

WLAC, WNRQ, WRVW, WSIX-FM, WUBT
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
CHR Mornings Co-Host in Nashville	2, 8-13, 19-20, 24, 26-28, 30-32, 35	9
Classic Rock Morning Talent in Nashville	1-2, 8-14, 19-20, 24, 26-28, 30-32, 35	31
Digital Focused Sales Professional in Music City	1-2, 7-11, 13-14, 16, 19-20, 24, 27-28, 30-32, 35	14
Digital Focused Sales Professional in Music City	1-2, 7-11, 13-14, 16, 19-20, 24, 27-28, 30-32, 35	7
Digital Focused Sales Professional in Music City	1-2, 7-11, 13-14, 16, 19-20, 24, 27-28, 30-32, 35	7
Digital Focused Sales Professional in Music City	1-2, 7-11, 13-14, 16, 19-20, 24, 27-28, 30-32, 35	10
Project Manager, Sales	1-2, 8-11, 13, 16, 19-21, 24, 26-28, 30, 32, 35	9
Account Executive	1-9, 11, 13-20, 22-29, 32-35	7

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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 Access Tennessee Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	1
2	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : careerdevelopment@belmont.edu Career Services	Y	0
3	Chattanooga State Community College 4501 Amnicola Highway Chattanooga, Tennessee 37406 Phone : 423-697-2417 Email : brian.evans@chattanoogaastate.edu Career Services	N	0
4	Cleveland State Community College 3535 Adkisson Drive Cleveland, Tennessee 37312 Phone : 423-472-7141 Email : kfrank01@clevelandstatecc.edu Career Services	N	0
5	Columbia State Community College 1665 Hampshire Highway Columbia, Tennessee 38401 Phone : 931-286-3316 Email : ljent1@columbiastate.edu Career Services	N	0
6	Dyersburg State Community College 1510 Lake Road Dyersburg, Tennessee 38024 Phone : 731-425-2643 Email : ricks@dsc.edu Career Services	N	0
7	Employee Referral	N	4
8	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	0

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9	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	7
10	Indeed.com - Not directly contacted by SEU	N	5
11	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : genemckay@insideradio.com Tom English	N	0
12	Internal Candidate	N	3
13	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0
14	LinkedIn - Not directly contacted by SEU	N	6
15	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	2
16	Lipscomb University Attn: Career Services One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : allison.west@lipscomb.edu Career Services	N	0
17	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Email : browe@mscc.edu Career Services	N	0

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18	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615-353-3305 Email : jill.ferrand@nscc.edu Career Services	N	0
19	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : nashvillenabj@gmail.com Calvin Gilbreath	N	0
20	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
21	On-Air Announcement (One or More SEU Stations)	N	1
22	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0
23	Roane State Community College 276 Patton Lane Harriman, Tennessee 37748 Phone : 865-354-3000 Email : FearnAO@roanestate.edu Career Services	N	0
24	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
25	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Email : iricelli@southwest.tn.edu Career Services	N	0

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26	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : http://www.tabtn.org Email : brenda@tabtn.org Fax : 1-615-365-1842 Career Services	N	0
27	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
28	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	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 Email : ces@memphis.edu Career Services	N	0
31	Unknown (source not adequately identified upon inquiry by SEU)	N	6
32	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

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33	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
34	Walters State Community College 500 S. Davy Crockett Parkway Morristown, Tennessee 37813 Phone : 423-585-6845 Email : jarvis.jennings@ws.edu Career Services	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:			35

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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	8/2/2021	Participation in Job Fairs	Area Senior Vice President of Sales participated in a multi-day virtual job fair organized by the Tennessee Association of Broadcasters, to discuss positions available in our industry such as Sales, Promotions, News Announcer, Business Administration, and Engineering, among others. Participants were encouraged to apply for those positions online, and emphasis was put on encouraging minorities and women to apply. Ongoing Event?	1	Area Senior Vice President of Sales
2	2/15/2022	Provision of training to management	In February, 2022 our SEU's Sr. Vice President took the Valuing 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