

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

**EEO PUBLIC FILE REPORT**

**April 1, 2013 - March 31, 2014<sup>1</sup>**

**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)	1-5, 7-11, 13-14, 17-21, 23-73, 75-76, 78	21
Sales Assistant	1-14, 17-20, 23-27, 29-44, 46-50, 52-55, 57-61, 63-73, 75-76, 78	18
Evening Jock-Radio Now Memphis	1-4, 6-14, 16-20, 23-27, 30-44, 46-50, 52-55, 57-61, 63-73, 75-76, 78	18
Account Executive	1-14, 17-20, 23-44, 46-50, 52-76, 78	18
IT Technician/Broadcast Engineering Assistant	1-5, 7-14, 17, 19-20, 22-30, 32-37, 40-44, 46-50, 52-70, 72-73, 76	22
News Radio 600 WREC Account Executive	1, 4, 7, 11, 13-15, 17, 19-21, 23-24, 26, 29-32, 34-44, 49-50, 52, 55, 57, 60-61, 64-65, 67, 69-70, 72-73, 75-78	21

<sup>1</sup> This Report was revised in July 2014 to address minor reporting issues.

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**April 1, 2013 - March 31, 2014**

**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	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 : 901-747-7793 Sue Crawley Manual Posting	N	0
3	Arkansas Dept of Employment Sec P O Box 1928 West Memphis, Arkansas 72303 Career Services Manual Posting	N	0
4	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
5	Arkansas State University Career Placement Services P O Box 2490 Jonesboro, Arkansas 72467 Phone : 501-972-2100 Rosemary Freer Manual Posting	N	0
6	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
7	Association of Rehabilitation Industry & Business P. O. Box 1618 Hot Springs, Arkansas Phone : 624-4087 Email : arib@hsnp.com Rhonda Bowman	N	0

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8	Athens State College Career Office 300 North Beaty Street Athens, Alabama 35611 Career Services Manual Posting	N	0
9	Belhaven College 1790 Kirby Parkway Suite 100 Germantown, Tennessee 38138-7452 Phone : 901-888-3343 Career Services Manual Posting	N	0
10	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
11	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
12	Christian Brothers University Carer Center 650 East Parkway South Memphis, Tennessee 38104 Phone : 901-321-3330 Career Services Manual Posting	N	0
13	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	1

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14	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Email : msmoore-6@yahoo.com Fax : 1-662-627-4361 Monica Moore	N	0
15	Crichton College 255 North Highland Avenue Memphis, Tennessee 38111 Phone : 901-320-9710 Fax : 1-901-320-9709 Student Employment Office	N	0
16	Current Employee	N	0
17	East Arkansas Community College 1700 Newcastle Road Forrest Cty, Arkansas 72335 Phone : 870-633-4480 Fax : 1-870-633-7222 Career Services	N	0
18	Employee Referral	N	10
19	Harding University Student Employment Office 1000 Cherry Road Memphis, Tennessee 38117 Phone : 901-761-1352 Fax : 1-901-761-1358 Career Services	N	0
20	Hendrix College 1600 Washington Avenue Conway, Arkansas Phone : 450-1416 Email : careerservices@hendrix.edu Jill Hankins	N	0
21	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> OpenHire Source Manual Posting	N	5

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22	Internal Transfer/Promotion	N	1
23	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 601/976-2477 Url : www.jsums.edu Fax : 601/979-3948 Lavenita Cottrell	N	0
24	JobLINC 3030 Poplar Avenue Memphis, Tennessee 38132 Phone : 901-323-4206 Email : joblinc@memphislibrary.org Career Services	N	0
25	Lane College Placement Office 545 Lane Avenue Jackson, Tennessee 38301 Phone : 901-426-7500 Career Services Manual Posting	N	0
26	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
27	Lowenstein House 821 S Barksdale Memphis, Tennessee 38114 Kevin Dixon Manual Posting	N	0
28	Memphis Area Vo-Tech 550 Alabama Memphis, Tennessee 38105 Phone : 901-543-6169 Career Services Manual Posting	N	0

