

WLAC, WNRQ, WRVW, WSIX-FM, WUBT
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Account Executive	4-5, 8-10, 15-16, 23, 27	15
Account Executive	5-6, 9-11, 15	10
Account Executive	4-5, 8, 10, 12, 15, 23, 27, 32	10
Outside Account Executive	4-6, 8, 10, 23, 27, 32	6
Automotive Account Executive	4-5, 8, 10, 15, 23, 27, 32	15
Account Executive - Nashville	2, 4-5, 8-10, 15-16, 23, 25-27, 32	9
Sales Support	2, 4-5, 8, 10, 16, 18, 23-25, 27, 32	10
Account Executive	5-6, 10-11, 15, 31	15
Account Executive	1-8, 10-14, 16-30, 32-33	6
Account Executive	1-8, 10-11, 13-30, 32-33	15
Sales Assistant	1-8, 10-33	6
Sales Assistant	4-5, 8, 10, 12, 23, 25, 27, 32-33	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All About Country 311 East Center Avenue Lake Bluff , Illinois None Non Manual Posting	N	0
2	All Access Tennessee Url : www.allaccess.com Career Services Manual Posting	N	0
3	Alliance for Women in Media formerly American Women In Radio and Televisiony 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.allwomeninmedia.org Kate Niswander Manual Posting	N	0
4	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Career Services Manual Posting	Y	0
5	Direct Employers Association (association distributing job postings to state job banks) 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Direct Employers	N	0
6	Employee Referral	N	7
7	Experience.com Boston, Massachusetts career services Manual Posting	N	0
8	Fisk University 1000 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8500 Career Services Manual Posting	Y	0
9	Glassdoor-Not directly contacted by SEU	N	4

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10	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	7
11	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	3
12	Indeed.com - Not Directly Contacted by SEU	N	7
13	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Tom English Manual Posting	N	0
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-758-3337 Dawn Key Manual Posting	N	0
15	LinkedIn-Not directly contacted by SEU	N	13
16	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Career Services Manual Posting	N	0
17	Middle Tennessee Career Center 621 Mainstream Drive Suite 210 Nashville, Tennessee 37228 Career Services Manual Posting	N	0

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18	Middle Tennessee State University PO Box 2 Murfreesboro, Tennessee 37132 Phone : 615-898-4698 Martha Turner Manual Posting	N	0
19	Nashville Scene 2120 8th Avenue South Nashville, Tennessee 37204 Phone : 615-244-8119 Career Services Manual Posting	N	0
20	Nashvillehelpwanted.com Tennessee Url : www.nashvillehelpwanted.com Career Services Manual Posting	N	0
21	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
22	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Alex Nogales Manual Posting	N	0
23	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Aimee Carter Manual Posting	Y	0
24	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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25	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Career Services Manual Posting	N	0
26	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Career Services Manual Posting	N	0
27	The Art Institute of Tennessee 100 Centerview Drive Suite 250 Nashville, Tennessee 37214 Tiffany Speights Manual Posting	Y	0
28	The Tennessean 1100 Broadway Nashville, Tennessee 37203 Phone : 615-726-8910 Sondra Simmons Manual Posting	N	0
29	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
30	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Career Services Manual Posting	N	0
31	Unknown (source not adequately identified upon inquiry by SEU)	N	2
32	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Career Center Manual Posting	N	0

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33	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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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	4/10/2019	Co Sponsoring Job Fair	On April 10, 2019, our SEU Cohosted a job fair at Trevecca Nazarene University with Job News Nashville. The SEU participated in the organization/logistics of the event and helped to solicit participation. Station participants included one Senior AE who fielded resumes and discussed broadcast opportunities with attendees.	2	Sr AE GSM
2	3/17/2020	Provision of training to management	From March 5 thru March 11, our SEU participated in the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	4	DOS Promotions Director Promotions Director Finance