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December 18, 2023

**VIA E-MAIL & POSTING TO  
FCC ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission

Re: Response to Broadcast EEO Audit Letter  
WSIX-FM, Nashville, TN (Fac. ID# 59815)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of WSIX-FM, Nashville, Tennessee (Fac. ID# 59815), as well as the commonly owned stations in the Nashville, Tennessee station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of October 30, 2023 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080 ("Audit Letter").<sup>1</sup> Per your request, this submission consists of a sworn statement by Dan Endom, Market President with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully Submitted,



Meredith G. Singer

cc: Lynn Kalagian (FCC) (*via email*)

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<sup>1</sup> The SEU received an extension to and through December 22, 2023 to submit its response.

## DECLARATION OF DAN ENDOM, MARKET PRESIDENT

I, Dan Endom, hereby declare as follows:

1. I am a Market President for iHM Licenses, LLC, the licensee of WSIX-FM, Nashville, Tennessee (Fac. ID No. 59815), which is part of a station employment unit based in Nashville, Tennessee and which includes WRVW(FM), Lebanon, Tennessee (Fac ID No. 59824); WLAC(AM), Nashville, Tennessee (Fac. ID No. 34391); WNRQ(FM), Nashville, Tennessee (Fac. ID No. 34392); and WUBT(FM), Russellville, Kentucky (Fac. ID No. 34387) (the “SEU” or “Unit”). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, “iHeartMedia”). This Statement and relevant attachments are being submitted in response to the October 30, 2023 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: <https://thebig98.iheart.com/> (WSIX-FM), <https://1075theriver.iheart.com/> (WRVW(FM)), <https://wlac.iheart.com/> (WLAC(AM)), <https://1059therock.iheart.com/> (WNRQ(FM)), <https://1011thebeat.iheart.com/> (WUBT(FM)). A copy of the current EEO Public File Report is included on or linked to each of these websites.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B in addition to announcements sent to those sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in 47 C.F.R. § 73.2080(c)(1)(ii).
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit’s performance of four points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 37 full-time employees and at least one of our stations is located in a market with a population of more

than 250,000. Accordingly, the SEU is required to perform at least two points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 3(e) of the EEO Audit Letter, the licensee is aware of the following complaint(s) alleging unlawful discrimination in the employment practices of one or more stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

A claim alleging sex and age discrimination and retaliation was dual-filed against the licensee of the station by Dorene Matthews with the U.S. Equal Employment Opportunity Commission (EEOC) and the Tennessee Human Rights Commission on September 5, 2019. *See* EEOC Case No. 494-2019-02874. The EEOC issued a Dismissal and Notice of Rights on September 3, 2020. Matthews subsequently filed suit with the U.S. District Court for the Middle District of Tennessee, Nashville Division on November 30, 2020. *See* Case No. 3:20-cv-01027. The matter was settled via party negotiations on May 28, 2021.

A claim alleging sex and age discrimination and retaliation was dual-filed against the licensee of the station by Mariellen Hale with the U.S. Equal Employment Opportunity Commission and the Tennessee Human Rights Commission on September 5, 2019. *See* EEOC Case No. 494-2019-02873. The EEOC issued a Dismissal and Notice of Right on September 3, 2020. Hale filed suit on her claims with the U.S. District Court for the Middle District of Tennessee, Nashville Division on November 30, 2020. *See* Case No. 3:20-cv-01027. The matter was settled via party negotiations on May 27, 2021.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that iHM Licenses, LLC deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the “Recruitment Plan” or “Plan”) in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR’s department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC’s EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, I work with our SEU’s Senior Vice President of Programming, Senior Vice President of Sales, and Area Finance Director to oversee the SEU’s day-to-day EEO compliance efforts, including recordkeeping and compliance monitoring. Together, this team oversees our engagement in recruitment initiatives manages our master recruitment source list.

We frequently evaluate our master recruitment source list to make sure that we continue to reach a broad section of the community. I also oversee our SEU's implementation of and compliance with iHeartMedia's EEO policies and procedures. This SEU's EEO compliance measures include identifying efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with an opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU also includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices. Further, this SEU regularly reviews and updates its master recruitment source list to ensure that our job vacancy notifications are reaching a broad cross-section of our local community. We also offer training programs to management-level employees as to methods of ensuring equal employment opportunities and frequently participate in programming in the community to increase awareness of career opportunities in broadcasting. We also partner with local educational institutions to promote careers in broadcasting and help develop talent for future positions.

11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: December 15, 2023

[SIGNATURE PAGE FOLLOWS]



**SIGNATURE PAGE TO  
DECLARATION OF Dan Endom, MARKET PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in cursive script, appearing to read "Dan Endom", is written above a horizontal line.

Dan Endom

**TAB A**

**EEO PUBLIC FILE REPORTS**

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**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
CHR Mornings Co-Host in Nashville	2, 8-9, 11-14, 20-21, 25, 27-29, 31-33, 36	9
Classic Rock Morning Talent in Nashville	1-2, 8-9, 11-15, 20-21, 25, 27-29, 31- 33, 36	32
Digital Focused Sales Professional in Music City	1-2, 7-9, 11-12, 14-15, 17, 20-21, 25, 28-29, 31-33, 36	15
Digital Focused Sales Professional in Music City	1-2, 7-9, 11-12, 14-15, 17, 20-21, 25, 28-29, 31-33, 36	7
Digital Focused Sales Professional in Music City	1-2, 7-9, 11-12, 14-15, 17, 20-21, 25, 28-29, 31-33, 36	7
Digital Focused Sales Professional in Music City	1-2, 7-9, 11-12, 14-15, 17, 20-21, 25, 28-29, 31-33, 36	11
Project Manager, Sales	1-2, 8-9, 11-12, 14, 17, 20-22, 25, 27- 29, 31, 33, 36	9
Account Executive	1-12, 14, 16-21, 23-30, 32-36	7

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT  
EEO PUBLIC FILE REPORT**

**April 1, 2021 - March 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access , Tennessee Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	1
2	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : careerdevelopment@belmont.edu Career Services	Y	0
3	Chattanooga State Community College 4501 Amnicola Highway Chattanooga, Tennessee 37406 Phone : 423-697-2417 Email : brian.evans@chattanoogaastate.edu Career Services	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@dsccl.edu Career Services	N	0
7	Employee Referral	N	6

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT  
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**April 1, 2021 - March 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	8
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	7
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Tom English	N	0
13	Internal Candidate	N	3
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : <a href="mailto:ecarkuff@memphis.edu">ecarkuff@memphis.edu</a> Beth Simpson	N	0
15	LinkedIn - Not directly contacted by SEU	N	3
16	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	12

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT  
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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : allison.west@lipscomb.edu Career Services	N	0
18	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Email : browe@mscc.edu Career Services	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	On-Air Announcement (One or More SEU Stations)	N	1
23	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT  
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**April 1, 2021 - March 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
24	Roane State Community College 276 Patton Lane Harriman, Tennessee 37748 Phone : 865-354-3000 Email : FearnAO@roanestate.edu Career Services	N	0
25	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
26	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Email : iricelli@southwest.tn.edu Career Services	N	0
27	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Email : brenda@tabtn.org Fax : 1-615-365-1842 Career Services	N	0
28	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
29	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	N	0
30	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT  
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**April 1, 2021 - March 31, 2022**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Email : ces@memphis.edu Career Services	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	7
33	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : careercenter@vanderbilt.edu Career Center	N	0
34	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
35	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
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</b>



**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/2/2021	Participation in Job Fairs	On August 2, 2021, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. Our SEU spoke with attendees about career opportunities in the broadcasting industry generally, and openings at our SEU in particular. SEU participants encouraged attendees to apply for positions online.	1	Area Senior Vice President of Sales
2	2/14/2022	Provision of training to management	In February, 2022 our SEU's Market 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	Market President

