

KBFM, KHKZ, KQXX-FM, KTEX, KVNS**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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 Account Executive	1-8	1

KBFM, KHKZ, KQXX-FM, KTEX, KVNS**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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	Employee Referral	N	1
2	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
3	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
4	Indeed.com	N	1
5	League of United Latin American Citizens 1614 W. Pecan McAllen, Texas 78501 Phone : 956-585-0111 Url : www.lulac.net Email : aguiepena@hotmail.com Career Services	N	0
6	Region One Workforce 1900 W. Schunior Edinburg, Texas 78541 Phone : 956-984-6000 Url : http://www.esc1.net Fax : 1-956-984-7655 Career Services	N	0
7	The Monitor 1400 E. Nolana Loop Attn: Classified McAllen, Texas 78504 Phone : 956-686-4343 Url : www.themonitor.com Fax : 1-956-683-4201 Career Services	N	0

KBFM, KHKZ, KQXX-FM, KTEX, KVNS**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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
8	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

KBFM, KHKZ, KQXX-FM, KTEX, KVNS**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/6/2018	Participation in events or programs sponsored by educational institutions	In April 2018, our SEU's Program Director participated in a Media Days at STC in McAllen, TX. They were available to talk on the prospective employees about the opportunities in radio employment and current positions with IHM.	2	Program Director Program Director
2	4/25/2018	Participation in events or programs sponsored by educational institutions	In April 2018, our SEU participated in a career fair at AP Solis School in Donna. Station was represented by on air personality who spoke to attendees about career opportunities in radio, including current vacancies at IHeartMedia.	1	On Air Announcer
3	4/25/2018	Participation in events sponsored by community groups	In April 2018, our SEU invited the Workforce Solutions from Cameron County for an on air interview to discuss employment opportunities in media and IHM.	2	Program Director On Air Talent
4	9/20/2018	Participation in events or programs sponsored by educational institutions	In September, 2018, our SEU's Program Director participated in a Career Expo at ITEC Center at Texas Southmost College, located in Brownsville, Texas. They spoke to prospective students on today's radio industry.	2	Program Director On Air Announcer
5	2/20/2019	Participation in events or programs sponsored by educational institutions	In Feb, 2019, our SEU's Program Director participated in a Career Fair held at Valley Baptist Medical Center in Harlingen. He spoke to prospective employees on the opportunities in the radio industry.	1	Program Director
6	3/5/2019	Provision of training to management	On March 5, 2019, our SEU participated in an EEO compliance training review conducted by our Financial Specialist focused on ensuring equal opportunities in broadcasting careers. SEU participants included our Sales Manager, Finance Specialist and EEO Coordinator and Operations Manager.	3	Operations Manager Sales Manager FINANCE SPECIALIST

KBFM, KHKZ, KQXX-FM, KTEX, KVNS**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/8/2019	Participation in events or programs sponsored by educational institutions	In March, 2019, our SEU participated in a career fair at MDS. Station participants included our Operations Manager and Local Sales Manager, who spoke with attendees about career opportunities in radio, including current vacancies at iHeartMedia	2	Operations Manager Local Sales Manager