KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hrere</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales Assistant</td>
<td>1-5, 7, 9-12, 14-15, 17-34, 36, 38-44, 46-48, 50</td>
<td>14</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-14, 17-31, 33-50</td>
<td>14</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3, 5, 7-8, 10-12, 14-16, 19, 21-26, 29, 31, 34, 38, 41-44, 46-48, 50</td>
<td>14</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1, 3, 7, 10-14, 16, 18, 20-26, 29, 31-32, 34, 36, 38, 42-44, 46-50</td>
<td>14</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 Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Alcorn State University  
1000 ASU Drive #269  
Lorman, Mississippi 39096  
Phone : 601-877-6100  
Email : cwilliams@alcorn.edu  
Carla Williams | N | 0 |
| 2         | American Business Women's Assn.  
2750 Darlington Cove  
Memphis, Tennessee 38118  
Phone : 1800228007  
Url : www.abwa.org  
Cynethia Bell  
Manual Posting | N | 0 |
| 3         | 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 |
| 4         | 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 |
| 5         | Belhaven College  
1790 Kirby Parkway Suite 100  
Germantown, Tennessee 38138-7452  
Phone : 9019688995  
Url : www.collegecentral.com/belhaven  
Career Services  
Manual Posting | N | 0 |
| 6         | Booker T. Washington High School  
715 South Lauderdale  
Memphis, Tennessee 38126  
Phone : 901-416-7240  
Placement Director  
Manual Posting | N | 0 |
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<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Central Baptist College&lt;br&gt;Conway, Arkansas 72032&lt;br&gt;Phone: 501-329-6872&lt;br&gt;Fax: 1-501-329-2941&lt;br&gt;Central Baptist College</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>Christian Brothers University&lt;br&gt;Job Center 650 East Parkway South&lt;br&gt;Memphis, Tennessee 38104&lt;br&gt;Phone: 9013213331&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Coahoma Junior College&lt;br&gt;Route 1 Box 616&lt;br&gt;Clarksdale, Mississippi 38614&lt;br&gt;Phone: 6626272571&lt;br&gt;Email: <a href="mailto:msmoore-6@yahoo.com">msmoore-6@yahoo.com</a>&lt;br&gt;Fax: 1-662-627-4361&lt;br&gt;Monica HOUSTON</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>East Arkansas Community College&lt;br&gt;1700 Newcastle Road&lt;br&gt;Forrest Cty, Arkansas 72335&lt;br&gt;Phone: 870-633-4480&lt;br&gt;Fax: 1-870-633-7222&lt;br&gt;Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Harding University&lt;br&gt;Student Employment Office 1000 Cherry Road&lt;br&gt;Memphis, Tennessee 38117&lt;br&gt;Phone: 901-761-1352&lt;br&gt;Fax: 1-901-761-1358&lt;br&gt;Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Hendrix College&lt;br&gt;1600 Washington Avenue&lt;br&gt;Conway, Arkansas&lt;br&gt;Phone: 450-1416&lt;br&gt;Email: <a href="mailto:careerservices@hendrix.edu">careerservices@hendrix.edu</a>&lt;br&gt;Jill Hankins</td>
<td>N</td>
<td>0</td>
</tr>
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</table>
| 13        | 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                                                        |
| 14        | 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                                                | 6                                                        |
| 15        | Jackson State University  
1400 John R. Lynch St.  
Jackson, Mississippi  
Phone : 9019792015  
Url : www.jsums.edu  
Fax : 1-601-979-5856  
Lavenita Cottrell                | N                                                | 0                                                        |
| 16        | JobLINC  
3030 Poplar Avenue  
Memphis, Tennessee 38132  
Phone : 9013962800  
Email : joblinc@memphislibrary.org  
Fax : 1-901-344-5930  
Career Services                 | N                                                | 0                                                        |
| 17        | Lane College  
Placement Office 545 Lane Avenue  
Jackson, Tennessee 38301  
Phone : 7314267000  
Url : www.lanecollege.edu  
Career Services  
Manual Posting                   | N                                                | 0                                                        |
| 18        | 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                                                        |
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</thead>
</table>
| 19        | Memphis Area Vo-Tech  
550 Alabama  
Memphis, Tennessee 38105  
Phone: 901-543-6169  
Career Services  
Manual Posting | N | 0 |
| 20        | Memphis Black Media Coalition  
701 South Parkway East  
Memphis, Tennessee 38106  
Phone: 901-646-5272  
Fax: 1-901-946-5272  
Gwen Sneed | N | 0 |
| 21        | Memphis Branch NAACP  
588 Vance Ave  
Memphis, Tennessee 38129  
Phone: 901-521-1343  
Fax: 1-901-526-2637  
Executive Secretary | N | 0 |
| 22        | 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 |
| 23        | Memphis Urban League, Inc  
413 N Cleveland  
Memphis, Tennessee 38104  
Phone: 901-272-2491  
Fax: 1-901-272-1673  
Job Placement Supervisor | N | 0 |
| 24        | Mississippi State University  
Connections The Career Center  
Tennessee  
Phone: 662-325-3344  
Fax: 1-662-325-7975  
Career Services | N | 0 |
| 25        | National Black MBA Association, Inc.  
