

KJMS, KWNW, WDIA, WEGR, WHAL-FM, WHRK, WREC
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-5, 7, 9-12, 14-15, 17-34, 36, 38-44, 46-49	14
Account Executive	1-14, 17-31, 33-49	14
Account Executive	1, 3, 5, 7-8, 10-12, 14-16, 19, 21-26, 29, 31, 34, 38, 41-44, 46-49	14
Digital Sales Manager	1, 3, 7, 10-14, 16, 18, 20-26, 29, 31-32, 34, 36, 38, 42-44, 46-49	14

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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 Email : cwilliams@alcorn.edu Carla Williams	N	0
2	American Business Women's Assn. 2750 Darlington Cove Memphis, Tennessee 38118 Phone : 1800228007 Url : www.abwa.org Cynethia Bell Manual Posting	N	0
3	Arkansas State University P.O. Box 1930 State University, Arkansas 72467 Phone : (870) 972-3070 Email : pgraham@astate.edu Fax : 1-870-972-2997 Pamela Graham	N	0
4	Athens State College Career Office 300 North Beaty Street Athens, Alabama 35611 Phone : 256-233-8140 Url : www.athens.edu Career Services Manual Posting	N	0
5	Belhaven College 1790 Kirby Parkway Suite 100 Germantown, Tennessee 38138-7452 Phone : 9019688995 Url : www.collegecentral.com/belhaven Career Services Manual Posting	N	0
6	Booker T. Washington High School 715 South Lauderdale Memphis, Tennessee 38126 Phone : 901-416-7240 Placement Director Manual Posting	N	0

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7	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
8	Christian Brothers University Job Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 9013213331 Fax : 1-901-321-3257 Career Services	N	0
9	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 6626272571 Email : msmoore-6@yahoo.com Fax : 1-662-627-4361 Monica HOUSTON	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	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Fax : 1-901-761-1358 Career Services	N	0
12	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0

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13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
14	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	6
15	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 9019792015 Url : www.jsums.edu Fax : 1-601-979-5856 Lavenita Cottrell	N	0
16	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 9013962800 Email : joblinc@memphislibrary.org Fax : 1-901-344-5930 Career Services	N	0
17	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 7314267000 Url : www.lanecollege.edu 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

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19	Memphis Area Vo-Tech 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Career Services Manual Posting	N	0
20	Memphis Black Media Coalition 701 South Parkway East Memphis, Tennessee 38106 Phone : 901-646-5272 Fax : 1-901-946-5272 Gwen Sneed	N	0
21	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0
22	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
23	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Fax : 1-901-272-1673 Job Placement Supervisor	N	0
24	Mississippi State University Connections The Career Center Tennessee Phone : 662-325-3344 Fax : 1-662-325-7975 Career Services	N	0
25	National Black MBA Association, Inc. Memphis, Tennessee Email : memphis_nbmbaa@yahoo.com Career Services	N	0

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26	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
27	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Fax : 1-662-280-6161 Career Services	N	0
28	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
29	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	0
30	Professional Women's Network 930 University Street Memphis, Tennessee 38107 Phone : 901-345-7153 Sheila Easterling Manual Posting	N	0
31	RHODES UNIVERSITY Student Employment Center 2000 North Parkway Memphis, Tennessee 38112 Phone : 901-843-3730 Fax : 1-901-843-3435 Career Services	Y	0
32	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

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33	S.A.V.E.S. 2150 Whitney Avenue Memphis, Tennessee 38127 Phone : 901-353-5440 Alex Vaporean Manual Posting	N	0
34	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
35	State Technical Institute Career Counseling/Student Employment 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-382-4180 Bill Cavanaugh Manual Posting	N	0
36	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Fax : 1-901-565-9400 Career Services	N	0
37	Student Media Center Director of Student Media 233 Farley University, Mississippi 38677 Phone : 662-915-5502 Dr. Ralph Braseth Manual Posting	N	0
38	Tennessee College of Applied Technology 550 Alabama Memphis, Tennessee 38105 Phone : 9015432904 Email : sharon.ballentine@tcatmemphis.edu Sharon Ballentine	N	0
39	Tennessee Dept of Labor & WFD 5368 Mendenhall Mall Memphis, Tennessee 38115 Career Services Manual Posting	N	0

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40	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
41	TN Dept of Employment Security 1295 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-543-7535 Joyce Reed Manual Posting	N	0
42	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Debbie Ritter	N	0
43	University of Arkansas at Pine Bluff P.O. Box 4975 - 1200 N. University Drive Pine Bluff , Arkansas Phone : (870) 575-8461 Email : jonesm@uapb.edu Fax : 1-870-575-4606 Mary Jones	N	0
44	University of Memphis Tennessee Email : jwebb2@memphis.edu Career Services	N	0
45	University of Memphis College of Engineering Memphis, Tennessee 38152 Career Services Manual Posting	N	0
46	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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47	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
48	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
49	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			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	5/2/2018	Participation in Job Fairs	Our SEU participated in a career fair at the Boys & Girls Club of Memphis. Station participants discussed careers in radio with attendees and collected resumes.	2	SVP SALES REP
2	5/7/2018	Provision of training to management	In May of 2018, several SEU managers took an online training course entitled Preventing Sexual Harassment for Managers provided by the iHeartMedia Learning Center.	11	Sales Manager Market SVP Sales Finance Manager Area SVP Programming
3	6/18/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in a career day at Stax Music Academy in Memphis. Station participants spoke with students about working in the radio industry.	2	Programer Director On Air personality
4	7/30/2018	Participation in other activities designed by the station employment unit	Our SEU participated in a Technology Apprenticeship Program thru NAB for our Radio Engineering department with our Director of Engineering and Chief Engineer for a week. Two engineer apprentice shadow us around the radio stations and each of the transmitter sites. We focused on being responsible for repairing and maintaining a variety of equipment. This also included maintaining and operating the electronics and broadcasting equipment that keeps radio station on the air. Also showed them how to monitor or fix cables, wire electronic equipment located inside the station ,design the layout of equipment, log readings from external radio transmitters and ensure clear transmission between antennae and broadcast towers..	2	Director of Engineering Chief Engineer
5	8/4/2018	Participation in Job Fairs	SEU participated in Career Fair held by the City of Memphis. Our SVPP, on-air talent, and AE discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	3	SVP PROGRAMING On Air personality Account Rep

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6	8/15/2018	Participation in Job Fairs	SEU participated in the Southern Heritage Classic College and Career Fair, Memphis. The Marketing Director, and AE discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	2	Director of Marketing and Promotions Account Executive
7	9/27/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in a career day at Stax Music Academy in Memphis. Station participants spoke with students about working in the radio industry.	1	On-Air Personality Dir of Marketing & Promotion
8	3/19/2019	Participation in events or programs sponsored by educational institutions	Our SEU Participated in a career DAY at Northeast prep Academy Memphis. SVPP and on-air talent discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	2	SR VP PROGRAMMING ON AIR PERSONALITY
9	3/29/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in a career day at William Brewster Elementary School. Station participants discussed careers in radio with interested students and handed out station information.	2	SVP SALES Sales Rep