

WLAC, WNRQ, WRVW, WSIX-FM, WUBT
EEO PUBLIC FILE REPORT
April 1, 2024 - March 31, 2025

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
Outside Account Executive	1-12, 14-21, 23-37	7
Outside Account Executive	1-12, 14-21, 23-37	33
Outside Account Executive	1-12, 14-21, 23-37	33
Outside Account Executive	2-10, 12-13, 15-37	15

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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 Prong 2 Ended Date: 5/29/2024	N	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 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	10

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8	Fisk University 1000 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8500 Career Services Manual Posting	N	0
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	11
11	iHM Human Capital Acquisition	N	4
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : genemckay@insideradio.com Tom English	N	0
13	Internet Ad - Not directly contacted by SEU	N	1
14	LinkedIn - Not directly contacted by SEU	N	1
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	24

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Career Services Manual Posting	N	0
17	Middle Tennessee Career Center 621 Mainstream Drive Suite 210 Nashville, Tennessee 37228 Career Services Manual Posting	N	0
18	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Career Services Manual Posting	N	0
19	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615-353-3305 Email : jill.ferrand@nscc.edu Career Services	N	0
20	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : nashvillenabj@gmail.com Calvin Gilbreath	N	0
21	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
22	Non-Employee Referral	N	1

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April 1, 2024 - March 31, 2025

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Northeast State Community College 2425 Highway 75 Blountville, Tennessee 37748 Phone : 423-323-0226 Career Services Manual Posting	N	0
24	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0
25	Roane State Community College 276 Patton Lane Harriman, Tennessee 37748 Phone : 865-354-3000 Email : marsalisje@roanestate.edu Joyce Marsalis	N	0
26	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
27	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Career Services Manual Posting	N	0
28	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Career Services Manual Posting	N	0
30	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Career Services Manual Posting	N	0
31	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
32	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Career Services Manual Posting	N	0
33	Unknown (source not adequately identified upon inquiry by SEU)	N	5
34	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Career Center Manual Posting	N	0
35	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	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
37	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:			57

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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	4/1/2024	Participation in Job Fairs	On April 1, 2024, our Area Senior Vice President of Sales with iHeartMedia Nashville participated in a 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	Area SVP of Sales
2	9/16/2024	Participation in Job Fairs	On September 16, 2024, our Area Senior Vice President of Sales in iHeartMedia Nashville participated in a 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	Area SVP of Sales

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3	11/8/2024	Sponsorship of events in the community designed to increase public awareness	On November 8, 2024, our SEU organized, sponsored, and participated in the Thrill of Possibility Summit, a transformative professional development weekend held in Nashville. The summit brought together 50 talented Historical Black College and University scholars—selected from 160 applicants. The summit connects the selected students with leaders across the STEAM industry for mentorship, conversations on careers, branding, and networking opportunities that can lead to success post-graduation. Our Program Director gave the students a behind-the-scenes look at how a radio broadcast/show is put together, spoke about his career path, the educational requirements for a career in broadcasting, careers in radio and career opportunities with iHeart Media. He also held a Q&A with the scholars.	1	Program Director
4	3/14/2025	Provision of training to management	On March 14, 2025, our Metro 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	Metro President

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5	3/26/2025	Establishment of training programs for station personnel	On March 26, 2025, our Vice President of Digital Sales facilitated an in-person and virtual training for Promotions Technicians, Programming and Promotions Directors, and our office Receptionist.? The curriculum included information about the digital products iHeartMedia offers, a deep dive into digital audio, podcasting, and CTV. This training also investigated the options we have for audience targeting, measurement and attribution, and gave a detailed look at all stages of the sales process. Through this training, the participants gained invaluable knowledge and skills through discussion and process demonstration. The information provided to the participants is new information that they can use to advance their careers and would allow them to qualify for internal promotions and higher-level positions in the future. Additionally, the participants were given resources for continuous learning that they will be able to utilize in higher-level positions.	1	VP of Digital Sales VP of Sales