 8:15am - 4:00pm.	28	Market President RVPS GSM GSM
2	3/21/2017	Participation in events or programs sponsored by educational institutions	On March 21, Regional VP Sales spoke to the Broadcasting Operations and Management/Capstone Course at Western Kentucky University. The presentation covered iHM's different platforms that are available to advertisers throughout the region.	1	RSVP
3	3/25/2017	Co Sponsoring Job Fair	On March 25, 2017, our SEU Cohosted a job fair at Belmont University with TN Association of Broadcasters. Station participants included our Market President who met with and interviewed persons interested in careers in broadcasting. 140 students attended the event from 17 area colleges.	1	Market President
4	3/25/2017	Participation in events or programs sponsored by educational institutions	on March 25, 2017 our SEU Regional Market President was the speaker at the Job Fair we cohosted at Belmont University.	1	Regional Market President