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29	Memphis Black Media Coalition 701 South Parkway East Memphis, Tennessee 38106 Phone : 901-646-5272 Fax : 1-901-946-5272 Gwen Sneed	N	0
30	Memphis Branch NAACP 588 Vance Ave Memphis, Tennessee 38129 Phone : 901-521-1343 Fax : 1-901-526-2637 Executive Secretary	N	0
31	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
32	Memphis Urban League, Inc 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Fax : 1-901-272-1673 Job Placement Supervisor	N	1
33	Mississippi Dept of Employment Sec P O Box 524 Hernando, Mississippi 38632 Phone : 601-429-9874 Bobbi Oliver Manual Posting	N	0
34	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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35	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : <a href="http://www.monster.com">http://www.monster.com</a> Fax : 1-402-472-8675 Brendan McCauley	N	0
36	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Scott Russell	N	0
37	NAB Clearinghouse Tennessee Phone : 202-429-5498 Fax : 1-202-775-3526 Career Services	N	0
38	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : <a href="http://www.najb.org">www.najb.org</a> Fax : 1-301-314-1714 Ryan Williams	N	0
39	National Black MBA Association, Inc. Memphis, Tennessee Email : <a href="mailto:memphis_nbmbaa@yahoo.com">memphis_nbmbaa@yahoo.com</a> Career Services	N	0
40	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alex Nogales	N	0
41	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Fax : 1-202-588-1818 Career Services	N	0

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42	Native American Indian Association of TN 230 Spencer Lane Nashville, Tennessee 37210 Email : WIA@NAIA.comcastbiz.net Debbie Armstrong	N	0
43	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : <a href="http://www.nativetelecom.org/">http://www.nativetelecom.org/</a> Email : native@unl.edu Frank Blythe	N	0
44	Northwest Community College Career Services Senatobia, Mississippi 38637 Phone : 662-562-3200 Fax : 1-662-280-6161 Career Services	N	0
45	Unknown (source not adequately identified upon inquiry)	N	1
46	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
47	Partners in Placement 4322 Bloombury St Southaven, Mississippi 38672 Susan Kime Manual Posting	N	0
48	Professional Women's Network 930 University Street Memphis, Tennessee 38107 Phone : 901-345-7153 Sheila Easterling Manual Posting	N	0



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49	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
50	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
51	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
52	Risk University 100 Seventeenth Ave North Nashville, Tennessee 37206 Phone : 615.329.8894 Url : www.fisk.edu Email : eeady@fisk.edu Echelle Eady	N	0
53	Rust College Mass Communications Center 150 E Rust Avenue Holly Springs, Mississippi 38635 Sylvester Oliver Manual Posting	N	0
54	S.A.V.E.S. 2150 Whitney Avenue Memphis, Tennessee 38127 Phone : 901-353-5440 Alex Vaporean Manual Posting	N	0

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55	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
56	State Technical Institute Career Counseling/Student Employment 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-382-4180 Bill Cavanaugh Manual Posting	N	0
57	Strayer University 2650 Thousand Oaks Blvd Suite 1100 Memphis, Tennessee 38118 Phone : 901-369-1835 Fax : 1-901-565-9400 Career Services	N	0
58	Student Media Center Director of Student Media 233 Farley University, Mississippi 38677 Phone : 662-915-5502 Dr. Ralph Braseth Manual Posting	N	0
59	Tennessee Dept of Labor & WFD 5368 Mendenhall Mall Memphis, Tennessee 38115 Career Services Manual Posting	N	0
60	Tennessee State University Career Center 3500 John Merritt Blvd. EPCC, #304 Nashville, Tennessee 37209 Phone : 615-963-5981 Email : wfain@tnstate.edu William Fain	N	0

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61	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
62	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
63	TN Dept of Employment Security 1295 Poplar Avenue Memphis, Tennessee 38104 Phone : 901-543-7535 Joyce Reed Manual Posting	N	0
64	U of A Little Rock - Communications Dept. 2801 S. University Little Rock, Arkansas Phone : 569-3164 Email : jmbyrne@ualr.edu Dr. Jamie Byrne	N	0
65	U.S. Dept. of Veterans Affairs Vocational Rehabilitation and Employment 110 9th Ave. South Nashville, Tennessee Phone : (615) 695-6372 Email : dale.warf@vba.va.gov Dale Warf	N	0
66	UCP/Memphis Works 4189 Leroy Memphis, Tennessee 38108 David Chamberlain Manual Posting	N	0

