

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ¹
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 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
Account Executive	1-34	10
Account Executive	4, 6, 8-23, 25-32, 34	10

¹ On July 27, 2020, KLLT, Columbia, Illinois (Facility ID # 13793) changed its call sign to KMJM-FM.

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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	Fontbonne University 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-4516 Email : employgriffins@fontbonne.edu Mary Asaro	N	0
4	GlassDoor 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://glassdoor.com Online Source Manual Posting	N	0
5	Grace Hill Settlement House 2600 Hadley St. Louis, Missouri 63106 Phone : 314-584-6905 Email : careers@gracehillsettlement.org Fax : 1-314-584-6905 Dennis Lane	N	0
6	Harris-Stowe State University 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-340-3512 Url : hssu.edu Email : careerengagement@hssu.edu Fax : 1-314-340-3395 LaTonia Collins	Y	0

Certain entitled sources were not notified of all vacancies due to changed contact information and/or email/fax delivery failure.

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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 : staff@hccstl.com Ms. Alicia Hernandez	Y	0
9	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
10	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	2
11	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
12	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

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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
14	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	0
15	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
16	NAACP 4811 Delmar St. Louis, Missouri 63108 Phone : 314-361-8600 Url : http://www.stlouisnaacp.org/ Email : clarksoncd@yahoo.com Fax : 1-314-361-4334 Cedric Clarkson	Y	0
17	RAMP 24307 Magic Mountain Pkwy Suite 65 Valencia, California 91355 Phone : 661-294-9408 Email : cartermmedia@gmail.com Kevin Carter	Y	0

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	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 : jksommers@ranken.edu Janie K. Summers	Y	0
19	Recruit.net 2706 The Centrum 61 Wyndham Street Central, Hong Kong 94965 Phone : 852 2525 0555 Url : www.recruit.net Online Source Manual Posting	N	0
20	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
21	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
22	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

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	St. Louis Community College - Florissant Valley 3400 Pershall Road Ferguson, Missouri 63135 Phone : 314-513-4268 Url : stlcc.edu/student-support/career-development Email : sryan53@stlcc.edu Ms. Susan Ryan	Y	0
24	St. Louis Community College - Meramec 11333 Big Bend Blvd. Clark Hall AD 249 St. Louis, Missouri 63122 Phone : 314-984-7611 Email : MC-Careers@stlcc.edu Carol Dismuke	Y	0
25	St. Louis Community College - Wildwood Career & Employment Services 2645 Generations Drive Wildwood, Missouri 63040 Phone : 636-422-2012 Email : ldemirchian@stlcc.edu Lynn Demirchian	Y	0
26	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
27	St. Louis University Career Services 20 N. Grand Blvd., Rm 331 St. Louis, Missouri 63103 Phone : 314-977-2828 Email : kaldrich@slu.edu Fax : 1-314-977-3486 Karl Aldrich	N	0
28	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

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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 Filandrinis	N	0
30	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
31	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
32	Urban League-St. Louis 935 Vandeventer St. Louis, Missouri 63108 Phone : 314-615-3690 Email : Lprograis3rd@urbanleague-stl.org Lawrence Prograis	Y	0
33	Word of Mouth Referral	N	2
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/10/2019	Participation in events or programs sponsored by educational institutions	Our SEU's SVP of Programming hosted a monthly podcast for the students at Marion Middle School, titled: Educating Girls for Life Podcast. Our SEU's SVP of Programming taught students how to host, interview, and edit each podcast.	1	SVP Programming
2	11/6/2019	Participation in events or programs sponsored by educational institutions	Our SEU's SVP of Programming hosted a monthly podcast for the students at Marion Middle School, titled: Educating Girls for Life Podcast. Our SEU's SVP of Programming taught students how to host, interview, and edit each podcast.	1	SVP Programming
3	11/12/2019	Establishment of training programs for station personnel	During the reporting period, our SEU's Executive Assistant trained our SEU's Sales Coordinator/Office Manager on the skills needed to become an Executive Assistant. The program included trainor-trainee "shadow" days, in person meetings, and presentations. The program was focused on maximizing Sales Coordinator/Office Manager's development potential, and covered skill sets such as expense reporting and managing the SEU's public files. The Sales Coordinator/Office Manager became an Executive Assistant as a result of the training.	2	Office Manager/Sr. Sales Coordinator Executive Assistant
4	1/10/2020	Establishment of training programs for station personnel	From January through March 2020, our SEU's Office Manager/Senior Sales Coordinator mentored one of our Sales Coordinators in the skills needed to succeed as an Office Manager. The program included shadow days, daily meetings to identify new training topics, and monthly feedback sessions. The mentoring program was focused on maximizing the Sales Coordinator's career development potential and covered management skills and event planning.	2	Office Manager/Sr. Sales Coordinator Sales Coordinator