

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021<sup>1</sup>**

**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	1-6, 9-16, 19-20	19
Outside Sales Account Executive	1-6, 9-16, 19-20	13
Outside Sales Account Executive	1-6, 9-16, 19-20	13
Outside Sales Account Executive	1-6, 9-16, 19-20	19
Outside Sales Account Executive	2-6, 8, 10-16, 20	13
VP of Sales Operations and Data Analytics	2-7, 9-11, 13-16, 20	7
Lead Generation Specialist	2-5, 10-11, 13-17, 20	13
Lead Generation Specialist	2-5, 10-11, 14-18, 20	18

<sup>1</sup>This Report provides recruitment data collected from April 1, 2020 through March 30, 2021. Call signs KKGM(AM) and KHVN(AM) were acquired by the licensee as of March 31, 2021. See FCC File No. 0000141992.

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

April 1, 2020 - March 31, 2021

**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	Collegiate Broadcasters Inc Texas Email : cbjob@mailman.rice.edu Career Services	N	0
6	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
7	Employee Referral	N	2
8	Glassdoor - Not directly contacted by SEU	N	1
9	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0

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

April 1, 2020 - March 31, 2021

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
10	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</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	Indeed.com - Not Directly Contacted by SEU	N	4
13	LinkedIn - Not directly contacted by SEU	N	13
14	Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting	N	0
15	Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : <a href="mailto:necareerservices@tccd.edu">necareerservices@tccd.edu</a> Jessica Olivera	N	0
16	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Anna Romero	N	0
17	Texas Rehabilitation Commission 210 Billings #310 Arlington, Texas 76010 Phone : 972-949-2400 Email : <a href="mailto:gena.swett@twc.state.tx.us">gena.swett@twc.state.tx.us</a> Gena Swett	N	0
18	Unknown (source not adequately identified upon inquiry by SEU)	N	2
19	Word of Mouth Referral	N	3

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

April 1, 2020 - March 31, 2021

**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>
20	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</b>

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****III. RECRUITMENT INITIATIVES**

	<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	9/11/2020	Participation in Job Fairs	On September 11, 2020, our SEU participated in the 20th Annual Diversity Employment Day Career Fair “Getting America Back to Work in 2020,” hosted by City Career Fair Productions/Diversity Recruiters Network. The event was virtual, and candidates were able to send their resumes to the career fair website and schedule virtual appointments with potential employers. Station participants virtually met with interested job seekers and shared information about careers in broadcasting and opportunities at our stations.	3	VP of Sales VP of Sales Public Affairs Director
2	12/7/2020	Provision of training to management	On December 7, 2020, our SEU’s Finance Manager took the Harassment Prevention Training Course provided by iHeartMedia Learning Center.	1	Finance Manager
3	3/19/2021	Participation in Job Fairs	On March 19, 2021, our SEU participated in the Dallas Virtual Video Diversity Employment Day Career Fair 21st Annual Diversity Employment Day Career Fair “Getting America Back to Work in 2021”, hosted by City Career Fair Productions/Diversity Recruiters Network. Station participants took part in the Virtual Platform from 10:00am-4:00pm and interviewed candidates through Virtual Video appointments. This event’s reach included a diverse range of job seekers, including those who are multicultural, veterans, women, LGBTQ, mature workers and people with disabilities. Candidates send their resumes to the career fair website and receive a pass code with directions on how to schedule their VV appointments with potential employers.	4	public affairs director Vice President of Sales Events director Vice President of Sales

**KDGE, KDMX, KEGL, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****III. RECRUITMENT INITIATIVES**

	<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	3/24/2021	Participation in events or programs sponsored by educational institutions	Our Public Affairs Director served as a guest speaker for the University of Texas at Arlington for the Teams virtual presentation to students on Wednesday, March 24, 2021. The students are interested in various career paths in the broadcast industry and our Public Affairs Director discussed how she broke into the broadcast industry, educational requirements, and digital needs as we move more into podcasting and the use of Facebook and Twitter.	1	Public Affairs Director
5	3/30/2021	Provision of training to management	On March 30, 2021, our VP 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	VP of Sales