Memphis, Tennessee  
Email: memphis_nbmbaa@yahoo.com  
Career Services | N | 0 |
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<td>26</td>
<td>Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email: <a href="mailto:WIA@NAIA.comcastbiz.net">WIA@NAIA.comcastbiz.net</a> Debbie Armstrong</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>Northwest Community College Career Services Senatobia, Mississippi 38637 Phone: 662-562-3200 Fax: 1-662-280-6161 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>Park Avenue Projects Club 6750 Poplar Ave., # 800 C/O Merrill Lynch Memphis, Tennessee 38138 Phone: 901-756-2039 Julie Kinney Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Philander Smith College 900 W DAISY L GATSON BATES DRIVED Little Rock, Arkansas 72202 Phone: 501-975-6054 Email: <a href="mailto:vbroadnax@philander.edu">vbroadnax@philander.edu</a> Fax: 1-501-975-8560 AMANDA ROBINSON</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>30</td>
<td>Professional Women's Network 930 University Street Memphis, Tennessee 38107 Phone: 901-345-7153 Sheila Easterling Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone: 901-843-3730 Fax: 1-901-843-3435 Career Services</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone: 662-252-8000 EXT 44081 Email: <a href="mailto:ejones@rustcollege.edu">ejones@rustcollege.edu</a> Fax: 1-662-252-8993 ANGELA WILLIAMS PEGUES</td>
<td>N</td>
<td>0</td>
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| 33        | S.A.V.E.S.  
2150 Whitney Avenue  
Memphis, Tennessee 38127  
Phone: 901-353-5440  
Alex Vaporesan  
Manual Posting | N                                             | 0                                                          |
| 34        | 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                                                          |
| 35        | State Technical Institute  
Career Counseling/Student Employment 5983 Macon Cove  
Memphis, Tennessee 38134  
Phone: 901-382-4180  
Bill Cavanaugh  
Manual Posting | N                                             | 0                                                          |
| 36        | Strayer University  
2650 Thousand Oaks Blvd Suite 1100  
Memphis, Tennessee 38118  
Phone: 901-369-1835  
Fax: 1-901-565-9400  
Career Services | N                                             | 0                                                          |
| 37        | Student Media Center  
Director of Student Media 233 Farley  
University, Mississippi 38677  
Phone: 662-915-5502  
Dr. Ralph Braseth  
Manual Posting | N                                             | 0                                                          |
| 38        | Tennessee College of Applied Technology  
550 Alabama  
Memphis, Tennessee 38105  
Phone: 9015432904  
Email: sharon.ballentine@tcatmemphis.edu  
Sharon Ballentine | N                                             | 0                                                          |
| 39        | Tennessee Dept of Labor & WFD  
5368 Mendenhall Mall  
Memphis, Tennessee 38115  
Career Services  
Manual Posting | N                                             | 0                                                          |
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| 40        | 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 |
| 41        | TN Dept of Employment Security  
1295 Poplar Avenue  
Memphis, Tennessee 38104  
Phone: 901-543-7535  
Joyce Reed  
Manual Posting | N | 0 |
| 42        | University Of Arkansas  
116 Kimpel Hall  
Fayetteville, Arkansas 72701  
Phone: 479-757-6307  
Email: lfoley@uark.edu  
Debbie Ritter | N | 0 |
| 43        | University of Arkansas at Pine Bluff  
P.O. Box 4975 - 1200 N. University Drive  
Pine Bluff, Arkansas  
Phone: (870) 575-8461  
Email: jonesm@uaph.edu  
Fax: 1-870-575-4606  
Mary Jones | N | 0 |
| 44        | University of Memphis  
Tennessee  
Email: jwebb2@memphis.edu  
Career Services | N | 0 |
| 45        | University of Memphis  
College of Engineering  
Memphis, Tennessee 38152  
Career Services  
Manual Posting | N | 0 |
| 46        | University of Mississippi  
Career Center 234 Martindale Hall  
University, Mississippi 38677  
Phone: 662-915-7174  
Url: www.hireolemissrehs.com  
Email: Christy@career.olemiss.edu  
Fax: 1-662-915-7759  
Christy Wright | N | 0 |
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</table>
| 47        | 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 |
| 48        | 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 |
| 49        | www.LinkedIn.com  
2029 Stierlin Ct  
Mountain View, California 94043  
Phone: 0000000000  
Url: http://linkedin.com  
Internet Internet  
Manual Posting | N | 0 |
| 50        | www.mediagignow.com  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 6
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/2/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>SEU PARTICIPATED IN CAREER FAIR AT BOYS AND GIRLS CLUB ON MAY 2ND FROM 4P-6P</td>
<td>2</td>
<td>SVP SALES REP</td>
</tr>
<tr>
<td>6/18/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>SMU participated in Career Day for Stax Music Academy. Spoke to student about working in the music and radio industry.</td>
<td>2</td>
<td>Programer Director On Air personality</td>
</tr>
<tr>
<td>7/30/2018</td>
<td>Participation in job banks, internet programs and other programs designed to promote outreach</td>
<td>SMU participated in Technology Apprenticeship Program thru NAB for our Radio Engineering department with our Director of Engineering.</td>
<td>2</td>
<td>Director of Engineering Chief Engineer</td>
</tr>
<tr>
<td>8/4/2018</td>
<td>Sponsorship of events in the community designed to increase public awareness</td>
<td>SMU participated in Career Fair held by the City of Memphis. Directing potential employees where to go and which companies were hiring.</td>
<td>4</td>
<td>SVP PROGRAMING On Air personality Account Rep</td>
</tr>
<tr>
<td>8/15/2018</td>
<td>Participation in Job Fairs</td>
<td>SMU participated in the Southern Heritage Classic College and Career Fair. The Marketing Director informed potential employees about careers in radio.</td>
<td>2</td>
<td>Director of Marketing and Promotions Account Executive</td>
</tr>
<tr>
<td>3/19/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Participated in a career DAY at Northeast prep Academy. We spoke with student concerning careers in media.</td>
<td>2</td>
<td>SR VP PROGRAMMING ON AIR PERSONALITY</td>
</tr>
</tbody>
</table>