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May 6, 2024

**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
KWNW(FM), Crawfordsville, Arkansas (Fac. ID No. 51855)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of KWNW(FM), Crawfordsville, Arkansas (Fac. ID No. 51855), as well as the commonly owned stations in the Memphis, Tennessee station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 22, 2024 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. Per your request, this submission consists of a sworn statement by Karen McCrary Mitchell, Market President, with copies of documentation responsive to your inquiry.

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

Respectfully Submitted,

A handwritten signature in blue ink that reads "Meredith G. Singer".

Meredith G. Singer

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

DECLARATION OF KAREN MCCRARY MITCHELL, MARKET PRESIDENT

I, Karen McCrary Mitchell, hereby declare as follows:

1. I am a Market President for iHM Licenses, LLC, the licensee of KWNW(FM), Crawfordsville, Arkansas (Fac. ID No. 51855), which is part of a station employment unit based in Memphis, Tennessee and which includes WEGR(FM), Arlington, Tennessee (Fac. ID No. 58397); WHRK(FM), Memphis, Tennessee (Fac. ID No. 54916); WREC(AM), Memphis, Tennessee (Fac. ID No. 58396); KJMS(FM), Olive Branch, Mississippi (Fac. ID No. 35874); WDIA(AM), Memphis, Tennessee (Fac. ID No. 69569); and WHAL-FM, Horn Lake, Mississippi (Fac. ID No. 58399) (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 March 22, 2024 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://rock102memphis.iheart.com/>; <https://1027kissfm.iheart.com/>; <https://k97fm.iheart.com/>; <https://600wrec.iheart.com/>; <https://myv101.iheart.com/>; <https://mywdia.iheart.com/>; <https://hallelujahfm.iheart.com/>. 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 those job notices sent to organizations that have notified the Unit that they want to be notified of the Unit’s job openings.

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 27 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 four 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 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the 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.

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 am responsible for overseeing all day-to-day EEO compliance efforts, including recordkeeping and compliance monitoring. I am also responsible for overseeing the recruitment initiatives that our SEU participates in, such as speaking to students at local educational institutions about broadcast careers. In addition, I 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 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 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 offers training programs to management-level employees as to methods of ensuring equal employment opportunities and engages in activities like meeting with community members to discuss career opportunities in broadcasting.

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: April 19, 2024

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF KAREN MCCRARY MITCHELL, 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.

Karen McCrary Mitchell
Karen McCrary Mitchell

ATTACHMENT A

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
On-Air Personality	1-30	6

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 501-892-4565 Email : margo.davis@blackrivertech.edu Fax : 1-501-892-3546 Black River Technical College Black River Technical College	N	0
2	Central Baptist College 1501 College Ave, Conway, Arkansas 72032 Phone : 501-329-6872 Email : careerservices@cbc.edu Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
3	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Email : careerservices@cbu.edu Fax : 1-901-321-3257 Career Services	N	0
4	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 6626272571 Email : cdixon@coahomacc.edu Fax : 1-662-627-4361 Monica HOUSTON	N	0
5	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
6	Employee Referral	N	1

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Email : shannigan@harding.edu Career Services	N	0
8	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
11	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Email : hrservices@jsums.edu Lavenita Cottrell	N	0
12	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Email : ktate@lanecollege.edu Career Services	N	0
14	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Email : careers@lemoyne.edu Fax : 1-901-435-1699 Career Services	N	0
15	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	1
16	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Email : info@memul.org Fax : 1-901-272-1673 Job Placement Supervisor	N	0
17	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis.chapter@nbmbaa.org Career Services	N	0
18	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Email : lmccarthy@nwcc.edu Fax : 1-662-280-6161 Career Services	N	0
20	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0
21	RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone : 662-252-8000 EXT 44081 Email : ejones@rustcollege.edu Fax : 1-662-252-8993 ANGELA WILLIAMS PEGUES	N	0
22	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : bdjohnson@southwest.tn.edu Fax : 1-901-333-5926 Career Services	N	0
23	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Email : ucc@strayer.edu Fax : 1-901-565-9400 Career Services	N	0
24	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Email : workforce@tcatmemphis.edu Career Services	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 9015432904 Email : stanley.robinson@tcatmemphis.edu Fax : 1-901-543-6133 Stanley Robinson	N	0
26	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Email : brenda@tabtn.org Career Services	N	0
27	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
28	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Email : Christy@career.olemiss.edu Fax : 1-662-915-7759 Christy Wright	N	0
29	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/29/2023	Participation in Job Fairs	On July 29, 2023, our SEU's SVP of Sales and our Program Manager participated in the New Shelby M.B. Higher Education Ministry Career Fair. SEU participants discussed careers in the broadcasting and radio industries and career opportunities at iHeart Media.	2	SVP Sales Program Manager
2	2/12/2024	Provision of training to management	In February 2024, 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
3	3/4/2024	Provision of training to management	In March 2024, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market President

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive (Memphis)	1-17, 19-26, 28-35	12
SVPS Memphis	1-6, 8-12, 14-29, 31-35	12

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Carla Williams Manual Posting	N	0
2	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 501-892-4565 Email : margo.davis@blackrivertech.edu Fax : 1-501-892-3546 Black River Technical College Black River Technical College	N	0
3	Central Baptist College 1501 College Ave, Conway, Arkansas 72032 Phone : 501-329-6872 Email : careerservices@cbc.edu Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
4	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Email : careerservices@cbu.edu Fax : 1-901-321-3257 Career Services	N	0
5	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 6626272571 Email : cdixon@coahomacc.edu Fax : 1-662-627-4361 Monica HOUSTON	N	0
6	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0

**KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Google Jobs - Not directly contacted by SEU	N	1
8	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Email : shannigan@harding.edu Career Services	N	0
9	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
12	iHM Human Capital Acquisition	N	2
13	Indeed.com - Not directly contacted by SEU	N	1
14	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Email : hrservices@jsums.edu Lavenita Cottrell	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0
16	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Email : ktate@lanecollege.edu Career Services	N	0
17	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Email : careers@lemoyne.edu Fax : 1-901-435-1699 Career Services	N	0
18	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	1
19	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0
20	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Email : info@memul.org Fax : 1-901-272-1673 Job Placement Supervisor	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis.chapter@nbmbaa.org Career Services	N	0
22	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
23	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Email : lmccarthy@nwcc.edu Fax : 1-662-280-6161 Career Services	N	0
24	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0
25	RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone : 662-252-8000 EXT 44081 Email : ejones@rustcollege.edu Fax : 1-662-252-8993 ANGELA WILLIAMS PEGUES	N	0
26	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : bdjohnson@southwest.tn.edu Fax : 1-901-333-5926 Career Services	N	0
27	Station Website Posting (navigation link to corporate careers website)	N	1

