

KMIY, KNST, KOHT, KRQQ, KTZR, KXEW, KYWD

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017¹

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
Account Executive	1-5, 7-11, 13-16, 18-23	13
Market Engineering Manager	1-9, 14-22	6
New Business Development Director	1-10, 14-22	6
Account Executive	1-5, 7-10, 14-19, 21-22	10
Traffic Coordinator	1-4, 7-9, 14-22	9
Account Executive	1-4, 7-9, 12, 14-17, 19, 21-22	12

¹ This Report includes recruitment activity from May 25, 2016 pursuant to the FCC's grace period policy.

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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	Ad Fed - Tucson PO Box 90167 Tucson, Arizona 85752 Phone : 520-326-1060 Email : membership@aafucson.org Pearl Ford-Fife	N	0
2	Arizona Hispanic Chamber of Commerce 255 E Osborn Road #201 Phoenix, Arizona Phone : 602-294-6086 Url : http://www.azhcc.com/contact_us.php Email : josepho@azhcc.com Fax : 1-602-279-8900 Joseph Ortiz	N	0
3	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : http://career.asu.edu Email : careerservices@asu.edu Fax : 1-480-965-2120 Career Services	N	0
4	AZ Broadcasters Association 426 N. 44th Street Ste. 310 Phoenix, Arizona 85008 Phone : 602-252-4833 Email : jlatko@azbroadcasters.org Fax : 1-602-252-5265 Jennifer Latko	N	0
5	AZ Department of Economic Security 5441 East 22nd Street Tucson, Arizona 85711 Phone : 520-584-8226 Email : mgregory@azdes.gov Michelle Gregory	N	0
6	Employee Referral	N	3
7	Glendale C. C. 6000 W Olive Ave. Glendale, Arizona 85302 Phone : 623-845-3283 Fax : 1-623-845-3138 June Otts	N	0

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8	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
9	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	2
10	Indeed.com	N	4
11	Internal Posting	N	1
12	Internal Transfer/Promotion	N	1
13	Job Fair (<i>See Section III</i>)	N	1
14	KUAT Commuications Group 1423 E. Universtiy Tucson, Arizona 85721 Phone : 520-621-5828 Url : www.azpm.org Fax : 1-520-621-3360 Career Services	N	0
15	National Academy of TV Arts & Sciences (NATAS) 1101 E Monte Cristo Phoenix, Arizona Url : www.emmyonline.org Email : emmysuncst@aol.com Fax : 1-623-872-8308 Patti -	N	0
16	Northern Arizona University Off Campus Employment P.O. Box 5664 Flagstaff, Arizona Phone : 928-523-6046 Url : nau.edu/gatewayconnects Email : sonia.gonzalez@nau.edu Fax : 1-928-523-1117 Sonia Gonzalez	N	0

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17	Office Team/Accountemps 5255 E. Williams Circle Ste. 6800 Tucson, Arizona 85711 Email : amy.gomez@accountemps.com Amy Gomez	N	0
18	Pascua Yaqui Employment 7474 S. Camino De Oeste Tucson, Arizona 85746 Email : contact@pascuayaqui-nsn.gov Career Services	N	0
19	The Temp Connection 3400 E. Speedway Suite 104 Tucson, Arizona 85716 Phone : 520-323-3100 Fax : 1-520-327-4629 Cindy Dhuey	N	0
20	Tucson Chamber of Commerce PO Box 991 Tucson, Arizona 85701 Phone : 520-792-1212 Fax : 1-520-882-5704 Jack Camper	N	0
21	Tucson Help Wanted 11 Abrams Rd Central Valley, New York 10917 Url : http://regionalhelpwanted.com/tucson-jobs/ Tucson Help Wanted Manual Posting	N	0
22	Tucson Urban League 2305 S. Park Ave Tucson, Arizona 85716 Phone : 520-791-9522 Email : sbanks@tucsonurbanleague.org Sheila Banks	N	0
23	University of Phoenix 300 S. Craycroft Rd Tucson, Arizona 85711 Phone : 520-329-5209 Email : susanne.kirby@phoenix.edu Susanne Kirby	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/5/2017	Participation in events sponsored by community groups	SEU participated in the American Advertising Federation monthly group meeting in Tucson, AZ. Station participants included our SVP Sales, who discussed careers in Radio and the Media. He also discussed about employment opportunities at iHeartMedia Tucson.	1	SVP Sales
2	1/9/2017	Establishment of an intern program designed to assist members of the community	Our SEU established an internship program with American Advertising Federation Tucson, hosting a student from University of Arizona from January to May 2017. The intern was supervised by the SVP Sales and was exposed to sales and sales support functioning.	1	SVP Sales
3	3/3/2017	Participation in events sponsored by community groups	Our SEU hosted 30 members of the American Advertising Federation in Tucson for a station tour. Station participants included Promotions Tech , who showed the members of the group “behind-the-scenes” of our radio stations and answered questions.	1	Promotions Support
4	4/3/2017	Establishment of a mentoring program	Our SEU started a mentoring program with two sales employees. They were mentored by a Program Director to learn the programming side of our business. With the mentoring, they started voicetracking. The program included regular in-person meetings and mentor-mentee “shadow” days, was focused on maximizing the Account Executive's career development potential, and covered instruction on the technical skills needed for on-air and voicetracking positions.	1	Program Director
5	4/26/2017	Participation in events sponsored by community groups	Our SEU participated in the University of Arizona's MKT 428 Sales Communication class in Tucson, AZ. Station participants included our SVP Sales, who discussed careers in radio and media sales with attendees. He also discussed employment opportunities with iHeartMedia.	1	SVP Sales

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6	5/11/2017	Participation in Job Fairs	Our SEU, along with the Phoenix market, participated in the Arizona Broadcasters Association Career Fair in Mesa, AZ. Station participants included our Human Resources Manager who discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities, and handed out iHeartMedia information packets.	1	HR/Finance Specialist
7	5/17/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the University of Arizona's FTV 303 Professional Practices Interview Class in Tucson, AZ. Station participants included our SVP Sales, who discussed interview tips for careers in radio and the media with attendees and talked about employment opportunities.	1	SVP Sales