

WLAC, WNRQ, WRVW, WSIX-FM, WUBT
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Traffic Manager Open Date: 3/1/2018 Hire Date: 4/2/2018	2-3, 8-11, 17, 20, 24	10
Digital Planner Open Date: 3/7/2018 Hire Date: 4/30/2018	2-3, 8-11, 13, 17, 20, 24	10
Sales Assistant Open Date: 4/13/2018 Hire Date: 5/7/2018	2-3, 5, 8-10, 13, 17, 20, 24	10
Promotion Events Planner Open Date: 5/3/2018 Hire Date: 8/20/2018	1-4, 6-11, 13-24	4
General Sales Manager Open Date: 5/7/2018 Hire Date: 8/20/2018	2-6, 8-14, 17, 19-20, 23-24	13
Account Executive - Nashville Open Date: 7/20/2018 Hire Date: 12/17/2018	3, 5, 8-10, 13-14, 16-18, 20, 23-24	5
Account Executive Open Date: 12/10/2018 Hire Date: 1/2/2019	3, 5, 8-9, 13-14, 17, 20, 23	5
Digital Project Manager Open Date: 1/18/2019 Hire Date: 2/11/2019	3-4, 8-11, 13-14, 17, 20, 23-24	4

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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 About Country 311 East Center Avenue Lake Bluff , Illinois None Non Manual Posting	N	0
2	All Access Tennessee Url : www.allaccess.com Career Services Manual Posting	N	0
3	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Career Services Manual Posting	Y	0
4	Current Employee - Transfer/Promotion	N	3
5	Employee Referral	N	4
6	Exigent Circumstances Nashville, Tennessee n/a n/a Manual Posting	N	0
7	Experience.com Boston, Massachusetts career services Manual Posting	N	0
8	Fisk University 1000 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8500 Career Services Manual Posting	Y	0
9	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

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10	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	3
11	Inside Radio Texas Phone : 800-640-8852 Gene McKay Manual Posting	N	0
12	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-758-3337 Dawn Key Manual Posting	N	0
13	Linkedin online Nashville, Tennessee online online Manual Posting	N	2
14	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Career Services Manual Posting	N	0
15	Middle Tennessee Career Center 621 Mainstream Drive Suite 210 Nashville, Tennessee 37228 Career Services Manual Posting	N	0
16	Middle Tennessee State University PO Box 2 Murfreesboro, Tennessee 37132 Phone : 615-898-4698 Martha Turner Manual Posting	N	0

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17	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Aimee Carter Manual Posting	Y	0
18	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Career Services Manual Posting	N	0
19	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Career Services Manual Posting	N	0
20	The Art Institute of Tennessee 100 Centerview Drive Suite 250 Nashville, Tennessee 37214 Tiffany Speights Manual Posting	Y	0
21	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
22	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 ces ces Manual Posting	N	0
23	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Career Center Manual Posting	N	0

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24	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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	8/23/2018	Co Sponsoring Job Fair	On August 23, 2018, our SEU Cohosted a job fair at Airport Marriot with Job News Nashville. Station participants included one GSM and one Senior AE who fielded resumes and discussed broadcast opportunities with attendees. Approximately 150 people attended.	2	GSM Senior AE
2	2/11/2019	Participation in events or programs sponsored by educational institutions	On February 11, 2019, our SEU hosted a tour for Media Students from Texas A&M. The 15 attendees learned about career opportunities in broadcasting by observing the artist performance space, viewing an in-studio demo and participating in a 30 minutes Q&A followed by a station tour. This was led by our Senior VP of Programming.	1	Sr. VP of Programming
3	2/14/2019	Participation in events or programs sponsored by educational institutions	On February 14, 2019, our SEU hosted a tour for students from the University of South Alabama Radio and Television Broadcast School. The 12 attendees learned about career opportunities in broadcasting by observing the artist performance space, viewing an in-studio demo, Q&A and a station tour. This was led by Senior Program Director.	1	Sr. Program Director
4	2/20/2019	Co Sponsoring Job Fair	On February 20, 2019, our SEU Cohosted a job fair at Trevecca Nazarene University with Job News Nashville. Station participants included one GSM and one Senior AE who fielded resumes and discussed broadcast opportunities with attendees. Approximately 100 people attended.	2	GSM Senior AE