

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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 Account Executive	1-17	10
Outside Account Executive	1-17	6
Outside Account Executive	1-17	16
Outside Account Executive	1-17	6
Outside Account Executive	1-17	11

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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	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 1--- Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	Alliance for Women in Media-Austin PO Box 2684 Austin, Texas 78768 Url : www.awmaustin.org Email : info@awmaustin.org Holly Breaux	Y	0
3	American Broadcasting School 712 N. Watson Road, Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
5	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-5041 Url : www.myinterfase.com/concordia-texas/employer/home . Email : careerservices@concordia.edu Joyce Sinclair	Y	0
6	Employee Referral	N	2
7	Hire Austin Texas Url : www.hireaustin.org Email : terri@hireaustin.org Terri Bishop	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
8	Huston Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3000 Url : www.myinterfase.com/htc/employer Email : humanresources@htu.edu Fax : 1-512-505-3014 Paul Leverington	Y	0
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org 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	1
11	LinkedIn - Not directly contacted by SEU	N	3
12	St Edward's University 3001 South Congress Ave Austin, Texas 78704 Phone : 512-464-8803 Url : www.myinterfase.com/stedwards/employer/home.aspx Email : seucareer@stedwards.edu Elizabeth Nichols	Y	0
13	Station Websites (one or more SEU stations). (Navigation link to corporate careers website) 3601 S Congress Ave Bldg F Austin, Texas 78704 Career Services Manual Posting	N	0
14	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Urban League of Austin 8011 Cameron Road Suite 100, Bldg. A Austin, Texas 78754 Phone : 512-478-7176 Email : darnise_bowens@aaul.org Fax : 1-512-478-1239 Darnise Bowens	N	0
16	Word of Mouth Referral	N	1
17	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:			8

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/18/2020	Provision of training to management	On December 18, 2020, our SEU's Sales Manager took the Sexual Harassment Prevention Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Sales Manager
2	2/24/2021	Provision of training to management	On February 24, 2021, our SEU's SVP of Sales took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	SVP of sales
3	3/10/2021	Hosting of Job Fair	Our SEU hosted a virtual job fair, and also participated in the event as an employer. Station participants included our Region Vice President of Sales, 2 Senior Vice President of Sales, Senior Vice President of Programming. Our SEU organized the event, soliciting other employers to participate and providing an online platform to host virtual attendees. The fair included live components at which station participants with hiring authority spoke with virtual attendees about career opportunities and answered questions about working at iHeartMedia. Employer participants also gave presentations about career opportunities and spoke about working at their companies. The event was advertised on HandShake.com, the station websites, commercials on the stations, Alliance for Women in Media monthly newsletter. Attendees were encouraged to apply for positions by logging in to our dedicated careers website.	4	RSVPS SVPS SVPS SVPP