

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-20, 22-26, 28-45, 47, 49-50, 52, 54-58, 60-61, 63	15
Account Executive	1-5, 7-10, 12-14, 16-24, 26-30, 32-35, 37-45, 47-48, 51-64	1
Account Executive	1-2, 5-8, 11-12, 14-22, 24-25, 27-37, 39, 42, 44, 49-50, 54-56, 58, 60-61	1
Account Executive	1-2, 5-8, 11-12, 14-22, 24-25, 27-37, 39, 42, 44, 49-50, 54-56, 58, 60-61	15
Account Executive	2-3, 7, 10, 13, 15-17, 19-22, 24, 26, 28-30, 32-39, 42, 46, 49, 54-56, 60-61, 63	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	3
2	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Carla Williams	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	American Business Women's Assn. 2750 Darlington Cove Memphis, Tennessee 38118 Phone : 1800228007 Url : www.abwa.org Cynethia Bell Manual Posting	N	0
5	Arkansas Dept of Employment Sec P O Box 1928 West Memphis, Arkansas 72303 Phone : 501-682-2121 Url : www.arkansas.gov Career Services Manual Posting	N	0
6	Arkansas State University Career Placement Services P O Box 2490 Jonesboro, Arkansas 72467 Phone : 870-972-3025 Career Services Manual Posting	N	0
7	Arkansas State University P.O. Box 1930 State University, Arkansas 72467 Phone : (870) 972-3070 Email : pgraham@astate.edu Fax : 1-870-972-2997 Pamela Graham	N	0

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8	Association of Rehabilitation Industry & Business P. O. Box 1618 Hot Springs, Arkansas Phone : 624-4087 Email : arib@hsnp.com Rhonda Bowman	N	0
9	Athens State College Career Office 300 North Beaty Street Athens, Alabama 35611 Phone : 256-233-8140 Url : www.athens.edu Career Services Manual Posting	N	0
10	Belhaven College 1790 Kirby Parkway Suite 100 Germantown, Tennessee 38138-7452 Phone : 9019688995 Url : www.collegecentral.com/belhaven Career Services Manual Posting	N	0
11	Booker T. Washington High School 715 South Lauderdale Memphis, Tennessee 38126 Phone : 901-416-7240 Placement Director Manual Posting	N	0
12	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
13	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Career Services Manual Posting	N	0

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14	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Email : msmoore-6@yahoo.com Fax : 1-662-627-4361 Monica Moore	N	0
15	Corporate Recruiter	N	3
16	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
17	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Fax : 1-901-761-1358 Career Services	N	0
18	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
19	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
20	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	4

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21	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 601/976-2477 Url : www.jsums.edu Fax : 601/979-3948 Lavenita Cottrell	N	0
22	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 901-323-4206 Email : joblinc@memphislibrary.org Career Services	N	0
23	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Career Services Manual Posting	N	0
24	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Fax : 1-901-435-1699 Career Services	N	0
25	Lowenstein House 821 S Barksdale Memphis, Tennessee 38114 Phone : 901-274-5486 Url : louensteinhouse.com Kevin Dixon Manual Posting	N	0
26	Memphis Area Vo-Tech 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Career Services Manual Posting	N	0

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27	Memphis Black Media Coalition 701 South Parkway East Memphis, Tennessee 38106 Phone : 901-646-5272 Fax : 1-901-946-5272 Gwen Sneed	N	0
28	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0
29	Memphis College of Art Student Employment Office 1930 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-272-5103 Fax : 1-901-272-5104 Career Services	N	0
30	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Fax : 1-901-272-1673 Job Placement Supervisor	N	0
31	Mississippi Dept of Employment Sec P O Box 524 Hernando, Mississippi 38632 Phone : 601-429-9874 Bobbi Oliver Manual Posting	N	0
32	Mississippi State University Connections The Career Center Tennessee Phone : 662-325-3344 Fax : 1-662-325-7975 Career Services	N	0
33	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis_nbmbaa@yahoo.com Career Services	N	0

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34	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
35	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Fax : 1-662-280-6161 Career Services	N	0
36	Park Avenue Projects Club 6750 Poplar Ave., # 800 C/O Merrill Lynch Memphis, Tennessee 38138 Phone : 901-756-2039 Julie Kinney Manual Posting	N	0
37	Philander Smith College 900 W DAISY L GATSON BATES DRIVED Little Rock, Arkansas 72202 Phone : 501-975-6054 Email : vbroadnax@philander.edu Fax : 1-501-975-8560 AMANDA ROBINSON	Y	0
38	Professional Women's Network 930 University Street Memphis, Tennessee 38107 Phone : 901-345-7153 Sheila Easterling Manual Posting	N	0
39	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0
40	Rust College Mass Communications Center 150 E Rust Avenue Holly Springs, Mississippi 38635 Sylvester Oliver Manual Posting	N	0

