

KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Sales Manager	1-3, 7, 10, 12, 14, 26-27, 29, 42	42
Web Content Development Support	1-15, 19-20, 22-24, 27-41	13
Digital Content Manager	1-15, 17, 19-20, 22-24, 27-39, 41, 43	43
Outside Sales Account Executive	2, 4-15, 19, 22-24, 28-32, 34-43	42
Outside Sales Account Executive	2, 4-15, 19, 22-24, 28-32, 34-43	42
Outside Sales Account Executive	2, 4-15, 19, 22-24, 28-32, 34-43	43
Director of Integrated Marketing	1-8, 10-13, 15, 17, 19-20, 22-24, 27-43	42
KDGE AM Drive Co-Host	1-2, 4-15, 19-20, 22-24, 27-37, 39-41, 43	43
Digital Content Manager	2-15, 18-20, 22-24, 28-37, 39-41	18
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	43
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	18
Outside Sales Account Executive	1-2, 4-15, 18-20, 22-24, 28-37, 39-43	42
Marketing Director	1-3, 5-15, 18-20, 22-24, 27-37, 39-41	18
Lead KAC – Sales/Client Support Manager	1-3, 5-15, 19-20, 22-24, 27-37, 39-41, 43	43
Finance Analyst	1-3, 5, 7, 10, 12-14, 27, 29, 33	14
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	42
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	42
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	18
Outside Sales Account Executive	1-3, 5, 7, 10, 12-14, 18, 25, 27, 29, 33, 42-43	43
Client Success Manager	1-3, 5, 7, 10, 12-14, 17-18, 27, 29, 33, 42	18

KDGE, KDMX, KEGL, KFJR, KHKS, KZPS
EEO PUBLIC FILE REPORT
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Job Title: Promotions Coordinator - KHKS 106.1 Kiss FM and 92.5 KZPS	1-3, 5-15, 17-20, 22-24, 27-33, 35-37, 39-41, 43	18
National Sales Assistant	1-3, 5-15, 18-20, 22-24, 27-37, 39-41, 43	43
National Sales Assistant	1-3, 5-15, 18-20, 22-24, 27-37, 39-41, 43	18
Sales Assistant	1-3, 5-15, 19-20, 22-24, 27-37, 39-41, 43	43
Outside Sales Account Executive	1-3, 5, 7, 12-14, 16, 21, 27, 29, 43	43

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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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Ria Denver Manual Posting	N	0
2	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	American Women in Radio and TV 8817 Greenwood Trail Dallas, Texas 75231 Url : www.awrt.org Career Services Manual Posting	N	0
4	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 1-972-241-8270 Lisa Vongthackdy	N	0
5	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Email : Lisa@CareerConnection.org Lisa Miller	N	0
6	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
7	Collegiate Broadcasters Inc Texas Email : cbjob@mailman.rice.edu Career Services	N	0

KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**EEO PUBLIC FILE REPORT**

April 1, 2016 - March 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
9	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
10	Dallas Black Chamber of Commerce 2838 Martin Luther King Jr. Blvd Dallas, Texas 75215 Phone : 2144215200 Email : chum@dbcc.org Fax : 1-214-421-5510 Carmen Humble	N	0
11	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
12	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0
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	8
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	7

KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**EEO PUBLIC FILE REPORT**

April 1, 2016 - March 31, 2017

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15	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
16	Indeed.com	N	2
17	Internal Posting	N	12
18	Internal Transfer/Promotion	N	7
19	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
20	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
21	Linked In	N	2
22	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
23	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	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
24	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : 1-801-697-6657 Todd Nelson	N	0
25	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : cmarshall@pqc.edu Cynthia Marshall	N	0
26	Previous Applicant	N	1
27	Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting	N	0
28	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
29	Tarrant County Community College 828 Harwood Rd Hurst, Texas 76054 Email : necareerservices@tccd.edu Victoria Mcclerry	N	0
30	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
31	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0

KDGE, KDMX, KEGL, KFXX, KHKS, KZPS**EEO PUBLIC FILE REPORT**

April 1, 2016 - March 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
33	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Craig Bean	N	0
34	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
35	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
36	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
37	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
38	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0

KDGE, KDMX, KEGL, KF XR, KHKS, KZPS**EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRS L")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
40	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
41	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
42	Wilson HCG 400 N. Ashley Drive Suite 3000 Tampa , Florida 33602 Phone : (817) 717-9024 Url : www.wilsonhcg.com Fax : 1-813-418-7437 Auburn Harris	N	26
43	Word of Mouth Referral	N	19
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