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
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**April 1, 2022 - March 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-32	7

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	Y	0
3	Chattanooga State Community College 4501 Amnicola Highway Chattanooga, Tennessee 37406 Phone : 423-697-2417 Email : brian.evans@chattanoogaastate.edu Career Services	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@dsccl.edu Career Services	N	0
7	Employee Referral	N	4

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	2
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Tom English	N	0
13	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : <a href="mailto:ecarkuff@memphis.edu">ecarkuff@memphis.edu</a> Beth Simpson	N	0
14	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	12

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT  
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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : allison.west@lipscomb.edu Career Services	N	0
16	Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Email : browe@mscc.edu Career Services	N	0
17	Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615-353-3305 Email : jill.ferrand@nscc.edu Career Services	N	0
18	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : nashvillenabj@gmail.com Calvin Gilbreath	N	0
19	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
20	Pellissippi State Community College 10915 Hardin Valley Road Knoxville, Tennessee 38101 Phone : 865-354-3000 Email : eross@pstcc.edu Career Services	N	0
21	Roane State Community College 276 Patton Lane Harriman, Tennessee 37748 Phone : 865-354-3000 Email : FearnAO@roanestate.edu Career Services	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
23	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Email : iricelli@southwest.tn.edu Career Services	N	0
24	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Email : brenda@tabtn.org Fax : 1-615-365-1842 Career Services	N	0
25	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
26	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	N	0
27	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	1

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT  
EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : careercenter@vanderbilt.edu Career Center	N	0
30	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
31	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
32	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/19/2022	Participation in events sponsored by organizations representing the community	On April 19, 2022, our SEU hosted members from the Honor Foundation to discuss career paths in broadcasting. Attendees were encouraged to apply for open positions at our SEU and, as a special topic, we discussed how to transition service members from the armed forces into careers in the private sector.	1	Area President
2	4/19/2022	Participation in events sponsored by organizations representing the community	On April 19, 2022, our SEU attended a networking event for the Honor Foundation at the Gibson Garage in Nashville. The networking event focused on introducing service members to C-Suite and HR leaders from the Nashville business community. SEU participants, including our Vice President of Sales and Area President spoke with attendees about career opportunities in broadcasting and the skills needed to succeed in the industry.	2	Area President Area president of sales
3	8/2/2022	Participation in events or programs sponsored by educational institutions	On August 2, 2022, our SEU hosted a student from Summit High School as a job shadow. As part of the program, the student learned about the day-to-day activities of our SEU's Program Director and learned about different career paths in the broadcasting industry.	1	Program Director
4	8/7/2022	Participation in events or programs sponsored by educational institutions	On several occasions throughout the reporting period, our SEU participated as a guest lecturer at several local area schools. During the events, our SEU's On-Air Talent and Program Director spoke with students about their career paths and the career opportunities available in the broadcasting industry generally and at iHM in particular.	2	Program Director On-Air Talent On-Air Talent
5	8/10/2022	Participation in events sponsored by organizations representing the community	On August 10, 2022, our SEU's On-Air Talent participated as a guest lecturer on a panel hosted by the Morning Show Boot Camp. The panel discussed career paths, employment issues, and career opportunities available in the broadcasting industry.	1	On Air Talent



# WLAC, WNRQ, WRVW, WSIX-FM, WUBT EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	9/26/2022	Participation in Job Fairs	On September 26, 2022, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. Our SEU spoke with attendees about career opportunities in the broadcasting industry generally, and openings at our SEU in particular. SEU participants encouraged attendees to apply for positions online.	1	talent acquisition partner
7	11/22/2022	Participation in events or programs sponsored by educational institutions	On November 22, 2022, our SEU hosted students from Western Kentucky University for a station tour. SEU participants, including our Digital Project Manager, spoke with students about open positions at our SEU and the skills needed to succeed in the broadcasting industry.	1	Digital project manager
8	2/23/2023	Provision of training to management	In February, 2023, our SEU's Finance director 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	Finance director
9	3/1/2023	Participation in events or programs sponsored by educational institutions	On March 1, 2023, our SEU participated in the Career Day at the Jordan School in Brentwood, Tennessee. Our SEU's Executive VP of Programming and Strategy spoke with students about his career path, answered questions about what makes his job unique, the skills needed to succeed in the industry, and the educational credentials necessary to secure employment in broadcasting.	1	Executive VP programming strategy
10	3/21/2023	Participation in Job Fairs	Beginning on March 21, 2023, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. SEU participants, including our Senior Vice President of Sales, spoke with attendees about different career paths in the broadcasting industry and encouraged participants to apply for open positions at our SEU.	1	Area Senior Vice President of Sales

**TAB B**

**VACANCY DOCUMENTATION**

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### CHR Mornings Co-Host in Nashville

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 4/26/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
2	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : careerdevelopment@belmont.edu Career Services	Y	0
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
11	Indeed.com - Not directly contacted by SEU	N	1
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : genemckay@insideradio.com Tom English	N	0
13	Internal Candidate	N	1
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### CHR Mornings Co-Host in Nashville

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 4/26/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
25	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
27	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
28	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
29	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	N	0

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Vacancy Data Form****CHR Mornings Co-Host in Nashville**

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 4/26/2021

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS</b>
31	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Email : ces@memphis.edu Career Services	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	4
33	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : careercenter@vanderbilt.edu Career Center	N	0
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</b>

## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for CHR Mornings Co-Host in Nashville

Position: CHR Mornings Co-Host in Nashville

Hire Date: April 26, 2021

This report, generated by Broadcast1Source, verifies that WLAC, WNRQ, WRVW, WSIX-FM, WUBT used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

iHeartMedia Stations

#### Job Summary:

The high-profile Woody & Jim show in Nashville, TN is searching for a new co-host that can help take the show to the next level. Must be engaging, relatable, and compelling to a CHR demo, be a voracious follower of pop culture trends, and have exceptional social media skills.

#### Responsibilities

- Performs news, talk, music, comedic or other format shows or program for broadcast entertainment.
- Establishes relationship with listeners by providing entertainment and/or information of interest consistent with format, genre, and targeted demographic audience.
- Interviews guests, moderates debates, converses with callers, and hosts live events.
- Adheres to all guidelines, policies and procedures of the station, iHeartMedia, the FCC and all other federal, state and local laws, including policies and procedures regarding indecency and obscenity.
- Prepares for an air shift using creativity, imagination and exercise of independent professional judgment in writing, producing, interviewing, taping or broadcasting on-air material.
- Ensures logged commercials, promotions and any other programming essential to the stations operation are

## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for CHR Mornings Co-Host in Nashville

aired.

- Maintains a website personality page.
- Participates in required station Programming, Promotions, and Sales staff meetings and events.
- Makes regular approved appearances at paid and non-paid station events; serves as ambassador for the radio station(s) when out in public.
- Executes only the interviews and events on air that are approved by Program Director; follows designated show format.
- Assists with voice over and production of paid and non-paid spots required to run on the station.
- Serves as primary creative voice and directs support staff of show.
- Researches and gains knowledge of subject matter that facilitates speaking extemporaneously and providing immediate non-scripted analysis/commentary.
- Finalizes content using digital audio editing software.
- Prepares written content, visual images, audio material and video footage for websites, blogs, or other social media platforms.
- Checks studio equipment for proper functioning and notifies Engineering of technical malfunctions affecting quality of the broadcast.
- Handles emergency inserts (e.g. news updates and breaking stories, emergencies, alert system tests, etc.); is on call for possible disasters, breaking news, or acts of nature.