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Email : ucc@strayer.edu Fax : 1-901-565-9400 Career Services	N	0
29	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Email : workforce@tcatmemphis.edu Career Services	N	0
30	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 9015432904 Email : stanley.robinson@tcatmemphis.edu Fax : 1-901-543-6133 Stanley Robinson	N	0
31	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Email : brenda@tabtn.org Career Services	N	0
32	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
33	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Email : Christy@career.olemiss.edu Fax : 1-662-915-7759 Christy Wright	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
35	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/29/2022	Participation in events or programs sponsored by educational institutions	On 7/29/22 students from Rust College came to the iHeart Media offices and got a full tour of our studios. They are in Rust's communications department and work at the college's student-run radio station. They all have aspirations for careers in various aspects of radio broadcasting. Students got the opportunity to meet our personalities, ask questions, see state of the art studios, and a snapshot of corporate broadcasting.	1	Sr. VP Sales
2	8/24/2022	Participation in events sponsored by organizations representing the community	Our SEU's Sr. VP of Sales attended the Mid-South Minority Business Consortium's annual career fair on 8/24/22. During the fair, he conversed with recent graduates, gave resume and interviewing advice, and provided contacts for program and career-related inquiries.	1	Sr. VP Sales
3	11/1/2022	Participation in events or programs sponsored by educational institutions	On 11/1/22, our SEU's Sr. VP of Sales spoke to parents and students about broadcasting during a meeting of the Board of Advisors for Audio/Visual Education. The Board of Advisors is a group of audio/visual production teachers from Overton High and Middle College High in Memphis. The Board schedules guest speakers from the broadcast and media industries to discuss career opportunities. During the event, our Sr. VP of Sales answered questions from current audio/visual production students and their parents, including what classes students should focus on to help them prepare for broadcast careers, collegiate paths, and the skills and software proficiencies relevant to the industry.	1	Sr. VP Sales

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/17/2023	Provision of training to management	In January, 2023, our SEU's SVP of Sales 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	SVP of sales
5	3/9/2023	Participation in events or programs sponsored by educational institutions	On March 9, 2023, our SEU's On-Air Personalities participated in a seminar for the HBCU Job Fair at the Brown Missionary Baptist Church. Our On-Air Personalities discussed careers in broadcasting with the students and were available to answer questions.	1	On Air talent
6	3/15/2023	Participation in events or programs sponsored by educational institutions	On March 15, 2023, our SEU's On-Air Personality hosted students from Wichita State University for a tour of our studios and discussion about careers in broadcasting.	1	On Air talent
7	3/21/2023	Provision of training to management	On March, 21, 2023 our SEU's Regional SVP of Programming took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Regional Senior VP of Programming

ATTACHMENT B

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

On-Air Personality

Recruitment source referring hiree: Employee Referral

Date of hire: 10/30/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 501-892-4565 Email : margo.davis@blackrivertech.edu Fax : 1-501-892-3546 Black River Technical College Black River Technical College	N	0
2	Central Baptist College 1501 College Ave, Conway, Arkansas 72032 Phone : 501-329-6872 Email : careerservices@cbc.edu Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
3	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Email : careerservices@cbu.edu Fax : 1-901-321-3257 Career Services	N	0
4	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 6626272571 Email : cdixon@coahomacc.edu Fax : 1-662-627-4361 Monica HOUSTON	N	0
5	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
6	Employee Referral	N	1

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

On-Air Personality

Recruitment source referring hiree: Employee Referral

Date of hire: 10/30/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Email : shannigan@harding.edu Career Services	N	0
8	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
11	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Email : hrservices@jsums.edu Lavenita Cottrell	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

On-Air Personality

Recruitment source referring hiree: Employee Referral

Date of hire: 10/30/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
12	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0
13	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Email : ktate@lanecollege.edu Career Services	N	0
14	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Email : careers@lemoyne.edu Fax : 1-901-435-1699 Career Services	N	0
15	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	1
16	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Email : info@memul.org Fax : 1-901-272-1673 Job Placement Supervisor	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

On-Air Personality

Recruitment source referring hiree: Employee Referral

Date of hire: 10/30/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
17	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis.chapter@nbmbaa.org Career Services	N	0
18	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
19	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Email : lmccarthy@nwcc.edu Fax : 1-662-280-6161 Career Services	N	0
20	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0
21	RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone : 662-252-8000 EXT 44081 Email : ejones@rustcollege.edu Fax : 1-662-252-8993 ANGELA WILLIAMS PEGUES	N	0
22	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : bdjohnson@southwest.tn.edu Fax : 1-901-333-5926 Career Services	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

On-Air Personality

Recruitment source referring hiree: Employee Referral

Date of hire: 10/30/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
23	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Email : ucc@strayer.edu Fax : 1-901-565-9400 Career Services	N	0
24	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Email : workforce@tcatmemphis.edu Career Services	N	0
25	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 9015432904 Email : stanley.robinson@tcatmemphis.edu Fax : 1-901-543-6133 Stanley Robinson	N	0
26	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Email : brenda@tabtn.org Career Services	N	0
27	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

On-Air Personality

Recruitment source referring hiree: Employee Referral

Date of hire: 10/30/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
28	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Email : Christy@career.olemiss.edu Fax : 1-662-915-7759 Christy Wright	N	0
29	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for On-Air Personality

Position: On-Air Personality

Hire Date: October 30, 2023

This report, generated by Broadcast1Source, verifies that KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC 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:

iHeartMedia Markets

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

The audio revolution is here – and iHeart is leading it! From broadcast radio to digital streaming radio to podcasting, audio continues to grow – and iHeart, which reaches 90% of Americans every month, is the #1 audio company in America across every one of those platforms. We're the home of many of the country's most popular and trusted on-air personalities and podcast influencers; we build important connections with hundreds of communities across America; we create and produce some of the most popular and well-known branded live music events in America; and we have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting. Only one company in America has the #1 position in everything audio: iHeartMedia.

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

Radio talk show host

What You'll Do:

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for On-Air Personality

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 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.

