

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-32	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	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@dsc.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 : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
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	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 : genemckay@insideradio.com Tom English	N	0
13	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0
14	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	12

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15	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
16	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Email : browe@mscc.edu Career Services	N	0
17	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615-353-3305 Email : jill.ferrand@nscc.edu Career Services	N	0
18	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : nashvillenabj@gmail.com Calvin Gilbreath	N	0
19	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
20	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0
21	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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22	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
23	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Email : iricelli@southwest.tn.edu Career Services	N	0
24	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
25	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
26	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	N	0
27	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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29	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
30	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
31	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
32	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:			23

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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	4/19/2022	Participation in events sponsored by organizations representing the community	On April 19, 2022, our SEU hosted members from the Honor Foundation to discuss career paths in broadcasting. Attendees were encouraged to apply for open positions at our SEU and, as a special topic, we discussed how to transition service members from the armed forces into careers in the private sector.	1	Area President
2	4/19/2022	Participation in events sponsored by organizations representing the community	On April 19, 2022, our SEU attended a networking event for the Honor Foundation at the Gibson Garage in Nashville. The networking event focused on introducing service members to C-Suite and HR leaders from the Nashville business community. SEU participants, including our Vice President of Sales and Area President spoke with attendees about career opportunities in broadcasting and the skills needed to succeed in the industry.	2	Area President Area president of sales
3	8/2/2022	Participation in events or programs sponsored by educational institutions	On August 2, 2022, our SEU hosted a student from Summit High School as a job shadow. As part of the program, the student learned about the day-to-day activities of our SEU's Program Director and learned about different career paths in the broadcasting industry.	1	Program Director
4	8/7/2022	Participation in events or programs sponsored by educational institutions	On several occasions throughout the reporting period, our SEU participated as a guest lecturer at several local area schools. During the events, our SEU's On-Air Talent and Program Director spoke with students about their career paths and the career opportunities available in the broadcasting industry generally and at iHM in particular.	2	Program Director On-Air Talent On-Air Talent
5	8/10/2022	Participation in events sponsored by organizations representing the community	On August 10, 2022, our SEU's On-Air Talent participated as a guest lecturer on a panel hosted by the Morning Show Boot Camp. The panel discussed career paths, employment issues, and career opportunities available in the broadcasting industry.	1	On Air Talent

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6	9/26/2022	Participation in Job Fairs	On September 26, 2022, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. Our SEU spoke with attendees about career opportunities in the broadcasting industry generally, and openings at our SEU in particular. SEU participants encouraged attendees to apply for positions online.	1	talent acquisition partner
7	11/22/2022	Participation in events or programs sponsored by educational institutions	On November 22, 2022, our SEU hosted students from Western Kentucky University for a station tour. SEU participants, including our Digital Project Manager, spoke with students about open positions at our SEU and the skills needed to succeed in the broadcasting industry.	1	Digital project manager
8	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
9	3/1/2023	Participation in events or programs sponsored by educational institutions	On March 1, 2023, our SEU participated in the Career Day at the Jordan School in Brentwood, Tennessee. Our SEU's Executive VP of Programming and Strategy spoke with students about his career path, answered questions about what makes his job unique, the skills needed to succeed in the industry, and the educational credentials necessary to secure employment in broadcasting.	1	Executive VP programming strategy
10	3/21/2023	Participation in Job Fairs	Beginning on March 21, 2023, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. SEU participants, including our Senior Vice President of Sales, spoke with attendees about different career paths in the broadcasting industry and encouraged participants to apply for open positions at our SEU.	1	Area Senior Vice President of Sales