

WLAC, WNRQ, WRVW, WSIX-FM, WUBT
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
On Air Talent	1-5, 7-8, 10-14, 16-21, 23-31, 33-35	13
On-Air Talent	1-5, 7-8, 10-12, 14, 16-21, 23-24, 26-31, 34-35	10
Digital Focused Sales in Music City	2, 4, 6, 10-11, 14, 16-18, 23-24, 26-27, 30, 34-35	6
Digital Focused Sales in Music City	2, 4-6, 9-12, 14, 16, 18, 22-27, 30-31, 34-35	6
Digital Focused Sales in Music City	2, 4, 8, 10-12, 14-15, 22-27, 31-32, 34-35	32
Digital Focused Sales in Music City	2, 4, 10-12, 14, 16, 22-27, 31-32, 34-35	32

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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 Email : support@btmailer.com None Non	N	0
2	All Access Tennessee Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	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 Email : careerdevelopment@belmont.edu Career Services	Y	0
5	Direct Employers Association 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 Phone : 866-2686206 Direct Employers Manual Posting	N	0
6	Employee Referral	N	2
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 Email : humanresouces@fisk.edu Career Services Prong 2 Ended Date: 9/8/2020	N	0

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9	Glassdoor-Not directly contacted by SEU	N	1
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	1
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	0
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : genemckay@insideradio.com Tom English	N	0
13	Internal Candidate	N	1
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0
15	LinkedIn - Not directly contacted by SEU	N	1
16	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : allison.west@lipscomb.edu Career Services	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 Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : nashvillenabj@gmail.com Calvin Gilbreath	N	0
23	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
24	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	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
25	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
26	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
27	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	N	0
28	The Art Institute of Tennessee 100 Centerview Drive Suite 250 Nashville, Tennessee 37214 Tiffany Speights Manual Posting	N	0
29	The Tennessean 1100 Broadway Nashville, Tennessee 37203 Phone : 615-726-8910 Sondra Simmons Manual Posting	N	0
30	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
31	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Email : ces@memphis.edu Career Services	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Unknown Referral Source	N	2
34	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : careercenter@vanderbilt.edu Career Center	N	0
35	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:			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	2/24/2021	Provision of training to management	On February 24, 2021 the SEU took 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.	1	SR. Vice President
2	3/4/2021	Hosting of Job Fair	on 03/04/2021 at 2:00pm our SEU hosted a virtual job fair from Nashville, TN via our Microsoft Teams meeting for the video conference or 1-210-874-9243, meeting #287692037 for the audio only. Station participants discussed careers in radio with interested attendees, directed attendees to submit resumes via iheartmedia.com/careers site, discussed employment opportunities and disseminated information about iHeartMedia.	2	General sales Manager Program Director
3	3/4/2021	Participation in events or programs sponsored by educational institutions	Our SEU hosted Ms. Lisa Baugh's class from Hendersonville High School for a virtual station tour. Craig Hahn Senior VP of Sales, Rick Murray, Senior VP of Talent and Brand Initiatives-Premiere Radio, and Zac Woodward, On-Air Announcer conducted a virtual tour of our station facilities for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, and conducted a Q&A session regarding careers in broadcasting, and discussed employment opportunities in broadcasting.	1	SVP of sales