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for On-Air Personality

What You'll Need:

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
- 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

Work Experience

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

Education

- 4-year college degree, preferably in Communications or Broadcast Journalism

Certifications

- None required

What You'll Bring:

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for On-Air Personality

Location:

Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118

Position Type:

Regular

Time Type:

Full time

Pay Type:

Salaried

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, 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

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for On-Air Personality

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.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Memphis-TN-Thousand-Oaks/On-Air-Personality_Req30308

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

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for On-Air Personality

RS Number	Recruiting Source	Date and Time
1	Black River Technical College E-mail: margo.davis@blackrivertech.edu	Sent: 5/29/2023 1:51:36 PM
2	Central Baptist College E-mail: careerservices@cbc.edu	Sent: 5/29/2023 1:51:36 PM
3	Christian Brothers University E-mail: careerservices@cbu.edu	Sent: 5/29/2023 1:51:31 PM
4	Coahoma Junior College E-mail: cdixon@coahomacc.edu	Sent: 5/29/2023 1:51:36 PM
5	East Arkansas Community College Fax: 1-870-633-7222	Sent: 5/29/2023 3:01 PM
7	Harding University E-mail: shannigan@harding.edu	Sent: 5/29/2023 1:51:33 PM
8	Hendrix College E-mail: careerservices@hendrix.edu	Sent: 5/29/2023 1:51:37 PM
11	Jackson State University E-mail: hrservices@jsums.edu	Sent: 5/29/2023 1:51:37 PM
12	JobLINC E-mail: joblinc@memphislibrary.org	Sent: 5/29/2023 1:51:35 PM
13	Lane College E-mail: ktate@lanecollege.edu	Sent: 5/29/2023 1:51:31 PM
14	LeMoyne-Owen College E-mail: careers@lemoyne.edu	Sent: 5/29/2023 1:51:30 PM
16	Memphis Urban League, Inc E-mail: info@memul.org	Sent: 5/29/2023 1:51:30 PM
17	National Black MBA Association, Inc. E-mail: memphis.chapter@nmbmbaa.org	Sent: 5/29/2023 1:51:35 PM
18	Native American Indian Association of TN E-mail: WIA@NAIA.comcastbiz.net	Sent: 5/29/2023 1:51:35 PM
19	Northwest Community College E-mail: lmccarthy@nwcc.edu	Sent: 5/29/2023 1:51:33 PM
20	RHODES UNIVERSITY Fax: 1-901-843-3435	Sent: 5/29/2023 3:01 PM
21	RUST COLLEGE E-mail: ejones@rustcollege.edu	Sent: 5/29/2023 1:51:39 PM

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for On-Air Personality

RS Number	Recruiting Source	Date and Time
22	Southwest TN Community College E-mail: bdjohnson@southwest.tn.edu	Sent: 5/29/2023 1:51:31 PM
23	Strayer University E-mail: ucc@strayer.edu	Sent: 5/29/2023 1:51:34 PM
24	Tennessee College of Applied Technology E-mail: workforce@tcatmemphis.edu	Sent: 5/29/2023 1:51:31 PM
25	Tennessee College of Applied Technology E-mail: stanley.robinson@tcatmemphis.edu	Sent: 5/29/2023 1:51:38 PM
26	TN Association of Broadcasters E-mail: brenda@tabtn.org	Sent: 5/29/2023 1:51:35 PM
27	University Of Arkansas E-mail: lfoley@uark.edu	Sent: 5/29/2023 1:51:37 PM
28	University of Mississippi E-mail: Christy@career.olemiss.edu	Sent: 5/29/2023 1:51:32 PM
29	University of the Ozarks E-mail: careers@ozarks.edu	Sent: 5/29/2023 1:51:36 PM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 5/29/2023 1:51:29 PM

On-Air Personality

Job Requisition	Req30308 On-Air Personality (Filled)
Job Family	On-Air Talent
Start Date	08/09/2023 <u>Note:</u> "Start Date" indicates the date on which the job vacancy notice was posted.
End Date	10/26/2023
Primary Posting	No
Description	iHeartMedia Markets

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

The audio revolution is here – and iHeart is leading it! iHeartMedia, the number one audio company in America, reaches 90% of Americans every month -- a monthly audience that's twice the size of any other audio company – almost three times the size of the largest TV network – and almost 4 times the size of the largest ad-supported music streaming service. In fact, we have:

- More #1 rated markets than the next two largest radio companies combined;
- We're the largest podcast publisher, with more monthly downloads than the second- and third-largest podcast publishers combined. Podcasting, the fastest-growing new media, today has more monthly users than streaming music services or Netflix;
- iHeart is the home of many of the country's most popular and trusted on-air personalities and podcast influencers, who build important connections with hundreds of communities across America;
- We create and produce some of the most popular and well-known branded live music events in America, including the iHeartRadio Music Festival, the iHeartRadio Music Awards, the iHeartCountry Festival, iHeartRadio Fiesta Latina and the iHeartRadio Jingle Ball Tour;
- iHeartRadio is the #1 streaming radio digital service in America;
- Our social media footprint is 7 times larger than the next largest audio service; and
- We have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting, which bring data, targeting and attribution to all forms of audio at an unparalleled scale. As a result, we're able to combine our strong leadership position in audience reach, usage and ad tech with powerful tools and insights for our sales organizations to help them build success for their clients at a more efficient cost than any other option.

Because we reach almost every community in America, we're committed to providing a range of programming that reflects the diversity of the many communities we serve – and our company reflects that same kind of diversity. Our company values stress collaboration, curiosity, welcoming dissent, accepting mistakes in the pursuit of new ideas, and respect for everyone.

Only one company in America has the #1 position in everything audio: iHeartMedia!

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

Radio talk show host

What You'll Do:

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 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.

What You'll Need:

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
- 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

Work Experience

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

Education

- 4-year college degree, preferably in Communications or Broadcast Journalism

Certifications

- None required

What You'll Bring:

Location:

Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118

Position Type:

Regular

Time Type:

Full time

Pay Type:

Salaried

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, 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.

Non-Compete will be required for certain positions and as allowed by law.

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

Worker Sub-Type Regular

Remote Type On-Site

Location Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118

Time Type Full time

Locations

Supervisory Organization Programming - Delta Area (Big Sue)

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

Outside Account Executive (Memphis)

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 7/15/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Carla Williams Manual Posting	N	0
2	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 501-892-4565 Email : margo.davis@blackrivertech.edu Fax : 1-501-892-3546 Black River Technical College Black River Technical College	N	0
3	Central Baptist College 1501 College Ave, Conway, Arkansas 72032 Phone : 501-329-6872 Email : careerservices@cbc.edu Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
4	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Email : careerservices@cbu.edu Fax : 1-901-321-3257 Career Services	N	0
5	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 6626272571 Email : cdixon@coahomacc.edu Fax : 1-662-627-4361 Monica HOUSTON	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

Outside Account Executive (Memphis)

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 7/15/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
6	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
7	Google Jobs - Not directly contacted by SEU	N	1
8	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Email : shannigan@harding.edu Career Services	N	0
9	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
12	iHM Human Capital Acquisition	N	1
13	Indeed.com - Not directly contacted by SEU	N	1

