

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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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

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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

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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

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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

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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

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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

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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	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

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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