

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
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
Multi-Platform Media Sales Consultant	1-36	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	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 501-892-4565 Email : margo.davis@blackrivertech.edu Fax : 1-501-892-3546 Black River Technical College Black River Technical College	N	0
2	Central Baptist College 1501 College Ave, Conway, Arkansas 72032 Phone : 501-329-6872 Email : careerservices@cbc.edu Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
3	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Email : careerservices@cbu.edu Fax : 1-901-321-3257 Career Services	N	0
4	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 6626272571 Email : cdixon@coahomacc.edu Fax : 1-662-627-4361 Monica HOUSTON	N	0
5	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Email : kbingham@eacc.edu Fax : 1-870-633-7222 Career Services	N	0
6	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Email : shannigan@harding.edu 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
7	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
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	1
10	iHM Human Capital Acquisition	N	4
11	Indeed.com - Not directly contacted by SEU	N	3
12	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Email : hrservices@jsums.edu Lavenita Cottrell	N	0
13	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0

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14	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Email : ktate@lanecollege.edu Career Services	N	0
15	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Email : careers@lemoyne.edu Fax : 1-901-435-1699 Career Services	N	0
16	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	11
17	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Email : info@naacpmemphis.org Fax : 1-901-526-2637 Executive Secretary	N	0
18	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Email : info@memul.org Fax : 1-901-272-1673 Job Placement Supervisor	N	0
19	Monster - Not directly contacted by SEU	N	1
20	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis.chapter@nbmbaa.org Career Services	N	0

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21	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
22	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Email : lmccarthy@nwcc.edu Fax : 1-662-280-6161 Career Services	N	0
23	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0
24	RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone : 662-252-8000 EXT 44081 Email : ejones@rustcollege.edu Fax : 1-662-252-8993 ANGELA WILLIAMS PEGUES	N	0
25	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : bdjohnson@southwest.tn.edu Fax : 1-901-333-5926 Career Services	N	0
26	Station Website Posting (navigation link to corporate careers website)	N	1
27	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Email : ucc@strayer.edu Fax : 1-901-565-9400 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
28	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Email : workforce@tcatmemphis.edu Career Services	N	0
29	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 9015432904 Email : stanley.robinson@tcatmemphis.edu Fax : 1-901-543-6133 Stanley Robinson	N	0
30	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Email : brenda@tabtn.org Career Services	N	0
31	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
32	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Email : Christy@career.olemiss.edu Fax : 1-662-915-7759 Christy Wright	N	0
33	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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35	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
36	ZipRecruiter - Not directly contacted by SEU	N	1
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	9/11/2024	Participation in events sponsored by organizations representing the community	On September 11, 2024, our SEU sponsored and attended the Mid-South Minority Business Consortium's annual Economic Development Forum in Memphis. Our Market President served as a panel speaker at Power Breakfast where she addressed the pace of change in radio being fueled by technology, market dynamics, evolving consumer behavior, and how this is all understood and supported by iHeartMedia and our ability to connect the businesses to the consumer and vice versa. She also led a panel training on ChatGPT and its benefits to business' integration. As a sponsor, the SEU had a booth and was able to speak to event attendees about careers in broadcasting and Media sales positions at the Memphis office. Our Outside Account Executives also attended this event.	4	Market President Outside Account Executive Outside Account Executive Outside Account Executive
2	9/12/2024	Participation in events sponsored by organizations representing the community	On September 12, 2024, our Senior Vice President of Programming attended the South Minority Business Consortium's annual Economic Development Forum. She led a seminar for Youth titled Embracing Next Gen Tech. She discussed the evolution of broadcasting and radio, highlighting her career path and her current role at iHeart Media, discussed careers in broadcasting, and the future of radio. Lastly, she conducted a brief Q&A session.	1	SVP of Programming

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	12/12/2024	Participation in events sponsored by organizations representing the community	On December 12, 2024, our SEU sponsored and attended the “Jump Start the New Year: Thrive in 2025” Quarterly Senior Expo. The purpose of the event is to service the needs of senior adults in the community. Our Account Executive discussed with the participants how to stay connected to broadcast via technology and all the ways to utilize and leverage the iHeartRadio app which reintroduced our Memphis Talent, local stations, and events to the community. She handed out station information and answered questions about careers in broadcasting.	1	Outside Account Executive
4	2/18/2025	Participation in Job Fairs	On February 18, 2025, our SEU participated in the University of Memphis Spring Kemmons Wilson School Career Fair, held on-campus at the University of Memphis. The SEU’s Market President and Promotion Events Support disseminated information on job opportunities, accepted resumes and spoke with attendees about careers in broadcasting, media sales, and promotions/events jobs for Memphis iHeartMedia.	2	Market President Promotion Events Support
5	3/24/2025	Participation in events or programs sponsored by educational institutions	On March 24, 2025, our SEU participated in the University of Memphis Tiger Takeover at Freedom Prep School. The SEU’s Market President spoke with attendees about careers in broadcasting and disseminated information on job opportunities. The University of Memphis set up this event to recruit Senior students to their university. Our SEU was one of the businesses they utilized to talk with students about career paths and the educational requirements required to work in broadcasting and how that path can be obtained through UoM degreed programs.	1	Market President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/25/2025	Participation in events or programs sponsored by educational institutions	On March 25, 2025, our SEU participated in the University of Memphis Tiger Takeover at Ridgeway High School. The SEU's Market President spoke with attendees about careers in broadcasting and disseminated information on job opportunities. The University of Memphis set up this event to recruit Senior students to their university. Our SEU was one of the businesses they utilized to talk with students about career paths and the educational requirements required to work in radio and how that path can be obtained through UoM degreed programs.	1	Market President
7	3/27/2025	Participation in Job Fairs	On March 27, 2025, our SEU participated in the Lane College Spring 2025 Career & Health Fair in Jackson, TN. The SEU's Market President and Part-Time Promotions Event Support, spoke to graduating Seniors and Juniors to share open job opportunities, accepted resumes, and spoke with attendees about career paths available throughout the country with iHeartMedia. We shared our www.iheartmedia.com/careers website and encouraged students to explore the different opportunities in broadcasting.	2	Market President Promotion Events Support