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

Outside Account Executive (Memphis)

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 7/15/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Email : hrservices@jsums.edu Lavenita Cottrell	N	0
15	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0
16	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Email : ktate@lanecollege.edu Career Services	N	0
17	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Email : careers@lemoyne.edu Fax : 1-901-435-1699 Career Services	N	0
19	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

Outside Account Executive (Memphis)

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 7/15/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
20	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Email : info@memul.org Fax : 1-901-272-1673 Job Placement Supervisor	N	0
21	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis.chapter@nbmbaa.org Career Services	N	0
22	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
23	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Email : lmccarthy@nwcc.edu Fax : 1-662-280-6161 Career Services	N	0
24	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0
25	RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone : 662-252-8000 EXT 44081 Email : ejones@rustcollege.edu Fax : 1-662-252-8993 ANGELA WILLIAMS PEGUES	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

Outside Account Executive (Memphis)

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 7/15/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
26	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : bdjohnson@southwest.tn.edu Fax : 1-901-333-5926 Career Services	N	0
28	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Email : ucc@strayer.edu Fax : 1-901-565-9400 Career Services	N	0
29	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Email : workforce@tcatmemphis.edu Career Services	N	0
30	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 9015432904 Email : stanley.robinson@tcatmemphis.edu Fax : 1-901-543-6133 Stanley Robinson	N	0
31	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Email : brenda@tabtn.org Career Services	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

Outside Account Executive (Memphis)

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 7/15/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
32	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
33	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Email : Christy@career.olemiss.edu Fax : 1-662-915-7759 Christy Wright	N	0
34	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
35	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

Position: Outside Account Executive (Memphis)

Hire Date: July 15, 2022

This report, generated by Broadcast1Source, verifies that KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC 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 ever considered working for the #1 Audio Company-not just in Memphis, 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 as well as our national and local personalities like-Elvis Duran and Ryan Seacrest on 101.9 KISS FM, The Breakfast Club on K97.1, ERush Limbaugh and Sean Hannity on WREC 92.1 FM/600 AM, Stan Bell on V-101, Early Morning Praise Party on Hallelujah 95.7, Bobby O'Jay on WDIA, and Hooker, DB & Becka on Rock103. Being the #1 Audio Company in the country we offer so much more than just radio advertising! As an Account Executive with iHeartMedia you have the capability to sell the most innovative broadcast and digital marketing tools. You'll have all of these tools at your fingertips to sell locally from your home in Memphis plus you'll be able to represent over 150 markets across the country representing over 850 iHeartMedia radio stations.

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.

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- 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
- Strong interpersonal skills

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118

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, 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 .

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

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/Memphis-TN-Thousand-Oaks/Outside-Account-Executive--Memphis-Req26197

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

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC**Fax and E-mail verification summary report for Outside Account Executive (Memphis)**

RS Number	Recruiting Source	Date and Time
1	Alcorn State University E-mail: cwilliams@alcorn.edu	Sent: 10/24/2021 4:03:20 PM
2	Black River Technical College E-mail: margo.davis@blackrivertech.edu	Sent: 10/24/2021 4:03:18 PM
3	Central Baptist College E-mail: careerservices@cbc.edu	Sent: 10/24/2021 4:03:17 PM
4	Christian Brothers University E-mail: careerservices@cbu.edu	Sent: 10/24/2021 4:03:12 PM
5	Coahoma Junior College E-mail: cdixon@coahomacc.edu	Sent: 10/24/2021 4:03:17 PM
6	East Arkansas Community College Fax: 1-870-633-7222	Sent: 10/24/2021 9:05 PM
8	Harding University E-mail: shannigan@harding.edu	Sent: 10/24/2021 4:03:14 PM
9	Hendrix College E-mail: careerservices@hendrix.edu	Sent: 10/24/2021 4:03:20 PM
14	Jackson State University E-mail: hrservices@jsums.edu	Sent: 10/24/2021 4:03:19 PM
15	JobLINC E-mail: joblinc@memphislibrary.org	Sent: 10/24/2021 4:03:15 PM
16	Lane College E-mail: ktate@lanecollege.edu	Sent: 10/24/2021 4:03:12 PM
17	LeMoyne-Owen College E-mail: careers@lemoyne.edu	Sent: 10/24/2021 4:03:11 PM
19	Memphis Branch NAACP Fax: 1-901-526-2637	Sent: 10/24/2021 9:02 PM
20	Memphis Urban League, Inc E-mail: info@memul.org	Sent: 10/24/2021 4:03:10 PM
21	National Black MBA Association, Inc. E-mail: memphis.chapter@nbmbaa.org	Sent: 10/24/2021 4:03:16 PM
22	Native American Indian Association of TN E-mail: WIA@NAIA.comcastbiz.net	Sent: 10/24/2021 4:03:16 PM
23	Northwest Community College E-mail: lmccarthy@nwcc.edu	Sent: 10/24/2021 4:03:14 PM

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC**Fax and E-mail verification summary report for Outside Account Executive (Memphis)**

RS Number	Recruiting Source	Date and Time
24	RHODES UNIVERSITY Fax: 1-901-843-3435	Sent: 10/24/2021 9:05 PM
25	RUST COLLEGE E-mail: ejones@rustcollege.edu	Sent: 10/24/2021 4:03:22 PM
26	Southwest TN Community College E-mail: bdjohnson@southwest.tn.edu	Sent: 10/24/2021 4:03:11 PM
28	Strayer University E-mail: ucc@strayer.edu	Sent: 10/24/2021 4:03:15 PM
29	Tennessee College of Applied Technology E-mail: workforce@tcatmemphis.edu	Sent: 10/24/2021 4:03:12 PM
30	Tennessee College of Applied Technology E-mail: stanley.robinson@tcatmemphis.edu	Sent: 10/24/2021 4:03:20 PM
31	TN Association of Broadcasters E-mail: brenda@tabtn.org	Sent: 10/24/2021 4:03:16 PM
32	University Of Arkansas E-mail: lfoley@uark.edu	Sent: 10/24/2021 4:03:19 PM
33	University of Mississippi E-mail: Christy@career.olemiss.edu	Sent: 10/24/2021 4:03:13 PM
34	University of the Ozarks E-mail: careers@ozarks.edu	Sent: 10/24/2021 4:03:18 PM
35	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 10/24/2021 4:03:09 PM

Outside Account Executive (Memphis)

Job Requisition	Req26197 Outside Account Executive (Memphis) (Filled)
Job Family	Outside Account Executive - 100% Commission (Inactive)
Start Date	03/09/2022 <u>Note:</u> "Start Date" indicates the date on which the job vacancy notice was posted.
End Date	07/12/2022
Primary Posting	No
Description	iHeartMedia Stations

Job Summary:

Have you ever considered working for the #1 Audio Company-not just in Memphis, 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 as well as our national and local personalities like-Elvis Duran and Ryan Seacrest on 101.9 KISS FM, The Breakfast Club on K97.1, ERush Limbaugh and Sean Hannity on WREC 92.1 FM/600 AM, Stan Bell on V-101, Early Morning Praise Party on Hallelujah 95.7, Bobby O'Jay on WDIA, and Hooker, DB & Becka on Rock103. Being the #1 Audio Company in the country we offer so much more than just radio advertising! As an Account Executive with iHeartMedia you have the capability to sell the most innovative broadcast and digital marketing tools. You'll have all of these tools at your fingertips to sell locally from your home in Memphis plus you'll be able to represent over 150 markets across the country representing over 850 iHeartMedia radio stations.

