

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP
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
Entry Level Multi-Media Account Executive	2-8, 10-20	11
Entry Level Multi-Media Account Executive	2-8, 10-20	19
Client Services Manager	2-7, 9-10, 12-18, 20	16
Associate Producer	2-10, 12-15, 17-18, 20	8
Sales Support/Project Manager	1-7, 9, 12-13, 16-18, 20	16

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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 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : info@amfmjobs.com Career Services	Y	0
3	Arizona Broadcasters Association Job Bank (ABA) (non-commission jobs only) n/a Arizona- 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : www.azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	Y	0
4	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : www.asu.edu/career.com Email : employers.careerservices@asu.edu Career Services	Y	0
5	Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : MBernard@azdes.gov Fax : 1-602-268-3594 Career Services	Y	0
6	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : http://www.phoenix.va.gov/ Email : jacqueline.zepp@va.gov Fax : 1-602-627-2804 Jacqueline Zepp	Y	0

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7	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Url : www.evit.com Email : sgrosz@evit.com Steve Grosz	Y	0
8	Employee Referral	N	3
9	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : jamie@focusemployment.com Fax : 1-480-967-7872 Karen Gardner	Y	0
10	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-261-7161 Url : www.wehelpwomen.com Email : astakes@fswf.org Fax : 1-602-257-9691 Amy Stakes	N	0
11	Glassdoor - Not directly contacted by SEU	N	1
12	Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4449 Email : employerexperienceteam@goodwillaz.org Fax : 1-602-535-4358 Sue Hamilton	N	0
13	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : nalvarez@gphxul.org Fax : 1-602-253-7359 Natalie Alvarez	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
14	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
15	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
16	LinkedIn - Not directly contacted by SEU	N	5
17	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe	Y	0
18	Turn a New Leaf 115 East Tonto Street Phoenix, Arizona 85004 Phone : 602-223-4333 Url : www.awee.org Email : ofabela@turnanewleaf.org <i>(formerly AZ Women's Education & Employment)</i>	Y	0
19	Unknown (source not adequately identified upon inquiry by SEU)	N	1
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/25/2021	Provision of training to management	Our Finance Specialist participated in a Webinar training titled "Staying on Top of Your Broadcast FCC EEO Obligations" presented by Wilkinson, Barker, Knauer LLP on March 25, 2021. The training covered a wide range of EEO topics, including recruitment outreach efforts and compliance tips, especially during the COVID-19 pandemic.	1	Finance Specialist
2	4/12/2021	Provision of training to management	On April 12, 2021, our SEU's Senior Director of Activations 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	SR. Director of activations
3	4/12/2021	Provision of training to management	On April 12, 2021, one of our SEU managers 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	General sales Manager
4	5/13/2021	Participation in events or programs sponsored by educational institutions	Our SEU's Executive Vice President of Sales and Vice President of Sales attended the Arizona State University Virtual Hiring Event. They spoke to students and alumni about career opportunities in broadcasting.	2	Executive VP VP of Sales