#### Qualifications

- Proficient in Microsoft Office suite and social networking
- Proficient in media production and broadcast systems; familiar with NexGen, Vox Pro, and Pro Tools
- Strong knowledge of all FCC rules and regulations
- Socially informed and perceptive; up-to-date and in tune daily with the local and national trends and/or specialized knowledge of topics/events related to on-air discussions
- Demonstrated upbeat personality, informative, entertaining and engaging on the air; able to relate to station audience
- Pleasant, charismatic and well-controlled voice; excellent pronunciation
- Excellent verbal and written communication and editing skills; proficient in grammar; ability to make others feel comfortable and open up on air

## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for CHR Mornings Co-Host in Nashville

- Demonstrated creativity and imagination
- Able to maintain composure when faced with difficult situations and personalities
- Can work well in a team environment; collaborative
- Able to adapt to changes in schedules and maintain composure in a fast-paced environment with short deadlines
- May require other language proficiency, e.g., Spanish
- Video/audio editing experience preferred

#### Work Experience

- Audio demo of on-air interviews, commentary, announcements, etc.

#### Certifications

- None required

#### Location

Nashville, TN: 55 Music Square West, Floors 1 and 2, 37203

#### Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

#### Requirements:

#### Experience:



**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**

**Fax and E-mail verification summary report for CHR Mornings Co-Host in Nashville**

**Additional Information:**

**Contact:**

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Nashville-TN-Music-Square/CHR-Mornings-Co-Host-in-Nashville\\_Req22859](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Nashville-TN-Music-Square/CHR-Mornings-Co-Host-in-Nashville_Req22859)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Erick Espinosa at [erickespinosa@iheartmedia.com](mailto:erickespinosa@iheartmedia.com)

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Fax and E-mail verification summary report for CHR Mornings Co-Host in Nashville**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>2</b>	<b>Belmont College</b> E-mail: careerdevelopment@belmont.edu	Sent: 1/13/2021 9:10:04 PM
<b>12</b>	<b>Inside Radio</b> E-mail: genemckay@insideradio.com	Sent: 1/13/2021 9:10:02 PM
<b>14</b>	<b>Lambuth University</b> E-mail: ecarkuff@memphis.edu	Sent: 1/13/2021 9:10:04 PM
<b>20</b>	<b>National Association of Black Journalists</b> E-mail: nashvillenabj@gmail.com	Sent: 1/13/2021 9:10:07 PM
<b>21</b>	<b>National Hispanic Media Coalition</b> E-mail: info@nhmc.org	Sent: 1/13/2021 9:10:06 PM
<b>25</b>	<b>South University - Columbia</b> E-mail: careerservices@columbiasouthern.edu	Sent: 1/13/2021 9:10:03 PM
<b>27</b>	<b>Tennessee Association of Broadcasters</b> Fax: 1-615-365-1842	Sent: 1/14/2021 3:01 AM
<b>28</b>	<b>Tennessee State University</b> E-mail: aduke2@tnstate.edu	Sent: 1/13/2021 9:10:04 PM
<b>29</b>	<b>Tennessee Tech University</b> E-mail: career@tntech.edu	Sent: 1/13/2021 9:10:05 PM
<b>31</b>	<b>University of Memphis</b> E-mail: ces@memphis.edu	Sent: 1/13/2021 9:10:06 PM
<b>33</b>	<b>Vanderbilt University Career Center</b> E-mail: careercenter@vanderbilt.edu	Sent: 1/13/2021 9:10:05 PM
<b>36</b>	<b>www.mediagignow.com</b> E-mail: customerservice@mediagignow.com	Sent: 1/13/2021 9:10:02 PM

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Classic Rock Morning Talent in Nashville

Recruitment source referring hiree: Unknown (source not adequately identified upon inquiry by SEU)

Date of hire: 4/5/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	All Access Tennessee Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	1
2	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : <a href="mailto:careerdevelopment@belmont.edu">careerdevelopment@belmont.edu</a> Career Services	Y	0
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
11	Indeed.com - Not directly contacted by SEU	N	2
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Tom English	N	0
13	Internal Candidate	N	2

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Classic Rock Morning Talent in Nashville

Recruitment source referring hiree: Unknown (source not adequately identified upon inquiry by SEU)

Date of hire: 4/5/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0
15	LinkedIn - Not directly contacted by SEU	N	1
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
25	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
27	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Email : brenda@tabtn.org Fax : 1-615-365-1842 Career Services	N	0

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Vacancy Data Form****Classic Rock Morning Talent in Nashville**Recruitment source referring hiree: **Unknown (source not adequately identified upon inquiry by SEU)**

Date of hire: 4/5/2021

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS</b>
28	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
29	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	N	0
31	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Email : ces@memphis.edu Career Services	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	1
33	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : careercenter@vanderbilt.edu Career Center	N	0
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**Fax and E-mail verification summary report for Classic Rock Morning Talent in Nashville**

**Position: Classic Rock Morning Talent in Nashville**

**Hire Date: April 5, 2021**

This report, generated by Broadcast1Source, verifies that WLAC, WNRQ, WRVW, WSIX-FM, WUBT used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

iHeartMedia Stations

**Job Summary:**

We're hiring for a local morning talent to be the face of 105.9 the Rock in Nashville! If you're looking for an opportunity to grow your career and thrive in one of the fastest growing cities in America, this is it. Must be a creative, driven on-air storyteller with strong social media skills and the ability to create compelling, repeatable content both on-air and online.

**Responsibilities**

- Performs news, talk, music, comedic or other format shows or program for broadcast entertainment.
- Establishes relationship with listeners by providing entertainment and/or information of interest consistent with format, genre, and targeted demographic audience.
- Interviews guests, moderates debates, converses with callers, and hosts live events.
- Adheres to all guidelines, policies and procedures of the station, iHeartMedia, the FCC and all other federal, state and local laws, including policies and procedures regarding indecency and obscenity.
- Prepares for an air shift using creativity, imagination and exercise of independent professional judgment in

## **WLAC, WNRQ, WRVW, WSIX-FM, WUBT**

### **Fax and E-mail verification summary report for Classic Rock Morning Talent in Nashville**

writing, producing, interviewing, taping or broadcasting on-air material.

- Ensures logged commercials, promotions and any other programming essential to the stations operation are aired.
- Maintains a website personality page.
- Participates in required station Programming, Promotions, and Sales staff meetings and events.
- Makes regular approved appearances at paid and non-paid station events; serves as ambassador for the radio station(s) when out in public.
- Executes only the interviews and events on air that are approved by Program Director; follows designated show format.
- Assists with voice over and production of paid and non-paid spots required to run on the station.
- Serves as primary creative voice and directs support staff of show.
- Researches and gains knowledge of subject matter that facilitates speaking extemporaneously and providing immediate non-scripted analysis/commentary.
- Finalizes content using digital audio editing software.
- Prepares written content, visual images, audio material and video footage for websites, blogs, or other social media platforms.
- Checks studio equipment for proper functioning and notifies Engineering of technical malfunctions affecting quality of the broadcast.
- Handles emergency inserts (e.g. news updates and breaking stories, emergencies, alert system tests, etc.); is on call for possible disasters, breaking news, or acts of nature.

#### Qualifications

- Proficient in Microsoft Office suite and social networking
- Proficient in media production and broadcast systems; familiar with NexGen, Vox Pro, and Pro Tools
- Strong knowledge of all FCC rules and regulations
- Socially informed and perceptive; up-to-date and in tune daily with the local and national trends and/or specialized knowledge of topics/events related to on-air discussions
- Demonstrated upbeat personality, informative, entertaining and engaging on the air; able to relate to station audience

## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for Classic Rock Morning Talent in Nashville

- Pleasant, charismatic and well-controlled voice; excellent pronunciation
- Excellent verbal and written communication and editing skills; proficient in grammar; ability to make others feel comfortable and open up on air
- Demonstrated creativity and imagination
- Able to maintain composure when faced with difficult situations and personalities
- Can work well in a team environment; collaborative
- Able to adapt to changes in schedules and maintain composure in a fast-paced environment with short deadlines

#### Work Experience

- 3+ years of on-air radio experience required
- Audio demo of on-air interviews, commentary, announcements, etc.