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41	S.A.V.E.S. 2150 Whitney Avenue Memphis, Tennessee 38127 Phone : 901-353-5440 Alex Vaporean Manual Posting	N	0
42	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : wwalker@southwest.tn.edu Fax : 1-901-333-4505 Career Services	N	0
43	State Technical Institute Career Counseling/Student Employment 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-382-4180 Bill Cavanaugh Manual Posting	N	0
44	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Fax : 1-901-565-9400 Career Services	N	0
45	Student Media Center Director of Student Media 233 Farley University, Mississippi 38677 Phone : 662-915-5502 Dr. Ralph Braseth Manual Posting	N	0
46	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 9015432904 Email : sharon.ballentine@tcatmemphis.edu Sharon Ballentine	N	0
47	Tennessee Dept of Labor & WFD 5368 Mendenhall Mall Memphis, Tennessee 38115 Career Services Manual Posting	N	0

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48	Tennessee State University Career Center 3500 John Merritt Blvd. EPCC, #304 Nashville, Tennessee 37209 Phone : 615-963-5981 Email : wfain@tnstate.edu William Fain	N	0
49	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Career Services Manual Posting	N	0
50	TN Dept of Employment Security 1295 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-543-7535 Joyce Reed Manual Posting	N	0
51	U.S. Dept. of Veterans Affairs Vocational Rehabilitation and Employment 110 9th Ave. South Nashville, Tennessee Phone : (615) 695-6372 Email : dale.warf@vba.va.gov Dale Warf	N	0
52	UCP/Memphis Works 4189 Leroy Memphis, Tennessee 38108 David Chamberlain Manual Posting	N	0
53	Union University Career Services @ Union University Jackson, Tennessee 38305 Phone : 731-661-5421 Url : www.uu.edu Email : rjones@uu.edu Fax : 1-731-661-5187 Renee Jones	N	0

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54	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
55	University of Arkansas at Pine Bluff P.O. Box 4975 - 1200 N. University Drive Pine Bluff , Arkansas Phone : (870) 575-8461 Email : jonesm@uapb.edu Fax : 1-870-575-4606 Mary Jones	N	0
56	University of Memphis Tennessee Email : jwebb2@memphis.edu Career Services	N	0
57	University of Memphis College of Engineering Memphis, Tennessee 38152 Career Services Manual Posting	N	0
58	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Email : Christy@career.olemiss.edu Fax : 1-662-915-7759 Christy Wright	N	0
59	University of Tennessee, College of Communications – Broadcasting Dept 100 Dunford Hall Knoxville, Tennessee Phone : (865) 974-2149 Url : http://www.utk.edu/contact/ Email : career@utk.edu Fax : 1-865-974-6497 Allison Beck	N	0

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60	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
61	UT Health Science Center Student Employment Office 62 S Dunlap Memphis, Tennessee 38163 Phone : 901-448-4796 Fax : 1-901-448-7750 Career Services	N	0
62	WKRN-TV 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7341 Fax : 1-615-369-7302 Frances Pratt	N	0
63	www.LinkedIn.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 0000000000 Url : http://linkedin.com Internet Internet Manual Posting	N	0
64	www.Media Recruiter.com Centennial, Colorado 80016 Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in a Career Day event at Humes Preparatory Academy Middle School. Discussed opportunities in the radio industry, and fielded questions and answers from participating students in the audience. IheartMedia participants were Director of Marketing and Promotions, and Promotion Assistants.	2	Director of Marketing and Promotions Promotions Assistant
2	4/23/2016	Participation in scholarship programs	Our SEU participated in Hamilton Middle School Hats for Bettye Scharshop Brunch. Awarding ten Scholarships of 1000.00 to students. IheartMedia Anouncer/News Director participated in this event.	1	Announcer/News Director
3	1/27/2017	Participation in events or programs sponsored by educational institutions	Our SEC participated in a Career Day Event at Freedom Prep Academy. We Spoke about the Media business, and Iheartmedia, informed student about our Internship program. Our participant was one of our Announcers.	1	Announcer
4	2/10/2017	Participation in events or programs sponsored by educational institutions	Our SEC participated in Northwest Prep Academy of Shelby County Schools program, informing student about what it required to make in the media. Participant was Director of Programming.	1	Director of Programming
5	3/13/2017	Co Sponsoring Job Fair	Our SEU participated in the planning and implementation of in the Multicultural Career Fair on March 13th, talking with several attendees about our company and informing them how to apply, as well as discussed internship programs, and employment opportunities at IheartMedia. Participants were the Area President, SVP of Sales, and Finance Manager	3	Area President SVP of Sales Finance Manager