

**KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2014 - March 31, 2015**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
SENIOR ACCOUNT EXECUTIVE (OUTSIDE SALES)	1-10, 12, 14-33, 35, 37-38, 40-54	15
SENIOR ACCOUNT EXECUTIVE (OUTSIDE SALES)	1-10, 12, 14-33, 35, 37-38, 40-54	14
Sales Assistant	1-7, 9-27, 29-52, 54	14
Sales Assistant	1-7, 9-27, 29-52, 54	14

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
2	American Business Women's Assn. 2750 Darlington Cove Memphis, Tennessee 38118 Phone : 1800228007 Url : <a href="http://www.abwa.org">www.abwa.org</a> Cynethia Bell Manual Posting	N	0
3	Arkansas Dept of Employment Sec P O Box 1928 West Memphis, Arkansas 72303 Phone : 501-682-2121 Url : <a href="http://www.arkansas.gov">www.arkansas.gov</a> Career Services Manual Posting	N	0
4	Arkansas State University Career Placement Services P O Box 2490 Jonesboro, Arkansas 72467 Phone : 870-972-3025 Career Services Manual Posting	N	0
5	Athens State College Career Office 300 North Beaty Street Athens, Alabama 35611 Phone : 256-233-8140 Url : <a href="http://www.athens.edu">www.athens.edu</a> Career Services Manual Posting	N	0
6	Belhaven College 1790 Kirby Parkway Suite 100 Germantown, Tennessee 38138-7452 Phone : 9019688995 Url : <a href="http://www.collegecentral.com/belhaven">www.collegecentral.com/belhaven</a> Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Booker T. Washington High School 715 South Lauderdale Memphis, Tennessee 38126 Phone : 901-416-7240 Placement Director Manual Posting	N	0
8	Career Fair	N	2
9	Christian Brothers University Carer Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Career Services Manual Posting	N	0
10	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
11	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> OpenHire Source Manual Posting	N	0
12	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Fax : 1-901-761-1358 Career Services	N	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0

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14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	7
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	10
16	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 901-323-4206 Email : <a href="mailto:joblinc@memphislibrary.org">joblinc@memphislibrary.org</a> Career Services	N	0
17	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 731-426-7584 Url : <a href="http://www.lanecollege.edu">www.lanecollege.edu</a> Fax : 1-731-265-1719 Career Services Manual Posting	N	0
18	LeMoyne-Owen College Job Development Supervisor 807 Walker Avenue Memphis, Tennessee 38126 Phone : 901-435-1675 Fax : 1-901-435-1699 Career Services	N	0
19	Lowenstein House 821 S Barksdale Memphis, Tennessee 38114 Phone : 901-274-5486 Url : <a href="http://lowensteinhouse.com">lowensteinhouse.com</a> Kevin Dixon Manual Posting	N	0

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20	Memphis Area Vo-Tech 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Career Services Manual Posting	N	0
21	Memphis Black Media Coalition 701 South Parkway East Memphis, Tennessee 38106 Phone : 901-646-5272 Fax : 1-901-946-5272 Gwen Sneed	N	0
22	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0
23	Memphis College of Art Student Employment Office 1930 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-272-5103 Fax : 1-901-272-5104 Career Services	N	0
24	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Fax : 1-901-272-1673 Job Placement Supervisor	N	0
25	Mississippi Dept of Employment Sec P O Box 524 Hernando, Mississippi 38632 Phone : 601-429-9874 Bobbi Oliver Manual Posting	N	0
26	Mississippi State University Connections The Career Center Tennessee Phone : 662-325-3344 Fax : 1-662-325-7975 Career Services	N	0

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27	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
28	NAB Clearinghouse Tennessee Phone : 202-429-5498 Fax : 1-202-775-3526 Career Services	N	0
29	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis_nbmbaa@yahoo.com Career Services	N	0
30	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
31	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Fax : 1-662-280-6161 Career Services	N	0
32	Park Avenue Propects Club 6750 Poplar Ave., # 800 C/O Merrill Lynch Memphis, Tennessee 38138 Phone : 901-756-2039 Julie Kinney Manual Posting	N	0
33	Partners in Placement 4322 Bloombury St Southaven, Mississippi 38672 Susan Kime Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Philander Smith College 900 W DAISY L GATSON BATES DRIVED Little Rock, Arkansas 72202 Phone : 501-975-6054 Email : vbroadnax@philander.edu Fax : 1-501-975-8560 AMANDA ROBINSON	Y <sup>1</sup>	0
35	Professional Women's Network 930 University Street Memphis, Tennessee 38107 Phone : 901-345-7153 Sheila Easterling Manual Posting	N	0
36	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> OpenHire Source Manual Posting	N	0
37	Rust College Mass Communications Center 150 E Rust Avenue Holly Springs, Mississippi 38635 Sylvester Oliver Manual Posting	N	0
38	S.A.V.E.S. 2150 Whitney Avenue Memphis, Tennessee 38127 Phone : 901-353-5440 Alex Vaporean Manual Posting	N	0
39	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> OpenHire Source Manual Posting	N	0

<sup>1</sup> Recruitment Source #34 was not notified of certain vacancies due to changed contact information and/or email delivery failure. While this source did not provide the SEU with updated information prior to the applicable job posting, the SEU has since clarified and/or corrected the information.