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.
- 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
- Strong interpersonal skills

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- Salesforce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118

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, 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.

Worker Sub-Type	Regular
Location	Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118
Time Type	Full time
Locations	
Supervisory Organization	Sales - Memphis, TN and Tupelo, MS (Karen M Mitchell)

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

SVPS Memphis

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 4/1/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Carla Williams Manual Posting	N	0
2	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 501-892-4565 Email : margo.davis@blackrivertech.edu Fax : 1-501-892-3546 Black River Technical College Black River Technical College	N	0
3	Central Baptist College 1501 College Ave, Conway, Arkansas 72032 Phone : 501-329-6872 Email : careerservices@cbc.edu Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
4	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Email : careerservices@cbu.edu Fax : 1-901-321-3257 Career Services	N	0
5	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 6626272571 Email : cdixon@coahomacc.edu Fax : 1-662-627-4361 Monica HOUSTON	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

SVPS Memphis

Recruitment source referring hire: iHM Human Capital Acquisition

Date of hire: 4/1/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
6	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
8	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Email : shannigan@harding.edu Career Services	N	0
9	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
12	iHM Human Capital Acquisition	N	1

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

SVPS Memphis

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 4/1/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Email : hrservices@jsums.edu Lavenita Cottrell	N	0
15	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0
16	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu Email : ktate@lanecollege.edu Career Services	N	0
17	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Email : careers@lemoyne.edu Fax : 1-901-435-1699 Career Services	N	0
18	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	1

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

SVPS Memphis

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 4/1/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
19	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0
20	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Email : info@memul.org Fax : 1-901-272-1673 Job Placement Supervisor	N	0
21	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis.chapter@nmbmaa.org Career Services	N	0
22	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
23	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Email : lmccarthy@nwcc.edu Fax : 1-662-280-6161 Career Services	N	0
24	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

SVPS Memphis

Recruitment source referring hiree: iHM Human Capital Acquisition

Date of hire: 4/1/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
25	RUST COLLEGE 150 RUST AVE HOLLY SPRINGS, Mississippi 38635 Phone : 662-252-8000 EXT 44081 Email : ejones@rustcollege.edu Fax : 1-662-252-8993 ANGELA WILLIAMS PEGUES	N	0
26	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : bdjohnson@southwest.tn.edu Fax : 1-901-333-5926 Career Services	N	0
27	Station Website Posting (navigation link to corporate careers website)	N	1
28	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Email : ucc@strayer.edu Fax : 1-901-565-9400 Career Services	N	0
29	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Email : workforce@tcatmemphis.edu Career Services	N	0
31	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Email : brenda@tabtn.org Career Services	N	0

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Vacancy Data Form

SVPS Memphis

Recruitment source referring hire: iHM Human Capital Acquisition

Date of hire: 4/1/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
32	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
33	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Email : Christy@career.olemiss.edu Fax : 1-662-915-7759 Christy Wright	N	0
34	University of the Ozarks 415 College Ave Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu University of the Ozarks University of the Ozarks	N	0
35	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for SVPS Memphis

Position: SVPS Memphis

Hire Date: April 1, 2022

This report, generated by Broadcast1Source, verifies that KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC 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:

iHeartMedia Stations

Job Summary:

Oversees sales management activities in one or multiple stations.

Job Summary:

Have you considered working for the #1 Audio Company, not just in Memphis 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 – The Breakfast Club, mornings on 97.1 WHRK, Mike Evans on KJMS V101, Bobby OJay on WDIA, Ben Ferguson on News Talk WREC and many more! iHeartMedia Memphis 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 Senior Vice President of Sales with iHeartMedia you have the capability to lead a team of Account Executives 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 Memphis Metropolitan Area plus you'll be able to represent over 160 markets across the country representing over 850 diverse iHeartMedia radio stations.

Responsibilities

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for SVPS Memphis

- Manages local Account Executives with goal of meeting/exceeding station revenue, prospecting and new business targets.
- Oversees advertising sales activities in assigned market; is accountable for achieving/ exceeding targeted advertising sales revenues for the market and for controlling sales expenses.
- Drives results through others, manages team performance and holds team accountable against business metrics.
- Translates market and station business strategies into specific actions to generate sales and revenue.
- Directs sales activities and processes that generate new business and deepen existing relationships.
- Sets sales goals and guides subsequent goal-setting processes.
- Prepares budgets and revenue forecasts.
- Obtains, allocates and adjusts operations resources to achieve sales and service goals.
- Oversees management of available advertising inventory to drive most profitable sales.
- Meets with key accounts.
- Recruits, hires and ensures ongoing training and development of Account Executives.
- Goes on sales calls and conducts in-field coaching to develop Account Executives.
- May review and adjust sales territories, product mix targets and assigned call lists.
- May direct other functions such as marketing, advertising, production, traffic and sales operations.

Qualifications

- Strong understanding of broadcasting, marketing, promotion, and collection standards
- Proven ability to grow new business and find new revenue opportunities
- Excellent leadership and coaching ability; can successfully coach others in sales practices
- Deep understanding of local markets, customers, and competitors in order to target needs and drive sales
- Can create productive, long-term customer relationships.
- Adept as entrepreneurial self-starter
- Excellent ability to organize, prioritize, and multi-task
- Can push self and others to achieve and excel in a fast-paced dynamic environment
- Excellent business and people decision-making skills
- Can model positive energy and handle stress in the face of challenges, deadlines and financial pressures
- Flexibility and creativity
- Excellent communication and influencing skills across multiple groups
- Excellent interpersonal skills and collaboration with others

Work Experience

- 3+ years' experience as an Account Executive or Sales Manager in media industry with proven track record of success

Education

- 4-year college degree preferred

Certifications

- None required

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for SVPS Memphis

Location

Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118

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, 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.

