

KATZ, KBWX, KLOU, KMJM-FM, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
Account Executive	1-2, 4, 6, 8-17, 19-24, 26-34, 36-38, 40	40
Account Executive	1-2, 4, 6, 8-17, 19-24, 26-34, 36-38, 40	16
Sales Manager	1-2, 4, 6, 8-17, 19-32, 34, 36-38, 40	40
Account Executive	1-2, 4, 6-24, 26-32, 34-38, 40	16
Account Executive	1-2, 4, 6-24, 26-32, 34-38, 40	16
Executive Assistant	1-4, 6-32, 34, 36-38	3
Sales Manager	1-2, 4-32, 34, 36-40	40

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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	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63110 Phone : 314-647-8181 Url : http://www.broadcastcenterinfo.com/ Email : placement@broadcastcenterinfo.com Don Golaszewski	Y	0
2	Catholic Charities Archdiocese of St. Louis, 4532 Lindell Blvd. St. Louis, Missouri 63108 Phone : 314-367-5500 Email : llexow@ccstl.org Les Lexow	Y	0
3	Current Employee	N	1
4	Fontbonne University 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-4516 Email : masaro@fontbonne.edu Mary Asaro	N	0
5	Former Employee	N	1
6	GlassDoor 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://glassdoor.com Online Source Manual Posting	N	0
7	Grace Hill Settlement House 2600 Hadley St. Louis, Missouri 63106 Phone : 314-584-6905 Email : dennisl@gracehill.org Fax : 1-314-584-6905 Dennis Lane	N	0
8	Harris-Stowe State University 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-340-3340 Fax : 1-314-340-3395 Ginny Malone	Y	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
9	Hickey College Placement Office, 940 Westport Plaza St. Louis, Missouri 63146 Phone : 314-434-2212 Email : placement@hickeycollege.edu Fax : 1-314-469-4795 Travis Hoskins	Y	0
10	Hispanic Chamber of Commerce of Greater St. Louis 3611 S. Grand Blvd. #105 St. Louis , Missouri 63118 Phone : 314-644-4432 Url : www.hccstl.com Email : hccstlmo@sbcglobal.net Ms. Alicia Hernandez	Y	0
11	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
12	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	3
13	Indeed 7501 N. Capital of Texas Hwy. Suite 300 Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source Manual Posting	N	7
14	Jefferson College 1000 Viking Drive CTE138 Hillsboro, Missouri 63052-2441 Phone : 636-481-3223 Url : www.jeffco.edu Email : Lwarner@jeffco.edu Lora Warner	Y	0

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15	Lewis & Clark Community College 5800 Godfrey Road Baldwin Hall 2418 Godfrey, Illinois 62035-2466 Phone : 618-468-5030 Url : www.lc.com Email : tdlane@lc.edu Fax : 1-618-468-5030 Terry Lane	Y	0
16	LinkedIn 2029 Stielin Court Mountain View, California 94043 Phone : 650-965-4648 Url : www.linkedin.com Linked In Manual Posting	N	5
17	Missouri Baptist University One College Park Drive St. Louis, Missouri 63141 Phone : 314-744-5315 Url : www.mobap.edu Email : grey@mobap.edu Fax : 1-314-392-2243 Kim Grey	Y	0
18	Missouri Broadcasters Association Terry Harper 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org/ Email : tharper@mbaweb.org Terry Harper	Y (as of 3/9/2016)	0
19	Missouri State University 901 S. National Avenue Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://careercenter.missouristate.edu Email : MarjorieStewart@MissouriState.edu Fax : 1-417-836-6797 Margie Stewart	Y	0

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20	RAMP 24307 Magic Mountain Pkwy Suite 65 Valencia, California 91355 Phone : 661-294-9408 Email : cartermedia@gmail.com Kevin Carter	Y	0
21	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Url : http://www.ranken.edu/alumni-friends-employers/information-for-employers/how-to-post-jobs/ Email : jksummers@ranken.edu Janie K. Summers	Y	0
22	Recruit.net 2706 The Centrium 61 Wyndham Street Central, Hong Kong 94965 Phone : 852 2525 0555 Url : www.recruit.net Online Source Manual Posting	N	0
23	Richland Community College One College Park Decatur, Illinois 62521 Phone : 217-875-7211 X305 Url : www.richland.edu Email : joliver@richland.edu Fax : 1-217-875-7783 John Oliver	Y	0
24	Southern Illinois University Campus Box 1620 Edwardsville, Illinois 62026-1620 Phone : 618-650-3708 Url : www.siu.edu/careerdevelopment Email : careerdevelopment@siue.edu Fax : 1-618-650-3708 Susan Seibert	Y	0

