

**WLAC, WNRQ, WRVW, WSIX-FM, WUBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 - March 31, 2016**

**I. VACANCY LIST**

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

| <b>Job Title</b>         | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--------------------------|--|-------------------------------|
| Sales Account Executive  | 1-4, 6-9, 13, 15   | 8                             |
| Sales Account Executive  | 2, 4-6, 10, 13, 15   | 5                             |
| Sales Account Executive  | 2, 4-6, 10, 13, 15   | 10                            |
| Sales Account Executive  | 2, 4-6, 10, 13, 15   | 6                             |
| On Air Personality       | 2, 4, 6, 12-17   | 17                            |
| National Sales Assistant | 2-4, 6-18  | 10                            |
| Promotions Director      | 1-2, 4, 6, 8-9, 12-17                                      | 17                            |
| Account Executive        | 2, 4-5, 12-16  | 5                             |

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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<br>Tennessee<br>Url : <a href="http://www.allaccess.com">www.allaccess.com</a><br>Career Services<br>Manual Posting  | N  | 0   |
| 2                | Belmont College<br>Belmont Blvd<br>Nashville, Tennessee 37203<br>Phone : 615-460-6490<br>Career Services<br>Manual Posting  | Y  | 0   |
| 3                | Employee Referral   | N  | 2   |
| 4                | Fisk University<br>1000 17th Avenue South<br>Nashville, Tennessee 37208<br>Phone : 615-329-8500<br>Career Services<br>Manual Posting  | Y  | 0   |
| 5                | Former Employee   | N  | 2   |
| 6                | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting                   | N  | 1   |
| 7                | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |
| 8                | Indeed.com<br>177 Broad Street 6th Floor<br>Stamford, Connecticut 06901<br>Phone : .<br>Url : <a href="http://www.indeed.com">www.indeed.com</a><br>Career Services<br>Manual Posting   | N  | 2   |

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| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 9         | Inside Radio<br>Texas<br>Phone : 800-640-8852<br>Gene McKay<br>Manual Posting  | N   | 0  |
| 10        | Internal Transfer/Promotion  | N   | 2  |
| 11        | Lambuth University<br>705 Lambuth Blvd<br>Jackson, Tennessee 38301<br>Phone : 731-758-3337<br>Dawn Key<br>Manual Posting   | N   | 0  |
| 12        | Lipscomb University<br>Attn: Career Sevices One University Park Drive<br>Nashville, Tennessee 37204<br>Phone : 615-996-7007<br>Career Services<br>Manual Posting | N   | 0  |
| 13        | South University - Columbia<br>9 Science Court<br>Columbia, South Carolina 29203<br>Aimee Carter<br>Manual Posting   | Y   | 0  |
| 14        | Tennessee State University<br>3500 John Merritt Blvd<br>Nashville, Tennessee 37209<br>Phone : 615-963-7451<br>Career Services<br>Manual Posting                  | N   | 0  |
| 15        | The Art Institute of Tennessee<br>100 Centerview Drive Suite 250<br>Nashville, Tennessee 37214<br>Tiffany Speights<br>Manual Posting                             | Y   | 0  |
| 16        | University of Memphis<br>Attn: Career Services 101 Wilder Tower<br>Memphis, Tennessee 38152-3520<br>ces ces<br>Manual Posting                                    | N   | 0  |
| 17        | Unknown (source not adequately identified upon inquiry by SEU)   | N   | 3  |
| 18        | Walk In/Self-Referral  | N   | 1  |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b> | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|-----------------------|--|---|
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                       |  | <b>13</b>   |

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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>        |
|---|-------------|--|--|-------------------------------------|---------------------------------|
| 1 | 4/8/2015    | Participation in Job Fairs   | Our SEU participated in Mike Curb's College of Entertainment and Music Business' Spring 2015 Internship Fair. Station participants included our Business Manager and the Assistant Promotion Director who collected resumes and discussed career opportunities in broadcasting with participants.  | 2                                   | Business Manager<br>Promotions  |
| 2 | 5/1/2015    | Establishment of an intern program designed to assist members of the community | Summer 2015- Events: Our SEU hosted three interns from Belmont University. The interns worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, they experienced and learned about careers in broadcasting by working in our promotions department under the supervision of our Events Coordinator. | 2                                   | Event Director<br>Event Planner |