#### Certifications

- None required

#### Location

Nashville, TN: 55 Music Square West, Floors 1 and 2, 37203

#### Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.



**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**Fax and E-mail verification summary report for Classic Rock Morning Talent in Nashville**

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

**Requirements:**

**Experience:**

**Additional Information:**

**Contact:**

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Nashville-TN-Music-Square/Classic-Rock-Morning-Talent-in-Nashville\\_Req22858](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Nashville-TN-Music-Square/Classic-Rock-Morning-Talent-in-Nashville_Req22858)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Erick Espinosa at [erickespinosa@iheartmedia.com](mailto:erickespinosa@iheartmedia.com)

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Fax and E-mail verification summary report for Classic Rock Morning Talent in Nashville**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
2	<b>Belmont College</b> E-mail: careerdevelopment@belmont.edu	Sent: 1/13/2021 9:06:17 PM
12	<b>Inside Radio</b> E-mail: genemckay@insideradio.com	Sent: 1/13/2021 9:06:15 PM
14	<b>Lambuth University</b> E-mail: ecarkuff@memphis.edu	Sent: 1/13/2021 9:06:17 PM
20	<b>National Association of Black Journalists</b> E-mail: nashvillenabj@gmail.com	Sent: 1/13/2021 9:06:19 PM
21	<b>National Hispanic Media Coalition</b> E-mail: info@nhmc.org	Sent: 1/13/2021 9:06:19 PM
25	<b>South University - Columbia</b> E-mail: careerservices@columbiasouthern.edu	Sent: 1/13/2021 9:06:15 PM
27	<b>Tennessee Association of Broadcasters</b> Fax: 1-615-365-1842	Sent: 1/14/2021 3:01 AM
28	<b>Tennessee State University</b> E-mail: aduke2@tnstate.edu	Sent: 1/13/2021 9:06:17 PM
29	<b>Tennessee Tech University</b> E-mail: career@tntech.edu	Sent: 1/13/2021 9:06:18 PM
31	<b>University of Memphis</b> E-mail: ces@memphis.edu	Sent: 1/13/2021 9:06:19 PM
33	<b>Vanderbilt University Career Center</b> E-mail: careercenter@vanderbilt.edu	Sent: 1/13/2021 9:06:17 PM
36	<b>www.mediagignow.com</b> E-mail: customerservice@mediagignow.com	Sent: 1/13/2021 9:06:14 PM

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Digital Focused Sales Professional in Music City

Recruitment source referring hiree: Employee Referral

Date of hire: 9/13/2021

Recruitment source referring hiree: Employee Referral

Date of hire: 8/2/2021

Recruitment source referring hiree: Indeed.com - Not directly contacted by SEU

Date of hire: 10/4/2021

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 7/6/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	All Access Tennessee Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
2	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : <a href="mailto:careerdevelopment@belmont.edu">careerdevelopment@belmont.edu</a> Career Services	Y	0
7	Employee Referral	N	2
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
11	Indeed.com - Not directly contacted by SEU	N	1

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Digital Focused Sales Professional in Music City

Recruitment source referring hiree: Employee Referral

Date of hire: 9/13/2021

Recruitment source referring hiree: Employee Referral

Date of hire: 8/2/2021

Recruitment source referring hiree: Indeed.com - Not directly contacted by SEU

Date of hire: 10/4/2021

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 7/6/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : genemckay@insideradio.com Tom English	N	0
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0
15	LinkedIn - Not directly contacted by SEU	N	2
17	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : allison.west@lipscomb.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

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Vacancy Data Form****Digital Focused Sales Professional in Music City****Recruitment source referring hiree: Employee Referral****Date of hire: 9/13/2021****Recruitment source referring hiree: Employee Referral****Date of hire: 8/2/2021****Recruitment source referring hiree: Indeed.com - Not directly contacted by SEU****Date of hire: 10/4/2021****Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU****Date of hire: 7/6/2021**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS</b>
21	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
25	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
28	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : aduke2@tnstate.edu Career Services	N	0
29	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : career@tntech.edu Career Services	N	0
31	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Email : ces@memphis.edu Career Services	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	1

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Digital Focused Sales Professional in Music City

Recruitment source referring hiree: Employee Referral

Date of hire: 9/13/2021

Recruitment source referring hiree: Employee Referral

Date of hire: 8/2/2021

Recruitment source referring hiree: Indeed.com - Not directly contacted by SEU

Date of hire: 10/4/2021

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 7/6/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
33	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : careercenter@vanderbilt.edu Career Center	N	0
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</b>

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**

**Fax and E-mail verification summary report for Digital Focused Sales Professional in Music City**

**Position: Digital Focused Sales Professional in Music City**

**Hire Date: July 6, 2021**

This report, generated by Broadcast1Source, verifies that WLAC, WNRQ, WRVW, WSIX-FM, WUBT used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

iHeartMedia Stations

**Job Summary:**

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.

## **WLAC, WNRQ, WRVW, WSIX-FM, WUBT**

### **Fax and E-mail verification summary report for Digital Focused Sales Professional in Music City**

- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

#### Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

#### Work Experience

- 2+ years in media/advertising sales is preferred, but not required

#### Education



## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for Digital Focused Sales Professional in Music City

- High school diploma, college degree preferred

#### Certifications

- None required

#### Location

Nashville, TN: 55 Music Square West, Floors 1 and 2, 37203

#### Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

#### Requirements:

#### Experience:

#### Additional Information:

#### Contact:

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Nashville-TN-Music-Square/Digital-Focused-Sales-Professional-in-Music-City\\_Req23203](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Nashville-TN-Music-Square/Digital-Focused-Sales-Professional-in-Music-City_Req23203)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**

**Fax and E-mail verification summary report for Digital Focused Sales Professional in  
Music City**

details, please email Erick Espinosa at [erickespinosa@iheartmedia.com](mailto:erickespinosa@iheartmedia.com)

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Fax and E-mail verification summary report for Digital Focused Sales Professional in Music City**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>All Access</b> E-mail: jdenver@allaccess.com	Sent: 2/8/2021 2:50:15 PM
<b>2</b>	<b>Belmont College</b> E-mail: careerdevelopment@belmont.edu	Sent: 2/8/2021 2:50:16 PM
<b>12</b>	<b>Inside Radio</b> E-mail: genemckay@insideradio.com	Sent: 2/8/2021 2:50:15 PM
<b>14</b>	<b>Lambuth University</b> E-mail: ecarkuff@memphis.edu	Sent: 2/8/2021 2:50:17 PM
<b>17</b>	<b>Lipscomb University</b> E-mail: allison.west@lipscomb.edu	Sent: 2/8/2021 2:50:14 PM
<b>20</b>	<b>National Association of Black Journalists</b> E-mail: nashvillenabj@gmail.com	Sent: 2/8/2021 2:50:18 PM
<b>21</b>	<b>National Hispanic Media Coalition</b> E-mail: info@nhmc.org	Sent: 2/8/2021 2:50:18 PM
<b>25</b>	<b>South University - Columbia</b> E-mail: careerservices@columbiasouthern.edu	Sent: 2/8/2021 2:50:16 PM
<b>28</b>	<b>Tennessee State University</b> E-mail: aduke2@tnstate.edu	Sent: 2/8/2021 2:50:17 PM
<b>29</b>	<b>Tennessee Tech University</b> E-mail: career@tntech.edu	Sent: 2/8/2021 2:50:17 PM
<b>31</b>	<b>University of Memphis</b> E-mail: ces@memphis.edu	Sent: 2/8/2021 2:50:18 PM
<b>33</b>	<b>Vanderbilt University Career Center</b> E-mail: careercenter@vanderbilt.edu	Sent: 2/8/2021 2:50:17 PM
<b>36</b>	<b>www.mediagignow.com</b> E-mail: customerservice@mediagignow.com	Sent: 2/8/2021 2:50:14 PM

