

WLAC, WNRQ, WRVW, WSIX-FM, WUBT
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	1-35	7
Outside Account Executive	1-35	14
Outside Account Executive	1-35	13
Outside Account Executive	1-35	31
Outside Sales Account Executive	1-3, 5-12, 14-20, 22-23, 25-30, 32-35	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	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : careerdevelopment@belmont.edu Career Services	N	0
2	Chattanooga State Community College 4501 Amnicola Highway Chattanooga, Tennessee 37406 Phone : 423-697-2417 Career Services Manual Posting	N	0
3	Cleveland State Community College 3535 Adkisson Drive Cleveland, Tennessee 37312 Phone : 423-472-7141 Email : kfrank01@clevelandstatecc.edu Career Services	N	0
4	Columbia Southern University 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services Prong 2 Ended Date: 4/3/2025	N	0
5	Columbia State Community College 1665 Hampshire Highway Columbia, Tennessee 38401 Phone : 931-286-3316 Email : ljent1@cumbiastate.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	2

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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	1
11	Indeed.com - Not directly contacted by SEU	N	3
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : genemckay@insideradio.com Tom English	N	0
13	Job/Career Fair - See Section III	N	1
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	6

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15	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Career Services Manual Posting	N	0
16	Middle Tennessee Career Center 621 Mainstream Drive Suite 210 Nashville, Tennessee 37228 Career Services Manual Posting	N	0
17	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Career Services Manual Posting	N	0
18	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615-353-3305 Email : jill.ferrand@nscc.edu Career Services	N	0
19	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : nashvillenabj@gmail.com Calvin Gilbreath	N	0
20	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
21	Non-Employee Referral	N	3

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22	Northeast State Community College 2425 Highway 75 Blountville, Tennessee 37748 Phone : 423-323-0226 Career Services Manual Posting	N	0
23	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0
24	Roane State Community College 276 Patton Lane Harriman, Tennessee 37748 Phone : 865-354-3000 Email : marsalisje@roanestate.edu Joyce Marsalis	N	0
25	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Career Services Manual Posting	N	0
26	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
27	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Career Services Manual Posting	N	0

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28	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Career Services Manual Posting	N	0
29	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
30	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Career Services Manual Posting	N	0
31	Unknown (source not adequately identified upon inquiry by SEU)	N	3
32	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Career Center Manual Posting	N	0
33	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
34	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

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35	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:			19

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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	9/30/2025	Participation in events or programs sponsored by educational institutions	On September 30, 2025, our SEU's Program Director/On-Air Talent served as a guest speaker at the Dream Builders Event at Jere Baxter Middle School. During the session, he shared insights into his personal career path in broadcasting and discussed his current role at iHeartMedia. He provided guidance on pathways to careers in broadcasting and highlighted various opportunities available within the industry, inspiring attendees to explore media and broadcasting professions. The visit concluded with a Q&A session, giving students the chance to ask questions and gain further insight into the field.	1	Program Director/On-Air Talent
2	3/20/2026	Participation in events sponsored by organizations representing the community	On March 20, 2026, Our SEU at iHeartMedia Nashville hosted Michigan State University's marketing association for a tour of offices. Our Metro President, Vice President of Sales, and On-Air Talent were on a panel where they gave a presentation on iHeartMedia's offerings and a review of the available positions within iHeartMedia, not only locally, but nationally.	3	Metro President VP of Sales On-Air Talent
3	3/23/2026	Participation in events or programs sponsored by educational institutions	On March 23, 2026, our SEU's Vice President of Sales and Outside Account Executive participated in Belmont University's Entertainment Industry Career Fair. They engaged with job seekers, discussed career paths in broadcasting and radio, and promoted full-time, part-time, and internship opportunities available at iHeartMedia.	2	VP of Sales Outside Account Executive
4	3/25/2026	Provision of training to management	On March 25, 2026, our SEU's Vice President of Sales 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	VP of Sales

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5	3/31/2026	Participation in Job Fairs	On March 31, 2026, our Metro President participated in the 2026 Nashville Area Career Fair. He engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	Metro President