

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

**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
Outside Sales Account Executive	1, 3-6, 8-13, 15-22, 25, 27-37	36
Outside Sales Account Executive	1-7, 9-13, 15-22, 24-37	13
Outside Sales Account Executive	1-7, 9-11, 16-22, 24-25, 27-29, 31-37	36
Outside Sales Account Executive	1-7, 9-11, 16-22, 24-25, 27-29, 31-37	18
Receptionist	1-6, 9-14, 16-22, 24-25, 27-29, 31-35, 37	18
Sales Support	1-4, 6-7, 9-11, 24, 27, 29, 36-37	36
Digital Content Mgr	1-4, 6-7, 9-11, 24, 27, 29, 36-37	36
Outside Sales Account Executive	1-4, 6, 9-11, 18, 24, 27, 29, 37	18
Outside Sales Account Executive	1-4, 6, 9-11, 18, 24, 27, 29, 37	18
On Air Talent	1-4, 6, 9-11, 23-24, 27, 29, 37	11

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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	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
2	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
3	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Phone : (214) 739-3924 Email : Lisa@CareerConnection.org Lisa Miller	N	0
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
6	Collegiate Broadcasters Inc Texas Email : cbjob@mailman.rice.edu Career Services	N	0
7	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

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8	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0
9	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
12	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
13	Indeed.com - Not Directly Contacted by SEU	N	9
14	Internal Candidate	N	1
15	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0

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16	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
17	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
18	LinkedIn / Word of Mouth	N	10
19	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
20	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
21	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
22	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
23	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : cmarshall@pqc.edu Cynthia Marshall	N	0

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<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>
24	Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting	N	0
25	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
26	Station Website Posting (One or More SEU Stations)	N	1
27	Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : necareerservices@tccd.edu Jessica Olivera	N	0
28	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
29	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
30	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
31	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0

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<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>
32	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
33	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
34	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
35	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
36	Word of Mouth Referral	N	8
37	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>32</b>

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	<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	4/11/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a Media Arts Student from The University of North Texas in Denton, Texas for a job shadow. Our KHKS-FM On-Air Host guided the student through our station facilities for a “behind-the-scenes” look at broadcast operations, allowed the student to follow her workday for a “behind-the-scenes” look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting and discussed employment opportunities in broadcasting.	2	On Air Talent Marketing Director
2	5/1/2019	Establishment of an intern program designed to assist members of the community	During May 1, 2019 to August 1, 2019, our SEU’s Marketing Director worked with a Junior from the University of Arkansas at the stations to job shadow/mentor her in broadcast operations. The student’s responsibilities included shadowing the Marketing Director with daily duties including career development and a “behind-the-scenes” look at broadcast operations.	2	Marketing Director SVPP
3	10/2/2019	Participation in events sponsored by community groups	On Wednesday, October 2, 2019, our SEU hosted US Congressman Colin Allred who represents the 32nd Congressional District in North Texas for a station tour. Our Public Affairs Director, Program Directors, Market Engineering Manager and Office Manager guided the Congressman through our station facilities for a “behind-the-scenes” look at broadcast operations, and discussed how iHeartMedia addresses the issues and concerns of our listening area and discussed a nonprofit supported by the Congressman that helps at risk youth by teaching them the restaurant business from the bottom up.	1	Public Affairs Director Program Directors Engineering Director Office Manager

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	<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>
4	10/10/2019	Participation in Job Fairs	Our SEU participated in the MediaTech Institute Job Fair in Dallas, Texas, on Thursday, October 10, 2019. Station participants included our Public Affairs Director. Our participant gave a 10 minute presentation to the graduates and distributed information about our stations and job openings, accepted resumes, spoke with graduates about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	1	Public Affairs Director
5	3/6/2020	Participation in events sponsored by community groups	<p>Our SEU sponsored the Alliance for Women in Media Twelfth Annual Student Media Tour on Friday, March 6, 2020 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 50 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 VP Digital Sales Director Event Marketing Public Affairs Director
6	3/10/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Ursuline Academy's 2020 Career Day in Dallas, Texas. Our Senior Account Executive discussed her career path in broadcasting and how to break into the industry. She conducted a brief Q&A session regarding careers in broadcasting and discussed employment opportunities in the radio industry.	1	Senior AE