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Project Manager, Sales

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 6/14/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	All Access Tennessee Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
2	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : <a href="mailto:careerdevelopment@belmont.edu">careerdevelopment@belmont.edu</a> Career Services	Y	0
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
11	Indeed.com - Not directly contacted by SEU	N	1
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Tom English	N	0

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Project Manager, Sales

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 6/14/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : ecarkuff@memphis.edu Beth Simpson	N	0
17	Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : allison.west@lipscomb.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	On-Air Announcement (One or More SEU Stations)	N	1
25	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Vacancy Data Form****Project Manager, Sales**

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 6/14/2021

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS</b>
27	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Email : <a href="mailto:brenda@tabtn.org">brenda@tabtn.org</a> Fax : 1-615-365-1842 Career Services	N	0
28	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : <a href="mailto:aduke2@tnstate.edu">aduke2@tnstate.edu</a> Career Services	N	0
29	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : <a href="mailto:career@tntech.edu">career@tntech.edu</a> Career Services	N	0
31	University of Memphis Attn: Career Services 101 Wilder Tower Memphis, Tennessee 38152-3520 Email : <a href="mailto:ces@memphis.edu">ces@memphis.edu</a> Career Services	N	0
33	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : <a href="mailto:careercenter@vanderbilt.edu">careercenter@vanderbilt.edu</a> Career Center	N	0

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Vacancy Data Form****Project Manager, Sales**

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 6/14/2021

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS</b>
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**Fax and E-mail verification summary report for Project Manager, Sales**

**Position: Project Manager, Sales**

**Hire Date: June 14, 2021**

This report, generated by Broadcast1Source, verifies that WLAC, WNRQ, WRVW, WSIX-FM, WUBT used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

iHeartMedia Stations

**Job Summary:**

The Sales Project Manager will provide sales support to senior account executives and will act as the liaison between all internal departments to ensure all key performance measurements are met during campaign execution.

This position requires superior communication skills and attention to detail as well as exceptional customer service abilities. Must possess strong multi-tasking and organizational skills, and the ability to work effectively under pressure while meeting deadlines and prioritizing tasks.

This position is Nashville-based and reports to the SVP-Sales.

**Responsibilities**

- Manages assigned major key accounts in partnership with senior account executives
- Works with internal departments (Support, Digital Sales Services, Programming, Promotions, etc) to ensure campaigns are executed properly
- Delegates work to the appropriate teams for order entry, billing, revisions to schedules, collection of recap materials, etc.
- Creates campaign recaps and presents them alongside the senior AEs at client meetings with special attention to detail on key performance indicators



## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for Project Manager, Sales

- Obtains all client approvals on in house produced on air and online creative and on site activation elements
- Contracts third parties for on site events and works closely with the Activation and Events Managers to ensure on site deliverables are met
- Attends all campaign on site activations and acts as the main point of contact for the client during on site events
- Engages in copywriting for on air messaging and provides creative input for design of online and on site deliverables
- Complete other miscellaneous tasks as requested by managers and AE's.

#### Qualifications

- Excellent organization, planning, multi-tasking and time management skill
- Manages time; focuses on urgent and important tasks; avoids procrastination; follows up; shows strong attention to detail; meets deadlines
- Adapts to shifts in priorities and urgencies
- Assumes responsibility & accountability for assignments and tasks
- Is a problem solver, capable of assessing a situation and implementing course corrective strategies proactively.
- Actively listens; clearly and effectively conveys information; uses professional telephone skills; demonstrates effective business writing skills; shows excellent grasp of grammar
- Exhibits good interpersonal skills; collaborates with others; maintains composure when faced with difficult situations and personalities
- 2-5 years of relevant work experience in project management, media, entertainment, or advertising industries
- Experience with daily client relations in a role that supports multiple clients
- Demonstrates competitive spirit; shows desire to "move up"
- Thrives in a fast paced environment
- Ability to work independently and with a team in a fast-paced work environment
- Proficient in Microsoft Office Suite; familiar with Salesforce, Wrike, and demonstrates ability to learn new systems quickly

#### Work Experience

- 1-3 years' experience in sales support. Radio sales support a plus.

#### Education

- 4-year college degree

#### Certifications

- None required

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**Fax and E-mail verification summary report for Project Manager, Sales**

**Location**

Nashville, TN: 55 Music Square West, Floors 1 and 2, 37203

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

**Requirements:**

**Experience:**

**Additional Information:**

**Contact:**

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Nashville-TN-Music-Square/Project-Manager--Sales\\_Req23970-1](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Nashville-TN-Music-Square/Project-Manager--Sales_Req23970-1)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at [bonniegonzales@iheartmedia.com](mailto:bonniegonzales@iheartmedia.com)

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**Fax and E-mail verification summary report for Project Manager, Sales**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>All Access</b> E-mail: jdenver@allaccess.com	Sent: 5/3/2021 2:33:09 PM
<b>2</b>	<b>Belmont College</b> E-mail: careerdevelopment@belmont.edu	Sent: 5/3/2021 2:33:12 PM
<b>12</b>	<b>Inside Radio</b> E-mail: genemckay@insideradio.com	Sent: 5/3/2021 2:33:08 PM
<b>14</b>	<b>Lambuth University</b> E-mail: ecarkuff@memphis.edu	Sent: 5/3/2021 2:33:13 PM
<b>17</b>	<b>Lipscomb University</b> E-mail: allison.west@lipscomb.edu	Sent: 5/3/2021 2:33:08 PM
<b>20</b>	<b>National Association of Black Journalists</b> E-mail: nashvillenabj@gmail.com	Sent: 5/3/2021 2:33:16 PM
<b>21</b>	<b>National Hispanic Media Coalition</b> E-mail: info@nhmc.org	Sent: 5/3/2021 2:33:15 PM
<b>25</b>	<b>South University - Columbia</b> E-mail: careerservices@columbiasouthern.edu	Sent: 5/3/2021 2:33:10 PM
<b>27</b>	<b>Tennessee Association of Broadcasters</b> Fax: 1-615-365-1842	Sent: 5/3/2021 7:01 PM
<b>28</b>	<b>Tennessee State University</b> E-mail: aduke2@tnstate.edu	Sent: 5/3/2021 2:33:12 PM
<b>29</b>	<b>Tennessee Tech University</b> E-mail: career@tntech.edu	Sent: 5/3/2021 2:33:14 PM
<b>31</b>	<b>University of Memphis</b> E-mail: ces@memphis.edu	Sent: 5/3/2021 2:33:14 PM
<b>33</b>	<b>Vanderbilt University Career Center</b> E-mail: careercenter@vanderbilt.edu	Sent: 5/3/2021 2:33:13 PM
<b>36</b>	<b>www.mediagignow.com</b> E-mail: customerservice@mediagignow.com	Sent: 5/3/2021 2:33:07 PM

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 3/1/2022

Recruitment source referring hiree: Employee Referral

Date of hire: 7/12/2022\*

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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	Y	0
3	Chattanooga State Community College 4501 Amnicola Highway Chattanooga, Tennessee 37406 Phone : 423-697-2417 Email : brian.evans@chattanoogastate.edu Career Services	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

\* This Vacancy Data Form and the documentation that follows include information related to the Account Executive Position that is reported on the 2023 EEO Public File Report.

