

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers and would like to receive vacancy notices from iHeartMEDIA, please provide iHeartMEDIA, with the name, mailing address, email address(if applicable), telephone number, fax number and contact person, and identify the category or categories of vacancies for which you would like the information specified above to the following person at iHeartMEDIA,: Human Resources Director, 505 University Avenue, Grand Forks, ND 58203. Email: SuziJohnson@ iHeartMEDIA.com.

It is the policy of iHeartMEDIA, to provide equal opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability or any other characteristic protected by law in all personnel actions.

**KJKJ, KKXL, KKXL-FM, KQHT, KSNR
EEO PUBLIC FILE REPORT
December 1, 2016– November 30, 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
Sales Support	38, 12, 13, 16	38
Outside Account Executive	2-13, 38, -30, 16	30
Outside Account Executive	2-13, 30 ,16-17-18	13
Sales Support	30, 38, 12-13, 16, 40	30
Outside Account Executive	38, 12, 13, 16, 39,	39

¹ This Report includes recruitment activity through November 28, 2017.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ability Building Center PO Box 6938 1911 14th Street NW Rochester, Minnesota 55903 Phone: 507-281-6262 Url : www.abcinc.org Fax: 1-507-281-6270 Steven Hill	N	0
2	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone: 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0
3	Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
4	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0

² This Report includes recruitment activity through November 28, 2017.

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone: 612-341-3358 Url : www.aioic.org Email : donc@aionic.org Fax: 1-612-341-3766 Don Clark	N	0
6	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone: 952-361-1711 Email : mrudloff@co.carver.mn.us Fax: 1-952-361-1 636 Mary Rudloff	N	0
7	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone: 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
8	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.staie.us Fax : 1-763-271-3701 Barb Chaffee	N	0
9	Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn	N	0
10	Fond Du Lac Indian Reservation Human Resources 1720 Big Lake Rd Cloquet, Minnesota 55720 Phone : 218-878-2653 Url : www.fdlrez.com Email : leemain@fdlrez.com Fax : 1-218-878-2683 Lee Main	N	0

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Goodwill Industries Vocational Enterprises 700 Garfield Ave Duluth, Minnesota 55802 Phone: 218-722-6351 Url : None Fax : 1-218-722-8108 Douglas Werber	N	0
12	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
13	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
14	Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone: 507-289-5960 Url : www.iman@imaa.net Email : iman@imaa.net Fax: 1-507-289-6199 Ron Buzard	N	0
15	Jeane Thorne Inc 901 Marquette Ave Suite100 Minneapolis, Minnesota 55402 Phone: 612-904-2911 Url : www.jeanethorne.com Email : mlk@jeanethorne.com Fax : 1-612-904-2901 Mary Kalk	N	0
16	Job Service North Dakota (<i>provides public access to job postings via service center kiosks</i>) 1501 28th Avenue South Grand Forks, North Dakota 58201 Phone : 701-328-2825 Fax : 1-701-328-4000 Keith Reitmeir	N	2

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Life Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax: 1-507-345-1469 Susan McNamara	N	0
18	Lifetrack Resources 709 University Ave W St Paul, Minnesota 55104 Phone: 651-227-8471 Url : www.lifetrackresources.org Email : leona@lifetrackresources.org Fax : 1-651-227-0621 Leon Axtman	N	0
19	Mankato Rehabilitation Center, Inc. (MRCI) 15 Map Dr. PO Box 328 Mankato, Minnesota 56002 Phone: 507-386-5600 Url : www.mnwfc.org/rehab/crp/mrciinc.htm Email : mrci@mninc.net Fax : 1-507-345-5991 William Bickett	N	0
20	Minneapolis Urban League 2100 Plymouth Ave Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax:612-521-8513 Roosevelt Pargo	N	0
21	Minnesota Broadcasters 3033 Excelsior Blvd. Minneapolis Minneapolis, Minnesota 55416 Phone: (612) 926-8123 Fax : (612) 926-9761 Jim Dubois	N	0
22	MN Teamsters Service Bureau - Dislocated Workers Program 2829 University Ave. SE Suite 720 Minneapolis, Minnesota 55414 Phone: 612-676-3759 Url : www.mntsb.org Email : Chrisc@mntsb.org Fax: 1-612-676-3748 Christine Chelstrom	N	0

