

KBGO, KBRQ, KIIZ-FM, KLFX, KWTX, KWTX-FM, WACO-FM
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 Account Executive	1-11	5
Outside Account Executive	1-11	5

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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	Baylor University Career Services One Bear Place #97036 Waco, Texas 76798 Url : baylor.edu/careerservices Career Services Manual Posting	N	0
2	Cen-Tex Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76701 Phone : 254-754-7111 Joe Rodrigues Manual Posting	N	0
3	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	2
4	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	0
5	Indeed.com - Not Directly Contacted by SEU	N	3
6	McLennan County Community College Office of Career Development 1400 College Drive Waco, Texas 76708 Melinda Ingram Manual Posting	N	0
7	Paul Quinn College Career Development 3837 Simpson Stuart Rd Dallas, Texas 75241 Patricia Johnson Manual Posting	N	0
8	Texas Association of Broadcasters Website Texas Url : tab.org Email : jobs@tab.org Anna Romero	N	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	Texas State Technical College 3801 Campus Drive Waco, Texas 76708 Phone : 254-799-3611 Url : TSTC.edu Career Services Manual Posting	N	0
10	Waco Chamber of Commerce P.O.Box 1220 Waco, Texas Phone : 254-752-6551 Career Services Manual Posting	N	0
11	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:			5

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/5/2020	Participation in events or programs sponsored by educational institutions	On March 5, 2020, our SEU's On-Air-Personality and Promotions Director participated in a Career Day at Lorena ISD to discuss careers in broadcasting at iHeartMedia for middle-school students.	2	On air talent promotions director
2	3/6/2020	Participation in events or programs sponsored by educational institutions	On March 6, 2020, our SEU presented to the students at Lorena Elementary School during Career Days. Our participants went through the process of building a radio station, format selection, branding, FCC basics, and the roles of each team member on staff. Approximately 130 K-7th grade students were in attendance.	3	SVP OF SALES PROGRAM DIRECTOR PROMOTIONS DIRECTOR
3	3/20/2020	Listing of each upper-level category opening in a job bank or newsletter	During this reporting period, our SEU promoted community outreach and EEO employment for our upper-level, full-time job vacancy (Digital Sales Strategist) by posting this vacancy with the Cen-Tex Hispanic Chamber of Commerce, a non-profit organization that strives to unite the Hispanic Community in Central Texas.	2	Area President SVP OF SALES

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Outside Account Executive	1-13	3

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2	Cen-Tex Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76701 Phone : 254-754-7111 Joe Rodrigues Manual Posting	N	0
3	Employee Referral	N	1
4	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
5	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	0
6	LinkedIn-Not directly contacted by SEU	N	1
7	McLennan County Community College Office of Career Development 1400 College Drive Waco, Texas 76708 Melinda Ingram Manual Posting	N	0
8	Paul Quinn College Career Development 3837 Simpson Stuart Rd Dallas, Texas 75241 Patricia Johnson Manual Posting	N	0

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10	Texas State Technical College 3801 Campus Drive Waco, Texas 76708 Phone : 254-799-3611 Url : TSTC.edu Career Services Manual Posting	N	0
11	Unknown (source not adequately identified upon inquiry by SEU)	N	1
12	Waco Chamber of Commerce P.O.Box 1220 Waco, Texas Phone : 254-752-6551 Career Services Manual Posting	N	0
13	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:			3

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/15/2020	Provision of training to management	On December 15, 2020, the SEU's Market President 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	Market president
2	2/24/2021	Provision of training to management	On February 24, 2021, our Market President 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	Market president
3	3/5/2021	Sponsorship of events in the community designed to increase public awareness	On March 5, 2021, our SEU hosted a virtual event to promote awareness of employment opportunities at iHeart and careers in broadcasting. Our Promotions Director hosted a Facebook Live event, where he promoted information on where to find jobs posted for iHeartMedia and how to get started in a media career. During the event, he encouraged attendees to visit our Careers website to apply for open positions.	1	Promotions Director