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 3/1/2022

Recruitment source referring hiree: Employee Referral

Date of hire: 7/12/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Employee Referral	N	4
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	2
12	Inside Radio P.O Box 7442263 Atlanta, Georgia 30374 Phone : 615-456-8942 Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Tom English	N	0
14	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-425-1951 Email : <a href="mailto:ecarkuff@memphis.edu">ecarkuff@memphis.edu</a> Beth Simpson	N	0

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 3/1/2022

Recruitment source referring hiree: Employee Referral

Date of hire: 7/12/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
16	<p>LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting</p>	N	12
17	<p>Lipscomb University Attn: Career Sevices One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : <a href="mailto:allison.west@lipscomb.edu">allison.west@lipscomb.edu</a> Career Services</p>	N	0
18	<p>Motlow State Community College 6015 Ledford Mill Rd Tullahoma, Tennessee 37388 Phone : 931-393-1544 Email : <a href="mailto:browe@mscc.edu">browe@mscc.edu</a> Career Services</p>	N	0
19	<p>Nashville State Community College 120 White Bridge Road Nashville, Tennessee 37209 Phone : 615-353-3305 Email : <a href="mailto:jill.ferrand@nscc.edu">jill.ferrand@nscc.edu</a> Career Services</p>	N	0
20	<p>National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : <a href="mailto:nashvillenabj@gmail.com">nashvillenabj@gmail.com</a> Calvin Gilbreath</p>	N	0

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 3/1/2022

Recruitment source referring hiree: Employee Referral

Date of hire: 7/12/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
21	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	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 : FearnAO@roanestate.edu Career Services	N	0
25	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Email : careerservices@columbiasouthern.edu Career Services	Y	0
26	Southwest Tennessee Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5760 Email : iricelli@southwest.tn.edu Career Services	N	0

# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 3/1/2022

Recruitment source referring hiree: Employee Referral

Date of hire: 7/12/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
27	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Email : <a href="mailto:brenda@tabtn.org">brenda@tabtn.org</a> Fax : 1-615-365-1842 Career Services	N	0
28	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : <a href="mailto:aduke2@tnstate.edu">aduke2@tnstate.edu</a> Career Services	N	0
29	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : <a href="mailto:career@tntech.edu">career@tntech.edu</a> Career Services	N	0
30	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Career Services Manual Posting	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	1
33	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : <a href="mailto:careercenter@vanderbilt.edu">careercenter@vanderbilt.edu</a> Career Center	N	0



# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 3/1/2022

Recruitment source referring hiree: Employee Referral

Date of hire: 7/12/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
34	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-4834 Email : lori.cutrell@volstate.edu Career Services	N	0
35	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
36	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**Fax and E-mail verification summary report for Account Executive**

**Position: Account Executive**

**Hire Date: March 1, 2022**

This report, generated by Broadcast1Source, verifies that WLAC, WNRQ, WRVW, WSIX-FM, WUBT used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

**Job Summary:**

Have you considered working for the #1 Audio Company, not just in Nashville or even Tennessee but, in the entire country? iHeartMedia is the #1 Audio Company in the US reaching 9 out of 10 Americans every month!

You know iHeart for our amazing concerts and podcasts as well as our national and local personalities like - Bobby Bones on The BIG 98 WSIX; Dolewite on 1011 The Beat, Woody and Jim on 1075 The River, Josh Innes on 1059 The Rock, Buck Sexton and Clay Travis on WLAC and more! iHeart Nashville is looking for dynamic professionals to join our team! Have a sense of what it takes to win? If you want to grow your career, can move at the speed of light and still have fun – Well then, we want to talk to you.

Being the #1 Audio Company in the country, we offer much more than radio advertising! As a Media Sales Consultant with iHeartMedia you have the capability to sell the most innovative and inclusive broadcast and digital marketing tools. You'll have all of these tools at your fingertips to sell locally from the Nashville Metropolitan Area plus you'll be able to represent over 160 markets across the country representing over 850 diverse iHeartMedia radio stations.

What You'll Do:

- Immerse yourself in learning iHeartMedia's Broadcast + Digital Marketing Products (we are always innovating and growing!)
- Work in an engaging and supportive culture.
- Identify and solicit new business while maintaining a full pipeline of sales prospects.

## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for Account Executive

- Service and grow relationships in existing base of clients.
- Identify client/agency needs and develop influential proposals to meet needs and opportunities.
- Collaborate with internal partners to drive revenue.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Deliver effective sales presentations with confidence.
- Generate revenue and meet/exceed established sales targets.
- Maintain client communication and ensures client satisfaction.
- Monitor competition to continually find new account leads.
- Negotiate rates and ensures prompt payments.
- Follow all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.

#### What You Bring:

- A desire to learn and grow!
- Team player
- Independent; self-motivated; competitive; assertive personality
- Strong problem-solving and analytical skills
- Persuasive communication skills: verbal, written and presentation
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi-task in a fast-paced environment
- Stress tolerance especially with tight deadlines and financial pressures
- Digital/Media Sales Experience is a plus
- Sales Experience is preferred but, not required
- High school diploma required; college degree preferred
- Microsoft Office and social networking platforms skills
- Drive your own vehicle with a valid driver's license and state-mandated auto insurance.

#### Location

Nashville Tennessee 55 Music Square West

#### Position Type

Regular

#### Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for Account Executive

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan with matching contributions (matching currently suspended)
- Employee Assistance Program (EAP) for benefit eligible employees and all household members at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving

A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

#### Location

Nashville, TN: 55 Music Square West, Floors 1 and 2, 37203

#### Position Type

Regular

#### Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions,

## WLAC, WNRQ, WRVW, WSIX-FM, WUBT

### Fax and E-mail verification summary report for Account Executive

consultation on legal and financial matters, emotional well-being, family and caregiving

- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

Click [Here](#) to learn about the San Francisco Fair Chance Ordinance .

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

**Requirements:**

**Experience:**

**Additional Information:**

**Contact:**

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Nashville-TN-Music-Square/Account-Executive\\_Req25886](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Nashville-TN-Music-Square/Account-Executive_Req25886)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at [bonniegonzales@iheartmedia.com](mailto:bonniegonzales@iheartmedia.com)

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT****Fax and E-mail verification summary report for Account Executive**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>1</b>	<b>All Access</b> E-mail: jdenver@allaccess.com	Sent: 9/30/2021 10:34:39 AM
<b>2</b>	<b>Belmont College</b> E-mail: careerdevelopment@belmont.edu	Sent: 9/30/2021 10:34:43 AM
<b>3</b>	<b>Chattanooga State Community College</b> E-mail: brian.evans@chattanoogastate.edu	Sent: 9/30/2021 10:34:50 AM
<b>4</b>	<b>Cleveland State Community College</b> E-mail: kfrank01@clevelandstatecc.edu	Sent: 9/30/2021 10:34:49 AM
<b>5</b>	<b>Columbia State Community College</b> E-mail: ljent1@columbiastate.edu	Sent: 9/30/2021 10:34:51 AM
<b>6</b>	<b>Dyersburg State Community College</b> E-mail: ricks@dsc.edu	Sent: 9/30/2021 10:34:49 AM
<b>12</b>	<b>Inside Radio</b> E-mail: genemckay@insideradio.com	Sent: 9/30/2021 10:34:39 AM
<b>14</b>	<b>Lambuth University</b> E-mail: ecarkuff@memphis.edu	Sent: 9/30/2021 10:34:44 AM
<b>17</b>	<b>Lipscomb University</b> E-mail: allison.west@lipscomb.edu	Sent: 9/30/2021 10:34:39 AM
<b>18</b>	<b>Motlow State Community College</b> E-mail: browe@mscc.edu	Sent: 9/30/2021 10:34:48 AM
<b>19</b>	<b>Nashville State Community College</b> E-mail: jill.ferrand@nscc.edu	Sent: 9/30/2021 10:34:50 AM
<b>20</b>	<b>National Association of Black Journalists</b> E-mail: nashvillenabj@gmail.com	Sent: 9/30/2021 10:34:46 AM
<b>21</b>	<b>National Hispanic Media Coalition</b> E-mail: info@nhmc.org	Sent: 9/30/2021 10:34:45 AM
<b>23</b>	<b>Pellissippi State Community College</b> E-mail: eross@pstcc.edu	Sent: 9/30/2021 10:34:47 AM
<b>24</b>	<b>Roane State Community College</b> E-mail: FearnAO@roanestate.edu	Sent: 9/30/2021 10:34:52 AM
<b>25</b>	<b>South University - Columbia</b> E-mail: careerservices@columbiasouthern.edu	Sent: 9/30/2021 10:34:41 AM
<b>26</b>	<b>Southwest Tennessee Community College</b> E-mail: iricelli@southwest.tn.edu	Sent: 9/30/2021 10:34:53 AM