KDGE, KDMX, KEGL, KFXX, KHKS, KZPS**EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/12/2016	Participation in events sponsored by community groups	Our SEU hosted the iHeartMedia Unplugged event for the Executive Connections C-Suite networking organization in Dallas, Texas, on Thursday, May 12, 2016. Station participants included our Region President, Account Executives and On-Air Personalities for the Cluster. The red carpet event gave the executives an opportunity to see the power behind the magic of iHeartRadio. Our SEC also hosted tours and information sessions with the 45 attendees and the on-air personalities spoke about their experiences with listeners, career opportunities in broadcasting and directed them to the iHeartMediajobs.com website.	10	President AE On-Air Host On-Air Host
2	5/19/2016	Participation in events sponsored by community groups	Our SEU participated in the Dallas Small Business Expo in Dallas, Texas, on Thursday, May 19, 2016. Station participants included one of our VP of Sales and two AE's, who conducted a workshop "Growing Your Business Through Move Effective Marketing" and distributed information about our stations and spoke with the attendees about career opportunities in broadcasting and directed them to the iHeartMediacareers.com website.	3	AE AE VPS
3	6/7/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for 4 students and 1 chaperone from the University of Texas at Dallas online station, Radio UTD, on June 7, 2016. The tour provided a "behind-the-scenes" view of what it is like to work in radio. Participants also had the opportunity to ask questions about broadcasting. The student-run radio station has been presented with the opportunity to transition from an online-only streaming platform to broadcasting on a low-powered FM frequency, which our SEU supported with this tour and exposure to station operations.	1	Public Affairs Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/19/2016	Participation in Job Fairs	Our SEU participated as a Co-Media Sponsor of the Dallas 16th Annual Diversity Employment Day Career Fair in Dallas, Texas on Wednesday, October 19, 2016. Station participants included our VP of Sales and Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	VPS Public Affairs Director
5	10/26/2016	Participation in Job Fairs	Our SEU participated in the Coyle Middle School Career Day in Garland, Texas on October 26, 2016. Station participant was our Music Director/On-Air Personality for KHKS in which she shared information about the radio industry, provided career guidance for the students and distributed information about our stations. In addition attendees asked questions about broadcasting careers, promotions and iHeartRadio events.	1	KHKS Music Dir/On-Air
6	11/12/2016	Participation in Job Fairs	Our SEU participated in the AWM-DFW, Dallas Film Commission and SAG-AFTRA "Media Con – Jump Start Your Career with Industry Pros" Career Fair on Saturday, November 12, 2016 from 9:00 am to 1:00 pm at the Morton Meyerson Symphony Hall in Dallas, Texas. Up to 300 college students from all over Texas majoring in advertising, TV, radio, film digital, journalism, and allied fields were predicted to attend. Station participants included our VPS, Integrated Media Director, Account Executives, and our Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting, and directed applicants to the iHeartMediaCareers.com website.	5	Senior AE VPS AE Integrated Media

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/3/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 2017 Argyle Middle School Career Day and Fair in Argyle, Texas, on February 3, 2017. Station participants included our Public Affairs Director and our Assistant Marketing Director who talked about how they got into radio and distributed information and discussed the industry and open/potential positions.	2	Public Affairs Dir Asst Marketing Dir
8	3/3/2017	Participation in other activities designed by the station employment unit	<p>Our SEU sponsored the Alliance for Women in the Media Ninth Annual Student Media Tour on Friday, March 3, 2017 at the iHeartMedia office in Dallas, Texas. Station participants gave an informative presentation, coordinated different media tours in the North Dallas/Frisco area and organized a Breakfast and Media Tour for all 75 students.</p> <p>Our Vice Presidents, On-Air Talent, Marketing and Event Directors also spoke briefly sharing career advice and insights on the radio industry, along with hosting information session and tours with the college students and chaperones. The students had the opportunity to ask questions about careers in broadcasting with on-air personalities, account executives, promotion coordinators, events, production, marketing, and integrated media staff.</p>	10	Senior AE Events Director Marketing Dir Digital Sales
9	3/27/2017	Participation in Job Fairs	Our SEU participated as a Co-Media Sponsor of the 2017 City of Dallas Diversity Employment Day Career Fair in Dallas, Texas, on March 27, 2017. Station participants included our VP of Sales and EA/Office Manager, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	VPS Office Manager