

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

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	1-42	22
Outside Account Executive	1-42	16
Outside Account Executive	1-42	14

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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	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Carla Williams Manual Posting	N	0
2	Arkansas State University - Jonesboro P.O. Box 1930 Jonesboro, Arkansas 72467 Phone : 870-972-3454 Pamela Graham Manual Posting	N	0
3	Athens State College Career Office 300 North Beaty Street Athens, Alabama 35611 Phone : 256-233-8140 Url : www.athens.edu Career Services Manual Posting	N	0
4	Belhaven University 1790 Kirby Parkway Suite 100 Germantown, Tennessee 38138-7452 Phone : 9019688995 Url : www.collegecentral.com/belhaven Career Services Manual Posting	N	0
5	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
6	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

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7	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
8	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
9	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
10	Employee Referral	N	1
11	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Email : shannigan@harding.edu Career Services	N	0
12	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
13	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

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14	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
15	iHM Human Capital Acquisition	N	2
16	Indeed.com - Not directly contacted by SEU	N	3
17	Instagram - Not directly contacted by SEU	N	1
18	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Email : hrservices@jsums.edu Lavenita Cottrell	N	0
19	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0
20	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Email : ktate@lanecollege.edu Career Services	N	0
21	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

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22	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	3
23	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
24	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
25	Mississippi State University Connections The Career Center , Tennessee Phone : 1-662-325-7975 Email : career@career.msstate.edu Career Services	N	0
26	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis.chapter@nbmbaa.org Career Services	N	0
27	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	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	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
29	On-Air Announcement (One or More SEU Stations)	N	1
30	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Email : express@rhodes.edu Fax : 1-901-843-3435 Career Services Prong 2 Ended Date: 5/19/2025	N	0
31	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
32	Station Website Posting (navigation link to corporate careers website)	N	1
33	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
34	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Email : workforce@tcatmemphis.edu Career Services	N	0

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35	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
36	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
37	University of Arkansas at Pine Bluff P.O. Box 4975 - 1200 N. University Drive Pine Bluff , Arkansas Phone : (870) 575-8461 Mary Jones Manual Posting	N	0
38	University of Memphis , Tennessee Career Services Manual Posting	N	0
39	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
40	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
41	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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42	www.mediagignow.com 625 West Adams St. Suite 20-110 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:			14

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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	4/15/2025	Participation in events sponsored by organizations representing the community	On April 15, 2025, our SEU attended A Spring Morning in the Garden is a Senior Expo hosted by The Best Times magazine at the Memphis Botanic Garden with 45+ businesses specializing in senior care, finance, health, entertainment, etc. The purpose of the event is to service the needs of senior adults in the community. Our Outside Account Executive discussed with 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 also handed out station information and answered questions about careers in broadcasting.	1	Outside Account Executive
2	7/2/2025	Participation in events sponsored by organizations representing the community	On July 2, 2025, the SEU visited Trap Fusion in Memphis to speak with a group of students participating in a project management internship program. During this visit, the SEU's Promotions Event Planner spoke about her career path, her current role at iHeartMedia, and career opportunities within the company, including internships. Students were able to engage in a Q&A session and ask questions about broadcasting, promotions, and professional growth at iHeartMedia.	1	Promotions Event Planner

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3	9/11/2025	Participation in events sponsored by organizations representing the community	On September 11, 2025, our SEU's Senior Vice President of Programming attended and served as a facilitator at the Mid-South Business Continuum's Economic Development Forum during the breakout session titled 2G: MPower Seminar – Next Gen Memphis: Building Tomorrow's Tech, Today. She spoke with attendees from local colleges about her career path in broadcasting and her current role at iHeartMedia. She discussed how emerging and evolving technologies can be leveraged in modern broadcast and digital media roles and highlighted the wide range of career opportunities available in the media industry, specifically within the digital arena.	1	SVP of Programming
4	9/22/2025	Participation in events sponsored by organizations representing the community	On September 22, 2025, iHeartMedia Memphis hosted a station tour for high school students from Middle Tennessee High School participating in the Communications program. The students received a behind-the-scenes look at our broadcast operations. During the visit, our On-air Talent, Senior Vice President of Programming and Senior Account Executive shared their career journeys, discussed job opportunities in radio, and conducted a Q&A session to engage and inform the students about careers in broadcasting.	4	Senior Vice President of Programming On-Air Talent Senior Account Executive
5	11/12/2025	Participation in events sponsored by organizations representing the community	On November 12, 2025, our SEU attended the Jumpstart the New Year Senior Expo at the Cox Community Center. The purpose of the event is to service the needs of senior adults in the community. Our Outside Account Executive discussed with 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 also handed out station information and answered questions about careers in broadcasting.	1	Outside Account Executive

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6	12/10/2025	Participation in events sponsored by organizations representing the community	On December 10, 2025, Senior Vice President of Programming served as a speaker on a panel during Memphis Association of Black Journalists Holiday Mixer. She addressed topics such as her career path in broadcasting, how to break into the broadcast industry, and spoke with aspiring journalists on mentorship afterwards.	1	SVP of Programming
7	3/26/2026	Participation in events or programs sponsored by educational institutions	On March 26, 2026, our Market President and Senior Account Executive participated in the Lane College Career Fair in Jackson, TN. They engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	2	Market President Senior Account Executive
8	3/30/2026	Provision of training to management	On March 25, 2026, our SEU's Senior Vice President of Programming took the Becoming Conscious of Unconscious Bias training course provided by iHeartMedia Learning Center. The course explores how subtle, unintentional biases can impact workplace culture and provides tools to recognize and address them.	1	SVP of Programming