Some positions in certain divisions of the iHeartMedia family of companies are subject to mandatory vaccination

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for SVPS Memphis

requirements as a condition of employment. Candidates who have been offered employment for these positions at iHeartMedia, subject to applicable law, will be required to demonstrate they have been fully vaccinated for COVID-19 or qualify for a medical or religious accommodation from the vaccination requirement by their start date (which may be extended for such purposes). If the aforementioned requirements are not met, candidates who have accepted offers for such positions will have their offers rescinded and/or employment terminated in accordance with applicable law.

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/Memphis-TN-Thousand-Oaks/SVPS-Memphis_Req26736

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

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for SVPS Memphis

RS Number	Recruiting Source	Date and Time
1	Alcorn State University E-mail: cwilliams@alcorn.edu	Sent: 12/6/2021 8:38:10 PM
2	Black River Technical College E-mail: margo.davis@blackrivertech.edu	Sent: 12/6/2021 8:38:08 PM
3	Central Baptist College E-mail: careerservices@cbc.edu	Sent: 12/6/2021 8:38:07 PM
4	Christian Brothers University E-mail: careerservices@cbu.edu	Sent: 12/6/2021 8:37:59 PM
5	Coahoma Junior College E-mail: cdixon@coahomacc.edu	Sent: 12/6/2021 8:38:07 PM
6	East Arkansas Community College Fax: 1-870-633-7222	Sent: 12/7/2021 2:02 AM
8	Harding University E-mail: shannigan@harding.edu	Sent: 12/6/2021 8:38:03 PM
9	Hendrix College E-mail: careerservices@hendrix.edu	Sent: 12/6/2021 8:38:10 PM
14	Jackson State University E-mail: hrservices@jsums.edu	Sent: 12/6/2021 8:38:09 PM
15	JobLINC E-mail: joblinc@memphislibrary.org	Sent: 12/6/2021 8:38:05 PM
16	Lane College E-mail: ktate@lanecollege.edu	Sent: 12/6/2021 8:38:00 PM
17	LeMoyne-Owen College E-mail: careers@lemoyne.edu	Sent: 12/6/2021 8:37:58 PM
19	Memphis Branch NAACP Fax: 1-901-526-2637	Sent: 12/7/2021 2:02 AM
20	Memphis Urban League, Inc E-mail: info@memul.org	Sent: 12/6/2021 8:37:58 PM
21	National Black MBA Association, Inc. E-mail: memphis.chapter@nbmbaa.org	Sent: 12/6/2021 8:38:06 PM
22	Native American Indian Association of TN E-mail: WIA@NAIA.comcastbiz.net	Sent: 12/6/2021 8:38:07 PM
23	Northwest Community College E-mail: lmccarthy@nwcc.edu	Sent: 12/6/2021 8:38:03 PM

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
Fax and E-mail verification summary report for SVPS Memphis

RS Number	Recruiting Source	Date and Time
24	RHODES UNIVERSITY Fax: 1-901-843-3435	Sent: 12/7/2021 2:03 AM
25	RUST COLLEGE E-mail: ejones@rustcollege.edu	Sent: 12/6/2021 8:38:12 PM
26	Southwest TN Community College E-mail: bdjohnson@southwest.tn.edu	Sent: 12/6/2021 8:37:59 PM
28	Strayer University E-mail: ucc@strayer.edu	Sent: 12/6/2021 8:38:04 PM
29	Tennessee College of Applied Technology E-mail: workforce@tcatmemphis.edu	Sent: 12/6/2021 8:38:00 PM
31	TN Association of Broadcasters E-mail: brenda@tabtn.org	Sent: 12/6/2021 8:38:06 PM
32	University Of Arkansas E-mail: lfoley@uark.edu	Sent: 12/6/2021 8:38:09 PM
33	University of Mississippi E-mail: Christy@career.olemiss.edu	Sent: 12/6/2021 8:38:01 PM
34	University of the Ozarks E-mail: careers@ozarks.edu	Sent: 12/6/2021 8:38:08 PM
35	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 12/6/2021 8:37:57 PM

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

Position: Outside Account Executive (Memphis)

Hire Date: July 15, 2022

This report, generated by Broadcast1Source, verifies that KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC 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 ever considered working for the #1 Audio Company-not just in Memphis, 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 as well as our national and local personalities like-Elvis Duran and Ryan Seacrest on 101.9 KISS FM, The Breakfast Club on K97.1, ERush Limbaugh and Sean Hannity on WREC 92.1 FM/600 AM, Stan Bell on V-101, Early Morning Praise Party on Hallelujah 95.7, Bobby O'Jay on WDIA, and Hooker, DB & Becka on Rock103. Being the #1 Audio Company in the country we offer so much more than just radio advertising! As an Account Executive with iHeartMedia you have the capability to sell the most innovative broadcast and digital marketing tools. You'll have all of these tools at your fingertips to sell locally from your home in Memphis plus you'll be able to represent over 150 markets across the country representing over 850 iHeartMedia radio stations.

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.

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- 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
- Strong interpersonal skills

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

Memphis, TN: 2650 Thousand Oaks Boulevard, Suite 4100, 38118

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, 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 .

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

Fax and E-mail verification summary report for Outside Account Executive (Memphis)

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/Memphis-TN-Thousand-Oaks/Outside-Account-Executive--Memphis-Req26197

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

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC**Fax and E-mail verification summary report for Outside Account Executive (Memphis)**

RS Number	Recruiting Source	Date and Time
1	Alcorn State University E-mail: cwilliams@alcorn.edu	Sent: 10/24/2021 4:03:20 PM
2	Black River Technical College E-mail: margo.davis@blackrivertech.edu	Sent: 10/24/2021 4:03:18 PM
3	Central Baptist College E-mail: careerservices@cbc.edu	Sent: 10/24/2021 4:03:17 PM
4	Christian Brothers University E-mail: careerservices@cbu.edu	Sent: 10/24/2021 4:03:12 PM
5	Coahoma Junior College E-mail: cdixon@coahomacc.edu	Sent: 10/24/2021 4:03:17 PM
6	East Arkansas Community College Fax: 1-870-633-7222	Sent: 10/24/2021 9:05 PM
8	Harding University E-mail: shannigan@harding.edu	Sent: 10/24/2021 4:03:14 PM
9	Hendrix College E-mail: careerservices@hendrix.edu	Sent: 10/24/2021 4:03:20 PM
14	Jackson State University E-mail: hrservices@jsums.edu	Sent: 10/24/2021 4:03:19 PM
15	JobLINC E-mail: joblinc@memphislibrary.org	Sent: 10/24/2021 4:03:15 PM
16	Lane College E-mail: ktate@lanecollege.edu	Sent: 10/24/2021 4:03:12 PM
17	LeMoyne-Owen College E-mail: careers@lemoyne.edu	Sent: 10/24/2021 4:03:11 PM
19	Memphis Branch NAACP Fax: 1-901-526-2637	Sent: 10/24/2021 9:02 PM
20	Memphis Urban League, Inc E-mail: info@memul.org	Sent: 10/24/2021 4:03:10 PM
21	National Black MBA Association, Inc. E-mail: memphis.chapter@nbmbaa.org	Sent: 10/24/2021 4:03:16 PM
22	Native American Indian Association of TN E-mail: WIA@NAIA.comcastbiz.net	Sent: 10/24/2021 4:03:16 PM
23	Northwest Community College E-mail: lmccarthy@nwcc.edu	Sent: 10/24/2021 4:03:14 PM