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax: 1-218-681-7635 Peter Lavalier	N	0
24	Opportunity Services Inc. 1681 West Third Street Red Wing, Minnesota 55066 Phone : 651-578-1329 Url : www.oppserv.org Email : stevcs@oppscrsv.org Fax: 1-651-578-2873 Steve Spandl	N	0
25	Pine Habilitation and Supported Employment (PHASE) 106 Main, PO Box 126 Sandstone, Minnesota 55072 Phone: 320-245-2246 Url : None Email : phase@ecenet.com Fax: 1-320-245-0431 Jeannette Kester	N	0
26	Project SOAR of Northeastern MN, Inc. 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : bhomung@projectsoar.org Fax: 1-218-722-4617 Becki Hornung	N	0
27	Ramsey Action Programs Inc 450 Syndicate Street N Suite300 St Paul, Minnesota 55104 Phone: 651-645-6445 Url : None Email : jscheibel@ramseyactionprograms.org Fax : 1-651-645-2253 Jim Scheibel	N	0
28	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone: 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	St Cloud University 720 4 th Ave S-SH 14 St Cloud St Cloud, Minnesota 56301 Phone : 320-308-4967 Email : spj@stcloudstate.edu Fax: 320-308-5167 Drew Sandholm	N	0
30	Station On-Air Advertisement (<i>one or more SEU stations</i>)	N	4
31	Summit Academy OIC 935 Olson Memorial Hwy Minneapolis, Minnesota 55455 Phone :612-377-0150 Url : www.snoic.org Fax: 1-612-377-0156 Louis King	N	0
32	Univ.of Dubuque Minnesota Phone :563-589-3132 Email : dclarke@dbq.edu Fax :563-589-3419 Deb Clarke	N	0
33	Univ.of MN - Duluth Minnesota Phone:218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services	N	0
33	University of Minnesota Minneapolis, Minneapolis Phone :612-624-4361 Email : kpederson@class.cla.umn.edu Fax :1-612-625-4832 Katherine Pederson	N	0
34	Upper Midwest American Indian Center 1035 W. Broadway Ave Minneapolis, Minnesota 55411 Phone :612-522-4436 Url : Coming Soon Email : joyceyellowhammer@yahoo.com Fax : 1-612-522-8855 Gertrude Buckanaga	N	0

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Winona ORC Industries, Inc. 1053 E. Mark Street Winona, Minnesota 55987 Phone: 507-452-1855 Url : www.worcind.org Fax: 1-507-452-1857 Bill Harris	N	0
36	Women in Transition 6715 Minnetonka Blvd. Suite 212 St Louis Park, Minnesota 55426 Phone : 612-752-8444 Url : www.eac-mn.org Email : Lszczesny@resource-mn.org Fax :1-612-752-8401 Lonna Szczesny	N	0
37	Workabilities, Inc. 7400 Laurel Ave. Golden Valley, Minnesota 55426 Phone : 763-541-1844 Url : www.workabilities.org Email: BILLYONS@JUNO.COM Fax : 1-763-541-041 5 Bill Lyons	N	0
38	Grand Forks Herald 375 2nd Ave.N. Grand Forks, North Dakota 58203 Phone : 701 780-1150 Career Services N 2	N	2
39	Indeed.com	N	7
40	Social Media Internet Posting	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiatives (Menu Selection)	Brief Description Of Activity
1	Ongoing	Internship Program	Our stations host an ongoing radio internship program with students from area institutions including, but not limited to the University of North Dakota (Grand Forks, ND), Maryville State (Maryville, ND) and Northland Community and Technical College (East Grand Forks, MN). During this reporting period, we hosted a total of two interns in our programming department. These interns assisted in the recording and broadcast of ads, and participated in on air radio broadcasts and off air events. They were supervised by our Operations Manager and Program Directors. <u>Winter 2017:</u> One intern from UND <u>Summer 2017:</u> One intern from UND
2	Ongoing	Mentorship Program	Our SEU offers an ongoing mentorship program to help current employees advance within the company. Managers offer guidance and instruction to help employees learn jobs in different departments, including programming, web, engineering and IT. The program includes hands-on experience, guidance and shadowing to enable staff to gain new skills from the ground up. During this reporting period, three employees participated in the program, mentored by the Operations Manager, IT Director, Sales Manager and Webmasters.
3	8/24/17	Co Sponsoring Job Fair	Our SEU offered organizational and logistical support to help implement the annual University of North Dakota Involvement Expo and Job Fair, including airing promotional announcements. We also served as a local employer at the event, hosting a iHeartMedia booth to promote careers in broadcasting generally and internship opportunities at our stations specifically
4	Ongoing	Participation in other activities designed by the station employment unit	Our SEU hosts groups of 10 to 15 high school students to write and record peer-to-peer public service broadcast messages related to anti-drug campaigns, suicide prevention and bullying prevention, which air the following month. The students spend the morning at our radio stations, tour the facilities and are exposed to careers in broadcasting during the process. The program is overseen by our Marketing Director and Production Director. During this reporting period, we hosted 42 students as follows: June-2 Students from Sacred Heart School, 1 Student from EGF Middle School October: 5 Students from Cavalier High School 3 Students from Fordville High School

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			4 Students from Grygla High School November: 7 students from Pembina High School.