

KABQ, KBQI, KOLZ, KPEK, KTEG, KZRR
EEO PUBLIC FILE REPORT
June 1, 2020 - May 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KABQ, KBQI, KOLZ, KPEK, KTEG, KZRR**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KABQ, KBQI, KOLZ, KPEK, KTEG, KZRR**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/10/2020	Provision of training to management	On December 10, 2020, our Market President took the Harassment Prevention: A Commonsense Approach for Managers 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	2/22/2021	Participation in Job Fairs	On February 22, 2021, our SEU participated in a virtual job fair conducted by the New Mexico Broadcasters Association. Our SEU ran ads that directed individuals interested in broadcasting careers to attend the virtual job fair and learn more about broadcast job opening across New Mexico, including openings at iHeart Albuquerque.	1	Market President
3	3/18/2021	Provision of training to management	On March 18, 2021, our Market President attended a live webinar titled "Hiring in a Remote World." This webinar took a deep dive into virtual interviewing and onboarding and discussed ways to ensure equal opportunity while interviewing virtually.	1	Market President
4	3/24/2021	Provision of training to management	On March 24, 2021 our Market President attended a webinar sponsored by the New Mexico Broadcasters Association titled "Staying on Top of Your Broadcast FCC EEO Obligations." The training program was provided by a law firm and reviewed various EEO compliance issues. The training emphasized that even during the COVID -19 pandemic stations still need to engage in wide dissemination of information about job openings and in specified outreach activities designed to educate their communities about broadcast employment, in addition to training employees for advancement in their broadcast careers.	1	Market President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	3/25/2021	Provision of training to management	On March 25, 2021, our Market President took the "Do You Have Enough Diversity in Your Company" training offered by the New Mexico Broadcasters Association. The training taught methods and best practices for organizations to ensure equal employment opportunity and to prevent discrimination in the workplace.	1	Market President
6	4/16/2021	Provision of training to management	On April 16, 2021, our SEU's 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
7	5/4/2021	Participation in scholarship programs	Our SEU participated in the iHeart/NMBA Scholarship Program, which is designed to award a scholarship money to a New Mexico high school junior or senior student that is interested in a career in broadcasting. Our SEU accepted applications through station websites, and our Market President, Program Director, and Senior Vice President of Programming reviewed applications.	3	Market President Program Director SVP Programming
8	5/17/2021	Participation in Job Fairs	On May 17-21, 2021 our SEU participated in a virtual job fair sponsored by the New Mexico Broadcasters Association. Our SEU ran ads that directed individuals interested in broadcasting careers to attend the virtual job fair and learn more about broadcast job openings across New Mexico, including openings at iHeart Albuquerque.	1	Market President