

**KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT-FM, KZZP****EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Finance Director	1-9, 11, 13-17, 21-23, 25	25
Multi Media Account Executive	1-9, 11, 13-17, 21-23, 25	25
Vice President of Sales & Integrated Partnerships	1-9, 11-23, 25	18
Project Manager	1-2, 4-9, 11, 13-17, 21-23	17
Receptionist	1-2, 4-9, 11, 13-18, 21-23	18
Integrated Media Account Executive	1-2, 4-9, 11, 13-17, 21-23, 25	25
Integrated Media Account Executive	1-2, 4-9, 11, 13-17, 21-23, 25	25
Afternoon Drive Talk Show Producer	1-9, 11-13, 15-17, 19, 21-23	12
Regional Creative Director	1-2, 4-9, 11, 13-17, 21-23, 25	25
Vice President of Sales & Integrated Partnerships	1-2, 4-9, 11, 13, 15-17, 22-23, 25	25
Engineer	1-2, 4-9, 11, 13, 15-17, 22-23, 25	25
Digital Project Manager	1-2, 4-9, 11, 13, 15-17, 20, 22-23	20
Director of Project Management	1-2, 4-9, 11, 13, 15-17, 22-23, 25	25
On Air Host	10	10
Intergrated Media Account Executive	1-4, 6-9, 11, 13-17, 20, 22-23, 25	20
Intergrated Media Account Executive	1-4, 6-9, 11, 13-17, 20, 22-23, 25	25
Project Manager	1-9, 11, 13, 15-17, 22-24	17

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)<sup>1</sup></b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alpha Pacific Institute and Studios 4801 E McDowell Rd Suite 200 Phoenix, Arizona 85008 Email : studentservices@cox.net Fax : 1-602-244-0304 Career Services	Y	0
2	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Career Services Manual Posting	Y	0
3	Anthem College Online 16404 N Black Canyon Hwy Suite 180 Phoenix, Arizona 85053 Phone : 602-889-2744 Url : www.anthemonline.com Email : jtorres@anthem.edu Fax : 1-602-391-2410 J Torres	N	0
4	Arizona Broadcasters Association Job Bank (ABA) 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : www.azbroadcasters.org Jennifer Latko Manual Posting	Y Non-commission jobs only	0
5	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : www.asu.edu/career.com Career Services Manual Posting	Y Non-commission jobs only	1

<sup>1</sup> All sources received notification of those full-time vacancies to which they were entitled during this reporting period.

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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
6	Arizona Women's Education & Employment, Inc (AWEE) 640 N 1st Ave Phoenix, Arizona 85003 Phone : 602-223-4333 Url : www.awee.org Email : kateoconor@awee.com Fax : 1-602-223-4338 Kate O Connor	Y	0
7	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
8	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
9	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
10	Exigent Circumstances	N	1
11	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : kareng@msn.com Fax : 1-480-994-4155 Karen Gardner	Y	0
12	Former Employee	N	2

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13	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	Y	0
14	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
15	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : chaymore@gphxul.org Fax : 1-602-253-7359 Chester Haymore	Y	0
16	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
17	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	7
18	Indeed.com - Not Directly Contacted by SEU	N	3
19	Internal Posting	N	3
20	LinkedIn - Not Directly Contacted by SEU	N	3

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<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>
21	Maricopa Community Colleges Career Network Arizona Url : <a href="http://www.maricopa.edu/careers">www.maricopa.edu/careers</a> Career Services Manual Posting  Prong 2 Ended Date: 10/24/2016	N  Non-commission jobs only	0
22	South Mountain Community College 7050 S 24th St Phoenix, Arizona 85042 Phone : 602-243-8000 Url : <a href="http://www.southmountaincc.edu">www.southmountaincc.edu</a> Email : <a href="mailto:suzanne.hipps@southmountaincc.edu">suzanne.hipps@southmountaincc.edu</a> Fax : 1-602-243-8383 Suzanne Hipps	Y  Non-commission jobs only	0
23	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : <a href="mailto:info@blackchamber.com">info@blackchamber.com</a> Fax : 1-602-307-5204 Channel Powe	Y	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	1
25	Word of Mouth Referral	N	12
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>33</b>

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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	6/2/2016	Participation in Job Fairs	Our SEU participated in Arizona's Career Mixer in Scottsdale, AZ. Alumni from Arizona State University, Arizona University and Northern Arizona University attended. Station participants included our SVP Sales and VP Sales who discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities, and handed out iHeartMedia information packets.	2	SVP Sales VP Sales
2	10/3/2016	Establishment of training programs for station personnel	During this reporting period, our SEU offered training to help a full time receptionist advance in her career. HR/Finance Specialist and a Project Manager provided guidance and instruction to learn jobs in different departments including the business office and sales support. The employee received hands-on experience and shadowed staff to gain new skills from the ground up in order to maximize her career development potential. The program included instruction through weekly meetings and regular shadowing.	2	HR/Finance Specialist Project Manager
3	10/22/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated as a panelist at Newhouse School of Communications Fall Conference at Syracuse University in Syracuse, NY. Station participants included an Assistant Program Director who discussed careers in radio and the media with attendees and answered questions.	1	Asst Program Director
4	1/26/2017	Establishment of an intern program designed to assist members of the community	Our SEU hosted (2) paid interns from Arizona State University in Tempe. The interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. During the internship, they shadowed the majority of the SEU KISS morning show staff, participated behind the scenes with the morning show and contributed to the show content. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	KISSFM Exec Producer

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5	2/6/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated as guest speakers at Arizona State University: Essentials of Selling. Station participants included our President and the SVPS Sales. They discussed what differentiates the most successful sellers from the least successful. Talked about jobs at iHeartMedia discussed careers in radio and the media with over 200 attendees.	2	President SVPS Sales
6	3/3/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated as a panelist at Newhouse School of Communications at Syracuse University in Syracuse, NY. Station participants included an Assistant Program Director who discussed careers in radio and the media and answered questions,	1	Asst Program Director
7	4/27/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted the Skills classes from Mesquite High School for a tour of our facility. Station participants included Human Resources and On-Air Personalities who showed the students "behind-the-scenes" of our radio stations and answered questions. 30 students and chaperones attended.	2	HR/Finance Specialist On-Air Personality
8	5/11/2017	Participation in Job Fairs	Our SEU, along with the Tucson market, participated in the Arizona Broadcasters Association Job Fair in Mesa, AZ. Station participants included our Human Resources/Finance specialist, who discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities, and handed out iHeartMedia information packets.	1	HR/Finance Specialist