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC**Fax and E-mail verification summary report for Outside Account Executive (Memphis)**

RS Number	Recruiting Source	Date and Time
24	RHODES UNIVERSITY Fax: 1-901-843-3435	Sent: 10/24/2021 9:05 PM
25	RUST COLLEGE E-mail: ejones@rustcollege.edu	Sent: 10/24/2021 4:03:22 PM
26	Southwest TN Community College E-mail: bdjohnson@southwest.tn.edu	Sent: 10/24/2021 4:03:11 PM
28	Strayer University E-mail: ucc@strayer.edu	Sent: 10/24/2021 4:03:15 PM
29	Tennessee College of Applied Technology E-mail: workforce@tcatmemphis.edu	Sent: 10/24/2021 4:03:12 PM
30	Tennessee College of Applied Technology E-mail: stanley.robinson@tcatmemphis.edu	Sent: 10/24/2021 4:03:20 PM
31	TN Association of Broadcasters E-mail: brenda@tabtn.org	Sent: 10/24/2021 4:03:16 PM
32	University Of Arkansas E-mail: lfoley@uark.edu	Sent: 10/24/2021 4:03:19 PM
33	University of Mississippi E-mail: Christy@career.olemiss.edu	Sent: 10/24/2021 4:03:13 PM
34	University of the Ozarks E-mail: careers@ozarks.edu	Sent: 10/24/2021 4:03:18 PM
35	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 10/24/2021 4:03:09 PM

ATTACHMENT C

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

RECRUITMENT INITIATIVES FORM

April 1, 2023 - March 31, 2024

	Type of Recruitment Initiative	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participation in Job Fairs	7/29/2023	On July 29, 2023, our SEU's SVP of Sales and our Program Manager participated in the New Shelby M.B. Higher Education Ministry Career Fair. SEU participants discussed careers in the broadcasting and radio industries and career opportunities at iHeart Media.
2.	Provision of training to management	2/12/2024	In February 2024, 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.	Provision of training to management	3/4/2024	In March 2024, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.

NEW SHELBY M.B. CHURCH - HIGHER EDUCATION MINISTRY PRESENTS



**SATURDAY
JULY 29
@ 11:00AM**

**NEW SHELBY EXTENDED LIFE CENTER
6915 E HOLMES RD. - MEMPHIS, TN 38141**

VENDORS ON SITE:



FedEx



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Saving research. Saving time.



UrbanAir
MEMPHIS AIR

**MEMPHIS FIRE DEPARTMENT, MEMPHIS POLICE DEPARTMENT, SHELBY COUNTY
SHERIFF'S OFFICE, FED EX, IHEART MEDIA,
TRANSNET YX, ATF, URBAN AIR, DEPARTMENT OF CORRECTIONS,
IT/CYBER SECURITY, BUS TOURING,
CPA, PHARMACIST, CARRIER,
COSMETOLOGY/TUTORING/COUNSELING**

SPEAKING PANEL, FOOD, LIVE ENTERTAINMENT, SCHOOL SUPPLY GIVEAWAY!!!!



Addressing Unconscious Bias as a Leader

Course completed by Karen McCrary Mitchell

Mar 04, 2024 at 05:30PM UTC · [REDACTED]

Top skills covered

Diversity & Inclusion

A handwritten signature in black ink that reads "Dan Rodnitzky".

Head of Content Strategy, Learning



Certificate ID: 736fe55211aea6d1bd9f4b9c75a28e39afbd018421e5baf80952407abdbb3198

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC

RECRUITMENT INITIATIVES FORM

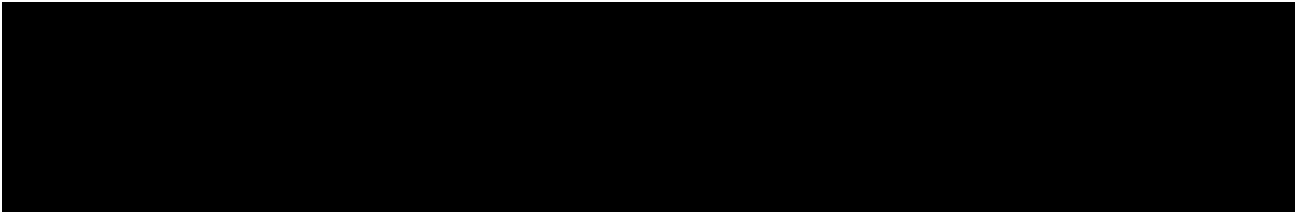
April 1, 2022 - March 31, 2023

	Type of Recruitment Initiative	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participation in events or programs sponsored by educational institutions	7/29/2022	On 7/29/22 students from Rust College came to the iHeart Media offices and got a full tour of our studios. They are in Rust's communications department and work at the college's student-run radio station. They all have aspirations for careers in various aspects of radio broadcasting. Students got the opportunity to meet our personalities, ask questions, see state of the art studios, and a snapshot of corporate broadcasting.
2.	Participation in events sponsored by organizations representing the community	8/24/2022	Our SEU's Sr. VP of Sales attended the Mid-South Minority Business Consortium's annual career fair on 8/24/22. During the fair, he conversed with recent graduates, gave resume and interviewing advice, and provided contacts for program and career-related inquiries.
3.	Participation in events or programs sponsored by educational institutions	11/1/2022	On 11/1/22, our SEU's Sr. VP of Sales spoke to parents and students about broadcasting during a meeting of the Board of Advisors for Audio/Visual Education. The Board of Advisors is a group of audio/visual production teachers from Overton High and Middle College High in Memphis. The Board schedules guest speakers from the broadcast and media industries to discuss career opportunities. During the event, our Sr. VP of Sales answered questions from current audio/visual production students and their parents, including what classes students should focus on to help them prepare for broadcast careers, collegiate paths, and the skills and software proficiencies relevant to the industry.
4.	Provision of training to management	1/17/2023	In January, 2023, our SEU's SVP of Sales 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.
5.	Participation in events or programs sponsored by educational institutions	3/9/2023	On March 9, 2023, our SEU's On-Air Personalities participated in a seminar for the HBCU Job Fair at the Brown Missionary Baptist Church. Our On-Air Personalities discussed careers in broadcasting with the students and were available to answer questions.
6.	Participation in events or programs sponsored by educational institutions	3/15/2023	On March 15, 2023, our SEU's On-Air Personality hosted students from Wichita State University for a tour of our studios and discussion about careers in broadcasting.

