

WLAC, WNRQ, WRVW, WSIX-FM, WUBT
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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	1-15, 17-19, 21-32, 34-38	11
Account Executive	1-15, 17-19, 21-32, 34-38	18
CHR Mornings Co-Host in Nashville	1-6, 9-10, 13, 16, 18-24, 26-32, 35-38	16
Account Executive in Music City USA	1-7, 9-10, 13, 18-24, 26-32, 35-38	18
Account Executive in Music City USA	1-7, 9-10, 13, 18-24, 26-32, 35-38	7
Vice President of Sales - Nashville, TN	1-6, 9-10, 13, 16, 18-24, 26-33, 35-38	16

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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 Career Services Manual Posting	N	0
4	Cleveland State Community College 3535 Adkisson Drive Cleveland, Tennessee 37312 Phone : 423-472-7141 Career Services Manual Posting	N	0
5	Columbia State Community College 1665 Hampshire Highway Columbia, Tennessee 38401 Phone : 931-286-3316 Career Services Manual Posting	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	17
8	Google Jobs - Not directly contacted by SEU	N	2

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9	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
10	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	4
11	iHM Human Capital Acquisition	N	2
12	Indeed.com - Not directly contacted by SEU	N	5
13	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : genemckay@insideradio.com Tom English	N	0
14	Instagram - Not directly contacted by SEU	N	1
15	Internal Candidate	N	1
16	Internal Transfer/Promotion	N	2
17	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0
18	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	20

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19	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Career Services Manual Posting	N	0
20	Middle Tennessee Career Center 621 Mainstream Drive Suite 210 Nashville, Tennessee 37228 Career Services Manual Posting	N	0
21	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Career Services Manual Posting	N	0
22	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615-353-3305 Email : jill.ferrand@nscc.edu Career Services	N	0
23	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : nashvillenabj@gmail.com Calvin Gilbreath	N	0
24	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
25	On-Air Announcement (One or More SEU Stations)	N	1

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26	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0
27	Roane State Community College 276 Patton Lane Harriman, Tennessee 37748 Phone : 865-354-3000 Email : FearnAO@roanestate.edu Career Services	N	0
28	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
29	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Career Services Manual Posting	N	0
30	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
31	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Career Services Manual Posting	N	0

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32	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Career Services Manual Posting	N	0
33	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	11
35	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Career Center Manual Posting	N	0
36	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
37	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
38	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			66

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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	2/20/2024	Participation in Job Fairs	Our SEU Area Sr. Vice President of Sales and our Area Finance Director participated in a job fair organized by the Ingram Center for Student Athlete Success of Vanderbilt University. Student athletes of all years - freshman through graduate students - from all sports were in attendance to discuss opportunities 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 an emphasis was placed on encouraging minorities and women to apply.	1	Area Sr. Vice President of Sales
2	2/28/2024	Participation in events sponsored by organizations representing the community	Our SEU Senior Vice President of Programming participated as a guest lecturer on the “Debunking Industry Myths” panel at this year’s Country Radio Seminar. A gathering of country programmers, talent, and interested individuals in country formatted broadcasting were in attendance. The panel discussed current employment issues and opportunities, programming trends, and debunking misconceptions about iHeart Media and the broadcasting and music industries.	1	Area SVP of Programming
3	3/8/2024	Participation in events or programs sponsored by educational institutions	Our SEU Senior Vice President of Programming spoke to 50+ students at the University of Tennessee, Haslam College of Business, to discuss iHeart Media and his career progression in our industry. This included the positions available in departments such as Sales, Promotions, News Announcer, Business Administration, and Engineering.	1	Sr. VP of Programming
4	3/10/2024	Participation in events sponsored by organizations representing the community	Our SEU's On-Air Talent served as a guest lecturer for the “Taking Up Space” panel for an International Women’s Day event in Chicago, IL, discussing iHeart Media and her career progression, job processes and effects of social media, employment issues and opportunities, and new trends in our industry with a focus on women’s successes.	1	On-Air Talent