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40	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-5000 Email : wwalker@southwest.tn.edu Fax : 1-901-333-4505 Career Services	N	0
41	State Technical Institute Career Counseling/Student Employment 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-382-4180 Bill Cavanaugh Manual Posting	N	0
42	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Fax : 1-901-565-9400 Career Services	N	0
43	Student Media Center Director of Student Media 233 Farley University, Mississippi 38677 Phone : 662-915-5502 Dr. Ralph Braseth Manual Posting	N	0
44	Tennessee Dept of Labor & WFD 5368 Mendenhall Mall Memphis, Tennessee 38115 Career Services Manual Posting	N	0
45	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
46	TN Association of Broadcasters P O Box 101015 Nashville, Tennessee 37224 Phone : 615-399-3791 Url : www.tabtn.org Career Services Manual Posting	N	0



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47	TN Dept of Employment Security 1295 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-543-7535 Joyce Reed Manual Posting	N	0
48	UCP/Memphis Works 4189 Leroy Memphis, Tennessee 38108 David Chamberlain Manual Posting	N	0
49	University of Memphis Tennessee Email : jwebb2@memphis.edu Career Services	N	0
50	University of Memphis College of Engineering Memphis, Tennessee 38152 Career Services Manual Posting	N	0
51	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
52	UT Health Science Center Student Employment Office 62 S Dunlap Memphis, Tennessee 38163 Phone : 901-448-4796 Fax : 1-901-448-7750 Career Services	N	0
53	Victory University Student Employment Office 255 North Highland Ave Memphis, Tennessee 38111 Phone : 901-320-9710 Email : whoward@victory.edu Fax : 1-901-320-9709 Career Services	N	0

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54	www.Linkedin.com 2029 Stierlin Ct Mountain View, California 94043 Phone : 0000000000 Url : http://linkedin.com Internet Internet Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/15/2014	Participation in Job Fairs	Our SEU participated in the City of Memphis Job Fair in Memphis, TN. Station participants included our Regional Market President, Senior VP of Sales, Business Manager, and Director of Marketing and Promotions, who discussed careers in radio with attendees, accepted applications and discussed internship and employment opportunities, and handed out iHeartMedia information packets	9	Regional Market President Sr VP of Sales Business Director of Marketing and Promotions
2	3/2/2015	Participation in events sponsored by community groups	Our SEU participated in the Chairman's Job Fair in Memphis, TN. Station participants included our Regional Market President, who discussed careers in radio with attendees, accepted applications, and discussed internship and employment opportunities.	1	Regional Market President
3	3/10/2015	Participation in events or programs sponsored by educational institutions	Our SEU participated in the John P. Freeman School's Career Day in Memphis, TN. Station participants included our Director of Promotions and Marketing, who discussed careers in radio with attendees, discussed internships, and handed out iHeartMedia information packets.	1	Director of Promotions and Marketing
4	3/12/2015	Participation in events sponsored by community groups	Our SEU participated in the Junior Achievement Career Fair in Memphis, TN. Station participants included our Regional Market President, who discussed careers in radio with attendees, accepted applications, discussed internships, and handed out iHeartMedia information packets.	1	Regional Market President
5	3/24/2015	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Whitehaven High School's Career Day in Memphis, TN. Station participants included our Director of Marketing and Promotions, who discussed internship and employment opportunities, and handed out iHeartMedia information packets.	1	Director of Marketing and Promotions

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	3/26/2015	Sponsorship of events in the community designed to increase public awareness	Our SEU participated in The Consortium Career Fair in Memphis, TN. Station participants included our Regional Market President who helped solicit local participating employers, and discussed careers in radio with attendees, accepted resumes and applications, and discussed internships and employment opportunities.	1	Regional Market President
7	3/30/2015	Establishment of an intern program designed to assist members of the community	Our SEU hosted one intern from the University of Mississippi. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, she shadowed the majority of the SEU staff, participated in sales calls, participated in on-air broadcasts, and participated in sales presentations	1	Director of Marketing and Promotions