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67	Union University Career Services @ Union University Jackson, Tennessee 38305 Phone : 731-661-5421 Url : www.uu.edu Email : rjones@uu.edu Fax : 1-731-661-5187 Renee Jones	N	0
68	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Larry Foley	N	0
69	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
70	University of Memphis Tennessee Email : jwebb2@memphis.edu Career Services	N	0
71	University of Memphis College of Engineering Memphis, Tennessee 38152 Career Services Manual Posting	N	0
72	University of Mississippi Career Center 234 Martindale Hall University, Mississippi 38677 Phone : 662-915-7174 Url : www.hireolemissrebs.com Fax : 1-662-915-7759 Amanda Walker	N	0

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73	University of Tennessee, College of Communications – Broadcasting Dept 100 Dunford Hall Knoxville, Tennessee Phone : (865) 974-2149 Url : <a href="http://www.utk.edu/contact/">http://www.utk.edu/contact/</a> Email : <a href="mailto:career@utk.edu">career@utk.edu</a> Fax : 1-865-974-6497 Allison Beck	N	0
74	Unknown (source not adequately identified upon inquiry by SEU)	N	1
75	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
76	Victory University Student Employment Office 255 North Highland Ave Memphis, Tennessee 38111 Phone : 901-320-9710 Email : <a href="mailto:whoward@victory.edu">whoward@victory.edu</a> Fax : 1-901-320-9709 Career Services	N	0
77	WKRN-TV 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7341 Fax : 1-615-369-7302 Frances Pratt	N	0
78	<a href="http://www.MediaRecruiter.com">www.MediaRecruiter.com</a> Centennial, Colorado 80016 Phone : 303-400-5150 Email : <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a> Art Scott	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</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	Points
1	5/15/2013	Participation in events or programs sponsored by educational institutions	On May 15, 2013, our Promotions Director participated in the New Hope Christian Academy career day. He described the variety of careers available in broadcasting and spoke about the educational background needed for a career in broadcasting.	1	PROMOTIONS DIRECTOR	0.25
2	5/15/2013	Participation in events or programs sponsored by educational institutions	On May 15, 2013, our On Air Talent spoke to the Honor Students program at Strayer University Shelby Campus.	1	ON AIR PERSONALITY	0.25
3	8/29/2013	Participate in Job Fair	On August 29, 2013, our Regional Market Manager participated in a Job Fair hosted by The Black Business Association. He spoke with participants about jobs in broadcasting and specifically our SEU.	1	Regional Market Manager	1.00
4	10/3/2013	Participation in events sponsored by community groups	On October 3, 2013, our Director of Marketing and Promotions participated with Kelly Services with their Job Fair in hiring for several positions.	1	DIRECTOR OF MARKETING AND PROMOTIONS	0.25
5	10/17/2013	Participation in events or programs sponsored by educational institutions	On October 17, 2013, our Regional Market Manager spoke with students at Mid South Community College about the radio industry and how to apply for jobs at our stations and other media industry companies. We also did our broadcast for the college to get everyone engaged in our recruiting efforts.	2	Regional Market Manager On Air Talent	0.25
6	10/17/2013	Participation in events sponsored by community groups	On October 17, 2013, our Regional Market Manager participated in an event with Junior Achievement to educate students on becoming employed in the Radio, music and media industry.	1	REGIONAL MARKET MANAGER	0.25
7	2/25/2014	Participation in events or programs sponsored by educational institutions	On February 25, 2014, our Director of Marketing and Promotions spoke with students at the Shelby County School for Telecommunications about the Radio and Music Industry and how to create a career in broadcasting and music business.	1	DIRECTOR OF MARKETING AND PROMOTIONS	0.25

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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>	<b>Points</b>
8	3/5/2014	Participation in events or programs sponsored by educational institutions	On March 5, 2014, our Operations Manager spoke with students at the Shelby County School for Telecommunications about the Radio and Music Industry and how to create a career in broadcasting and music business.	1	OPERATIONS MANAGER	0.25