

KDGE, KDMX, KEGL, KFXR, KHKS, KHVN-AM, KKGm-AM, KZPS
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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 | 2-6, 9-10, 13-15, 17, 22-24, 30 | 17 |
| Outside Sales Account Executive | 2-5, 9, 13-15, 17, 22-25, 30 | 17 |
| Outside Sales Account Executive | 2-5, 9, 13-15, 17, 22-25, 30 | 9 |
| Outside Sales Account Executive | 2-5, 9, 13-15, 17, 22-25, 30 | 14 |
| Lead Generation Specialist | 2-5, 13-14, 17, 22-25, 30 | 17 |
| Sr. Finance Manager | 2-5, 11-14, 22-25, 30 | 12 |
| Promotions Coordinator | 2-5, 13-14, 21-25, 27, 30 | 21 |
| Promotions Coordinator | 1-5, 9, 13-14, 22-25, 27, 30 | 9 |
| Marketing Director | 2-5, 9, 13-14, 22-25, 27, 30 | 9 |
| Outside Sales Account Executive | 3-5, 9, 11, 13-14, 17, 23-25, 27, 30 | 17 |
| Outside Sales Account Executive | 3-5, 9, 11, 13-14, 23-25, 27, 30 | 9 |
| Vice President of Digital Sales | 2-5, 7-9, 11, 13-14, 20, 22-25, 27, 29-30 | 9 |
| Studio Host | 2-5, 7-9, 11, 13-14, 19-20, 22-28, 30 | 9 |
| KHKS MIDDAY ON AIR TALENT | 2-5, 8, 13-14, 16, 18-20, 22, 24-28, 30 | 16 |
| Promotions Coordinator | 2-5, 8, 11, 13-14, 16, 18-20, 22-28, 30 | 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 | 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 Email : jdenver@allaccess.com Ria Denver | 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 | Dallas County Community College District of Colleges - Brookhaven 3939 Valley View Lane Farmers Branch, Texas 75244 Email : CareerDevelopment@dcccd.edu Career Services | N | 0 |

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|------------------|---|--|---|
| 8 | DFW Association of Black Journalists DFW, Texas Email : dfwabj@gmail.com Career Services | N | 0 |
| 9 | Employee Referral | N | 14 |
| 10 | Glassdoor - Not directly contacted by SEU | N | 1 |
| 11 | Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services | N | 0 |
| 12 | iHeartMedia Talent Acquisition | N | 3 |
| 13 | 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 |
| 14 | 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 | 3 |
| 15 | Indeed.com - Not Directly Contacted by SEU | N | 3 |
| 16 | Internal Transfer/Promotion | N | 2 |
| 17 | LinkedIn - Not directly contacted by SEU | N | 24 |
| 18 | LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting | N | 0 |

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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 |
|------------------|---|--|---|
| 19 | MediaTech Institute 13300 Branch View Lane Dallas, Texas 75234 Phone : 972-869-1122 Email : brad@mediatech.edu Career Services | N | 0 |
| 20 | Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : OPCD@pqc.edu. Cynthia Marshall | N | 0 |
| 21 | Rehire from COVID-19 pandemic layoff | N | 1 |
| 22 | Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting | N | 0 |
| 23 | Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : necareerservices@tccd.edu Jessica Olivera | N | 0 |
| 24 | Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero | N | 0 |
| 25 | Texas Rehabilitation Commission 210 Billings #310 Arlington, Texas 76010 Phone : 972-949-2400 Email : gena.swett@twc.state.tx.us Gena Swett | N | 0 |
| 26 | Texas Womens University 304 Administration Dr. Denton, Texas 76204 Email : mflores@twu.edu Career Services | N | 0 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 27 | Th Art Institute of Dallas, 8080 Park Lane #100 Dallas, Texas 75231 Email : dklaas@aai.edu Jodie Hall | N | 0 |
| 28 | University of Texas at Arlington 700 W. Greek Row. Fine Arts Bldg., Suite 118 Arlington, Texas 76019 Career Services Manual Posting | N | 0 |
| 29 | Wilson HCG 400 N. Ashley Drive Suite 3000 Tampa , Florida 33602 Phone : (817) 717-9024 Url : www.wilsonhcg.com Email : Info@WilsonHCG.com Fax : 1-813-418-7437 Auburn Harris | N | 0 |
| 30 | 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: | | | 51 |

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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 | 5/11/2021 | Participation in events or programs sponsored by educational institutions | Our Public Affairs Director served as a guest speaker for the MediaTech's Job Fair at Dallas, TX for the Google Hangout Virtual presentation to students on Tuesday, May 11, 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 -On-air |
| 2 | 9/8/2021 | Participation in events or programs sponsored by educational institutions | Our Public Affairs Director served as a guest speaker for the MediaTech Virtual Job Fair to students on Wednesday, September 8, 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 -On-air |
| 3 | 10/26/2021 | Participation in events or programs sponsored by educational institutions | Our Vice President of Sales, served as a guest speaker for "The University of Texas Arlington Communications Day" on Tuesday, October 26, 2021. The 50 students attended an in-person networking expo. Our SEU, a University of Texas Arlington Alumni, discussed topics regarding his career path in broadcasting, how to break into the broadcasting industry as well as sharing the secrets to a successful sales career. | 1 | VP of sales |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--|
| 4 | 1/19/2022 | Participation in events or programs sponsored by educational institutions | Our Public Affairs Director and KHKS On-Air Talent served as guest speakers for The DISD Career Day on Wednesday, January 19, 2022. The students attended a zoom meeting and are interested in various career paths in the broadcast industry. Our SEUs discussed topics regarding their career paths in broadcasting, how to break into the broadcasting industry as well as sharing the secrets to a successful media career and digital needs as we move more into podcasting and the use of Facebook and Twitter. | 2 | Public Affairs Director On Air talent |
| 5 | 2/15/2022 | Provision of training to management | In February, 2022 our SEU's Sr. Vice 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 | Sr Vice President |
| 6 | 3/14/2022 | Participation in Job Fairs | Our SEU participated as a Co-Media Sponsor of the 22nd Annual Diversity Employment Day Career Fair "Getting America Back to Work in 2022" in Dallas, Texas, on Monday, March 14, 2022. Station participants included our Public Affairs Director and Vice President of Sales. Our SEU's spoke with attendees about career opportunities with iHeartMedia including digital assets, influencers, programming, and important skill sets as an Account Executive. | 3 | Public Affairs Director VPS VPS |