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**Fax and E-mail verification summary report for Account Executive**

<b>RS Number</b>	<b>Recruiting Source</b>	<b>Date and Time</b>
<b>27</b>	<b>Tennessee Association of Broadcasters</b> Fax: 1-615-365-1842 E-mail: brenda@tabtn.org	Sent: 9/30/2021 3:51 PM Sent: 9/30/2021 10:34:41 AM
<b>28</b>	<b>Tennessee State University</b> E-mail: aduke2@tnstate.edu	Sent: 9/30/2021 10:34:43 AM
<b>29</b>	<b>Tennessee Tech University</b> E-mail: career@tntech.edu	Sent: 9/30/2021 10:34:45 AM
<b>33</b>	<b>Vanderbilt University Career Center</b> E-mail: careercenter@vanderbilt.edu	Sent: 9/30/2021 10:34:44 AM
<b>34</b>	<b>Volunteer State Community College</b> E-mail: lori.cutrell@volstate.edu	Sent: 9/30/2021 10:34:48 AM
<b>35</b>	<b>Walters State Community College</b> E-mail: jarvis.jennings@ws.edu	Sent: 9/30/2021 10:34:53 AM
<b>36</b>	<b>www.mediagignow.com</b> E-mail: customerservice@mediagignow.com	Sent: 9/30/2021 10:34:37 AM

**TAB C**  
**RECRUITMENT INITIATIVE**  
**DOCUMENTATION**



# WLAC, WNRQ, WRVW, WSIX-FM, WUBT

## RECRUITMENT INITIATIVES FORM

April 1, 2021 – March 31, 2023

	<b>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in Job Fairs	8/2/2021	On August 2, 2021, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. Our SEU spoke with attendees about career opportunities in the broadcasting industry generally, and openings at our SEU in particular. SEU participants encouraged attendees to apply for positions online.
2.	Provision of training to management	2/14/2022	In February 2022, our SEU's Market 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.
3.	Participation in events sponsored by organizations representing the community	4/19/2022	On April 19, 2022, our SEU hosted members from the Honor Foundation to discuss career paths in broadcasting. Attendees were encouraged to apply for open positions at our SEU and, as a special topic, we discussed how to transition service members from the armed forces into careers in the private sector.
4.	Participation in events sponsored by organizations representing the community	4/19/2022	On April 19, 2022, our SEU attended a networking event for the Honor Foundation at the Gibson Garage in Nashville. The networking event focused on introducing service members to C-Suite and HR leaders from the Nashville business community. SEU participants, including our Vice President of Sales and Area President spoke with attendees about career opportunities in broadcasting and the skills needed to succeed in the industry.
5.	Participation in events or programs sponsored by educational institutions	8/2/2022	On August 2, 2022, our SEU hosted a student from Summit High School as a job shadow. As part of the program, the student learned about the day-to-day activities of our SEU's Program Director and learned about different career paths in the broadcasting industry.
6.	Participation in events or programs sponsored by educational institutions	8/7/2022	On several occasions throughout the reporting period, our SEU participated as a guest lecturer at several local area schools. During the events, our SEU's On-Air Talent and Program Director spoke with students about their career paths and the career opportunities available in the broadcasting industry generally and at iHM in particular.
7.	Participation in events sponsored by organizations representing the community	8/10/2022	On August 10, 2022, our SEU's On-Air Talent participated as a guest lecturer on a panel hosted by the Morning Show Boot Camp. The panel discussed career paths, employment issues, and career opportunities available in the broadcasting industry.

	<b>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
8.	Participation in Job Fairs	9/26/2022	On September 26, 2022, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. Our SEU spoke with attendees about career opportunities in the broadcasting industry generally, and openings at our SEU in particular. SEU participants encouraged attendees to apply for positions online.
9.	Participation in events or programs sponsored by educational institutions	11/11/2022	On November 11, 2022, our SEU hosted students from Western Kentucky University for a station tour. SEU participants, including our Digital Project Manager, spoke with students about open positions at our SEU and the skills needed to succeed in the broadcasting industry.
10	Provision of training to management	2/23/2023	In February 2023, our SEU's Finance director 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.
11	Participation in events or programs sponsored by educational institutions	3/1/2023	On March 1, 2023, our SEU participated in the Career Day at the Jordan School in Brentwood, Tennessee. Our SEU's Executive VP of Programming and Strategy spoke with students about his career path, answered questions about what makes his job unique, the skills needed to succeed in the industry, and the educational credentials necessary to secure employment in broadcasting.
12	Participation in Job Fairs	3/21/2023	Beginning on March 21, 2023, our SEU participated in a multi-day virtual job fair hosted by the Tennessee Association of Broadcasters. SEU participants, including our Senior Vice President of Sales, spoke with attendees about different career paths in the broadcasting industry and encouraged participants to apply for open positions at our SEU.



**Tennessee Association  
of Broadcasters**

Craig Hahn  
iHeart Radio - Nashville  
55 Music Sq., W.  
Nashville TN 37203

RE: Tennessee Broadcasters Virtual Job Fair Participation, August 2-6, 2021

August 9, 2021

Dear Craig Hahn,

Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of August 2, 2021. Your hiring agent of record was Craig Hahn and the stations that participated were WRVW-FM WLAC-AM WNRQ-FM WSIX-FM.

This job fair included the posting of Digital Focused Sales.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Chris Baker, President

Tennessee Association of Broadcasters  
Two International Plaza Drive, Suite 902  
Nashville, TN 37217

**View Learning Imported Record** Dan Endom - Valuing Diversity: Manager Edition - Historical Tracking

Start Moment	(empty)
Imported Record Completion Moment	02/14/2022 11:50:41.000 AM
Overall Course Score	83
Inactive	No
Learning Trackable	Valuing Diversity: Manager Edition
Role [Singular]	<a href="#">Dan Endom</a>
Grade	(empty)
Completion Status	Completed





## THE HONOR FOUNDATION

*Navy SEAL Foundation, A Founding Partner*

### THANK YOU

To host THF Fellows at your organization, please contact:

Lindsay Cashin, VP of People (Camp Lejeune Campus / Virtual) at [lindsay@honor.org](mailto:lindsay@honor.org)

Lindsey Schiro, Director of People (Ft. Bragg Campus) at [lindsey.schiro@honor.org](mailto:lindsey.schiro@honor.org)

Hillary Hays, Director of People (San Diego Campus) at [hillary@honor.org](mailto:hillary@honor.org)

Ashley Brown, Director of People (Virginia Beach Campus) at [ashley@honor.org](mailto:ashley@honor.org)

To sponsor a TREK, please contact:

Kelly McGraw, VP of Impact, at [kelly@honor.org](mailto:kelly@honor.org)