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25	Southwestern Illinois College 2500 Carlyle Center Room 1240 Belleville, Illinois 62221 Phone : 618-235-2700 X5562 Url : http://www.swic.edu/CareerCenter/ Don Fizer Manual Posting	Y	0
26	St. Louis Community College - Florissant Valley 3400 Pershall Road Ferguson, Missouri 63135 Phone : 314-513-4543 Url : www.stlcc.edu Email : mwalsh@stlcc.edu Fax : 1-314-513-4726 Ms. Michela Walsh	Y	0
27	St. Louis Community College - Meramec 11333 Big Bend Blvd. Clark Hall AD 249 St. Louis, Missouri 63122 Phone : 314-984-7611 Email : cdismuke@stlcc.edu Carol Dismuke	Y	0
28	St. Louis Post-Dispatch 900 N. Tucker St. Louis, Missouri 63101 Phone : 314-340-8609 Url : www.stltoday.com Email : CHuelsebusch@post-dispatch.com Fax : 1-314-340-8663 Chris Huelsebusch	N	0
29	St. Louis University Frost Campus N G St. Louis, Missouri 63101 Phone : 314-977-2828 Fax : 1-314-977-3486 Career Services	N	0
30	St. Patrick's Center 800 N. Tucker Blvd. St. Louis, Missouri 63101 Phone : 314-802-0700 Url : http://www.stpatrickcenter.org/ Email : nyohe@stpatrickcenter.org Fax : 1-314-802-5480 Nancy Yohe	Y	0

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31	St. Patrick's Center 800 N. Tucker St. Louis , Missouri 63101 Phone : 314-802-0700 Fax : 1-314-802-5480 Nancy Box	Y	0
32	Staffing Solutions 8012 Bonhomme Ave. Suite 200 Clayton, Missouri 63105 Phone : 314-863-0333 Url : https://www.staffingsolutionsinc.com/index.htm Email : bonny@staffingsolutionsinc.com Bonny Filandrinos	N	0
33	Station Website	N	1
34	University of Missouri-St. Louis 278 Millenium Student Center St. Louis, Missouri 63121 Phone : 314-516-5100 Email : careerservices@umsl.edu Emily Rapko	Y	0
35	Unknown (source not adequately identified upon inquiry by SEU)	N	1
36	Urban League-St. Louis County 8960 Jennings Station Rd. St. Louis, Missouri 63136 Phone : 314-506-5306 Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9840 Mrs. Hollis Whiting	Y	0
37	Urban League-St.Louis 935 Vandeventer St. Louis, Missouri 63108 Phone : 314-615-3690 Email : Lprograis3rd@urbanleague-stl.org Lawrence Prograis	Y	0
38	Washington University Career Center, One Brookings Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : careerlink@wustl.edu Stacey R. Thomas	N	0

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39	Webster University Career Planning & Development 568 Garden Avenue St. Louis, Missouri 63119 Phone : 314-968-6981 Url : http://www.webster.edu/career-services/ Email : careercn@webster.edu Fax : 1-314-968-6982 Trezette Dixon	Y	0
40	Word of Mouth Referral	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/7/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student shadow from St. Louis Community College at Meramec. The student shadowed our KSD-FM Program Director/On-Air Host's daily operations. including watching him from the studio during his show, participating in a meeting with a record label representative, and in production. They also discussed career paths in the broadcasting industry.	1	Program Director, KSD
2	4/26/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Grand Center Arts Academy's Second Annual Career Day. SEU participants included our Senior Account Executive, who discussed with the students how to apply their education to future careers and information about career opportunities in broadcasting.	1	Senior Account Executive
3	6/10/2016	Participation in events sponsored by community groups	Our SEU hosted 25 high school students from the Upward Bound: Educational Opportunity Program for a station tour. SEU participants included our Program Director and Promotions Assistant, who showed the students our facilities and spoke with them about career opportunities in broadcasting.	2	Program Director Promotions Assistant Regional President
4	6/27/2016	Participation in Job Fairs	iHeartMedia St. Louis hosted a booth at the 11th Annual Congressional Career Fair at Harris Stowe University. Anticipated attendance was 5,000 job seekers. Congressman Wm. Lacy Clay welcomed the attendees at the job fair. Hiring managers met and spoke with many interesting and possibly qualified attendees.	6	General Sales Manager Program Director Sales Manager Office Manager

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5	7/1/2016	Establishment of training programs for station personnel	Our SEU maintains an active training program for current employees designed to enable station personnel to acquire skills that could qualify them for higher level position. Throughout the reporting period, our National Sales Assistant provided training to one of our Sales Coordinators in the skills required to qualify for promotion and advancement to National Sales Assistant, including processing national orders for insertion into our Viero system, entering copy for national orders, revising orders on our Viero system, assembling packages for multi-station events and remotes, and preparing revenue reports for the Market President and Sales Managers. In July 2016, this individual was promoted to National Sales Assistant.	2	National Sales Assistant Sales Coordinator Region President
6	9/21/2016	Participation in events sponsored by community groups	Brian travelled to Nashville, TN and spoke to a group of young professionals about a career in Radio Sales and the broadcast industry. The presentation was in the form of round table discussions, and the content of the presentation was basically driven by the questions of the young professionals attending the conference.	1	General Sales Manager
7	9/21/2016	Participation in Job Fairs	Participation in job fair with 30 other top St. Louis employers, looking to fill over 1000 job openings. Companies included AAA, Charter, Centene, Enterprise, Mercy, Walgreens, Kaplan University, St. Louis University, VA Medical Center, Graybar, Heartland Dental, Stonecrest Senior Living, Trans States Airlines, and many more! Collected 53 resumes.	4	Executive Assistant Sales Manager Region SVP Programming Program Director KLOU