

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-33	7

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access , Tennessee Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
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@dsccl.edu Career Services	N	0
7	Employee Referral	N	4

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8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	2
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Tom English	N	0
13	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : <a href="mailto:ecarkuff@memphis.edu">ecarkuff@memphis.edu</a> Beth Simpson	N	0
14	LinkedIn - Not directly contacted by SEU	N	10
15	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career%20Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	2

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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	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Email : browe@mscc.edu Career Services	N	0
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	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0
22	Roane State Community College 276 Patton Lane Harriman, Tennessee 37748 Phone : 865-354-3000 Email : FearnAO@roanestate.edu Career Services	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
23	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
24	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Email : iricelli@southwest.tn.edu Career Services	N	0
25	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Email : brenda@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	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	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
31	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
32	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
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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/19/2022	Hosting of Job Fair	iHeartMedia Nashville Area President, Dan Endom, along with iHeart Country Executive Vice President of Programming, Rod Phillips, and iHeartMedia Premiere Senior Vice President Talent and Brand Integration, Rick Murray, hosted the members of The Honor Foundation to discuss positions available in our industry such as On-Air, Sales, Promotions, News Announcer, Business Administration, and Engineering, among others. Participants were encouraged to apply for those positions online, and emphasis was put on transitioning service members from the U.S. Special Operations Forces Community (U.S. Navy Seals, Marine Raiders, Green Berets, Army Rangers, etc.) from service to the private sector.	1	Area President
2	4/19/2022	Sponsorship of events in the community designed to increase public awareness	iHeartMedia Nashville Area President, Dan Endom, along with iHeartMedia Nashville Area Vice President of Sales, Craig Hahn, hosted the members of The Honor Foundation at a networking event at The Gibson Garage in Nashville, TN with the goal of introducing the service members from the U.S. Special Operations Forces Community (U.S. Navy Seals, Marine Raiders, Green Berets, Army Rangers, etc) and allowing them to network with C-Suite and HR Leaders from Nashville Businesses.	2	Area President Area president of sales

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3	9/26/2022	Participation in Job Fairs	iHeartMedia Nashville 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.	1	talent acquisition partner
4	11/22/2022	Participation in events or programs sponsored by educational institutions	iHeartMedia's Samantha Adams, Digital Project Manager, and Kennedy Galpin, Digital Graphic Designer, hosted students from Western Kentucky University's AIGA Design team to discuss positions available, the day to day operations and how it relates to marketing and broadcasting, and provided a tour of our facilities.	1	Digital project manager
5	2/23/2023	Provision of training to management	In February, 2023, our SEU's Finance director 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	Finance director
6	3/1/2023	Participation in events or programs sponsored by educational institutions	iHeart Media Executive Vice President Programming Strategy, Brandon "Maynard" Cohen, participated at Career day at Jordan Middle School, Brentwood, TN. Giving a guest lecture about his career path and career opportunities at iHM. After speaking about his career, he then took questions regarding what makes his job unique, what life skills are needed, what education may be helpful, levels of creativity involved and interesting people he's met.	1	Executive VP programming strategy