April 19, 2022 Honor Foundation Event



check Tx's input signal



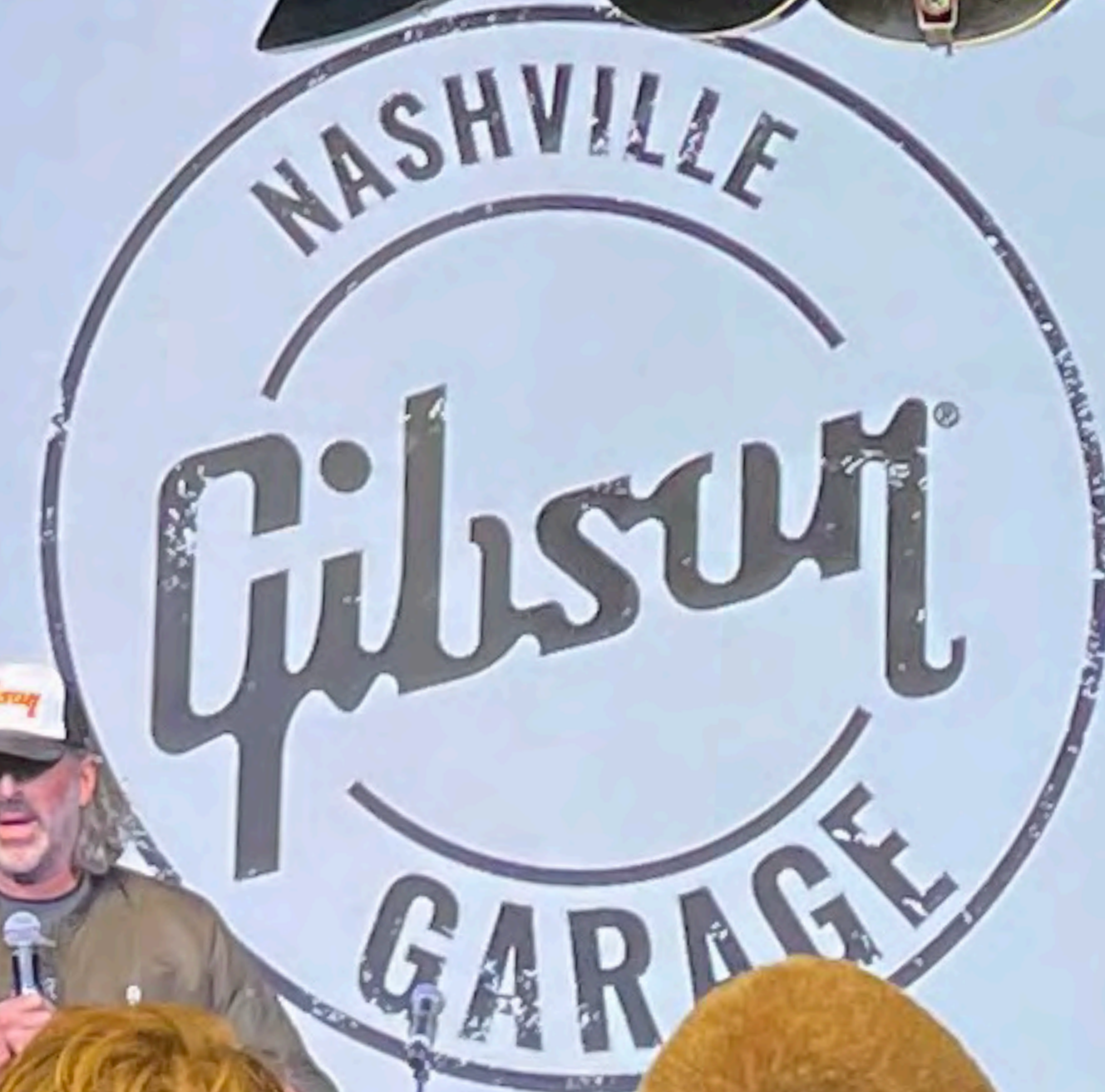
April 19, 2022 Honor Foundation Event at Gibson Garage

# Gibson

FIREBIRD



EXP



The Gibson  
played by P  
Matthews



Wed, Aug 2 at 7:04 PM

Thank so much for letting Emerson come job shadow today!!!! She said she had fun, that everyone was very nice, and that she really enjoyed getting a peak behind the curtain of the radio biz!!

Thu, Aug 3 at 7:46 AM



Hey, saw this really late last night. It was our pleasure. I'm glad she had fun and hope she learned a little bit from it. Anytime!!







**Tennessee Association  
of Broadcasters**

Ryan Hoelke  
iHeart Media  
1200 Broadway, 6th Floor  
Nashville, TN 37203

RE: Tennessee Broadcasters Virtual Job Fair Participation, September 26-30, 2022

October 5, 2022

Dear Ryan Hoelke,

Thank you for participating in the Tennessee Broadcasters Virtual Job Fair the week of September 26, 2022. Your hiring agent of record was Ryan Hoelke and the stations that participated were WLAC A/F, WNRQ-FM, WRVW-FM, WSIX-FM, WUBT-FM.

This job fair included the posting of Account Executive-Media Sales.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Chris Baker, President  
Tennessee Association of Broadcasters  
Two International Plaza Drive, Suite 902  
Nashville, TN 37217

**WHITE, JEFF**

---

**Subject:** WKU AIGA iHeart Visit

---

**From:** Natalie <[natalie@wku.edu](mailto:natalie@wku.edu)>  
**Sent:** Friday, November 18, 2022 5:32 PM  
**To:** Adams, Samantha <[SamanthaAdams@iheartmedia.com](mailto:SamanthaAdams@iheartmedia.com)>  
**Subject:** Re: [EXTERNAL] WKU AIGA iHeart Visit

Thank you so much! And a special thanks again to your team! 😊 It was a great visit!

I will share these resources with the students, thanks!

*Have a great day, and wash your hands!*

Natalie

Assistant Professor of Graphic Design

Department of Art

Western Kentucky University

FAC 421 | 931

AIGA WKU Student Group for Design, Advisor

AIGA Nashville, Education Co-Director

---

**From:** Adams, Samantha <[SamanthaAdams@iheartmedia.com](mailto:SamanthaAdams@iheartmedia.com)>  
**Sent:** Friday, November 11, 2022 6:03 PM  
**To:** Natalie <[natalie@wku.edu](mailto:natalie@wku.edu)>  
**Subject:** [EXTERNAL] WKU AIGA iHeart Visit

Hi Natalie!

Just want to say thank you for bringing the group to iHeart today! Our team loved having y'all in the office & showing you what we do. Our manager said it best – "Today you gave those students inspiration as creatives and I bet helped

shape at least one of their career paths” and hearing it from that perspective really helped us push through & forget about those long, difficult days we’ve seen recently. We actually got more advice from our creative professionals, so I added that in the PowerPoint and I also attached is the group photo for y’all.

Feel free to send on our LinkedIn profiles to all the students – we’re more than happy to chat if they have any questions.

The team is always here if the group wants any advice, wants an extra pair of eyes on their portfolios/resumes/etc., or just to grab a coffee LOL

Thanks again for the great day & have a good weekend!

**SAMANTHA ADAMS**

Digital Project Manager

iHeartMedia Digital Audio Group – Digital Content Hub

1200 Broadway, 6<sup>th</sup> Floor  
Nashville, TN 37203

**America’s #1 Audio Company**

*Reaching 9 out of 10 Americans Every Month*

Radio | Digital | Social | Podcasts | Influencers | Data | Events

View Learning Enrollment: Jeff White - Valuing  
Diversity: Manager Edition

**Learning Content** Valuing Diversity: Manager Edition  
**Person** Jeff White  
**Organization** iHM Market Finance - Metro (Nick Mauritz)  
**Completion Status** Completed  
**Learning Enrollment Completion Moment** 02/23/2023 08:34:25 AM

Course Tracking

Lesson	Tracking Status	Score	Lesson Grade	Completion Date and Time
Valuing Diversity: Manager Edition	Completed	83	Passed	02/23/2023 08:34:25 AM

Business Process History

Business Process	Effective Date	Initiated On	Completed On	Status
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**Tennessee Association  
of Broadcasters**  
**Tennessee Broadcasters Virtual Job Fair**  
**March 21-25, 2022**

Day	Number of visits	Pages	Hits	Bandwidth
21-Mar-22				816.14 MB
22-Mar-22				516.63 MB
23-Mar-22				1.31 GB
24-Mar-22				660.41 MB
25-Mar-22				345.62 MB
<b>TOTALS</b>				<b>3.6 GB</b>
<b>DAILY AVERAGE</b>				<b>730 MB</b>