	Type of Recruitment Initiative	Date	Brief Description of Activity & Scope of Broadcaster's Participation
7.	Provision of training to management	3/21/2023	On March, 21, 2023 our SEU's Regional SVP of Programming took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.

From: Desean <deseangrayson@iheartmedia.com>
Sent on: Wednesday, October 26, 2022 2:14:35 PM
To: Porter, Jackie <jackiesmith@iheartmedia.com>
CC: Sue, Big <BigSue@iheartmedia.com>; Klein, Kevin <KevinKlein@iheartmedia.com>
Subject: Station Tour & Job Fair

Good morning Jackie. I've been remiss in sharing this with you. I wanted to make sure that we don't miss points for our market. On the last Friday in July, students from Rust College came to the iHeart Media offices and got a full tour of our studios. They are in Rust's communications department and work at the college's student-run radio station. They all have aspirations for careers in various aspects of radio broadcasting. Students got the opportunity to meet our personalities, ask questions, see state of the art studios, and a snapshot of corporate broadcasting.



DeSean Grayson

Sr. VP-Sales

iHeartMedia-Memphis

2650 Thousand Oaks Blvd Suite 4100, Memphis TN 38118

O: 901.259.1300

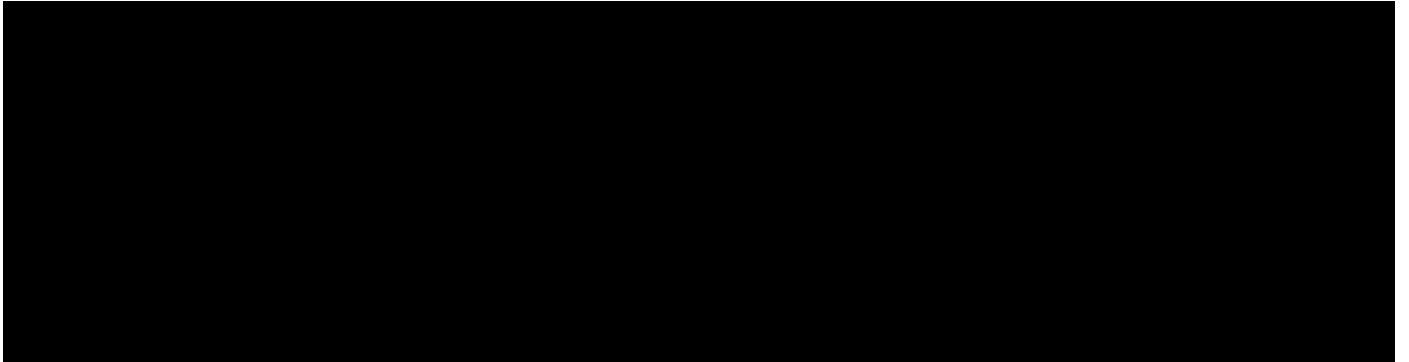
C: 202.528.4676

America's #1 Audio Company

Reaching 9 out of 10 Americans Every Month

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

From: Desean <deseangrayson@iheartmedia.com>
Sent on: Wednesday, October 26, 2022 2:14:35 PM
To: Porter, Jackie <jackiesmith@iheartmedia.com>
CC: Sue, Big <BigSue@iheartmedia.com>; Klein, Kevin <KevinKlein@iheartmedia.com>
Subject: Station Tour & Job Fair



I also participated in the Mid-South Minority Business Consortium's annual career fair on 8/24. I was there for 3.5 hours. I conversed with recent graduates, gave resume and interviewing advice, as well as pointed them in the correct contacts for programming interests and inquiries.

DeSean Grayson

Sr. VP-Sales
iHeartMedia-Memphis
2650 Thousand Oaks Blvd Suite 4100, Memphis TN 38118
O: 901.259.1300
C: 202.528.4676

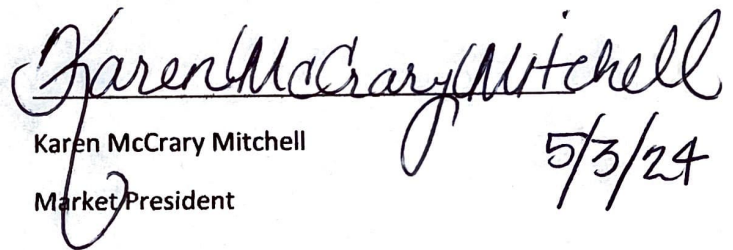
America's #1 Audio Company
Reaching 9 out of 10 Americans Every Month

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



2450 Thousand Oaks Boulevard
Ste. 4100
Memphis, TN 38118
901.259.1300

Our station employment unit ("SEU") documents management-level employee participation in training programs using the attached internal log tool.


Karen McCrary Mitchell
Market President

5/3/24

Rob VanDerbeck	Valuing Diversity: Manager Edition	01/09/2023 4:42:35 PM	Completed	01/19/2023 2:41:49 PM
Thomas Goslowski III	Valuing Diversity: Manager Edition	01/09/2023 4:42:35 PM	Completed	01/11/2023 7:41:14 AM
Dave Ashcraft	Valuing Diversity: Manager Edition	01/09/2023 4:42:35 PM	Completed	01/10/2023 12:55:22 PM
Desean Grayson	Valuing Diversity: Manager Edition	01/09/2023 4:42:35 PM	Completed	01/17/2023 8:05:03 AM



LinkedIn LEARNING

Certificate of Completion

Congratulations, Big Sue

Addressing Unconscious Bias as a Leader

Course completed on Mar 21, 2023 at 10:25PM UTC

By continuing to learn, you have expanded your perspective, sharpened your skills, and made yourself even more in demand.

A handwritten signature in black ink, appearing to read "Dan Rodnitzky".

Head of Content Strategy, Learning

LinkedIn Learning
1000 W Maude Ave
Sunnyvale, CA 94085

Certificate ID: ARhLYwMDHgYrNG6lf19SeTeycGZX