

KDGE, KDMX, KEGL, KFJR, KHKS, KZPS
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 Sales Account Executive	1-3, 5, 7-12, 15-22, 24-33, 35-37	36
Outside Sales Account Executive	1-3, 5, 7-12, 15-22, 24-33, 35-37	36
Outside Sales Account Executive	1-3, 5, 7-12, 15-22, 24-33, 35-37	36
Outside Sales Account Executive	1-3, 5, 7-13, 15-28, 30-33, 35-37	36
Outside Sales Account Executive	1-3, 5, 7-13, 15, 17-22, 24-28, 30-33, 35, 37	12
Outside Sales Account Executive	1-3, 5, 7-13, 15, 17-22, 24-28, 30-33, 35, 37	10
Promotions Coordinator - KHKS and KZPS	1-3, 5-16, 19-22, 24-27, 30-37	14
National Promotions Coordinator	1-22, 24-28, 30-33, 35-37	14
Local Sales Project Coordinator	1-11, 14-15, 17, 19-22, 24-28, 30-33, 35, 37	14
Promotions Coordinator - KEGL and KZPS	1-15, 17, 19-22, 24-28, 30-33, 35-37	14

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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	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Phone : (214) 739-3924 Email : Lisa@CareerConnection.org Lisa Miller	N	0
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Collegiate Broadcasters Inc Texas Email : cbjob@mailman.rice.edu Career Services	N	0
6	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
7	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0

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8	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0
9	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
10	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	4
11	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
12	Indeed.com - Not Directly Contacted by SEU	N	11
13	Internal Posting	N	10
14	Internal Transfer/Promotion	N	4
15	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
16	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
18	LinkedIn / Word of Mouth	N	7
19	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
20	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
21	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
22	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
23	Organization of Chinese Americans 1001 Connecticut Avenue, N W Ste. 707 Washington, District of Columbia 20036 Phone : (202) 223-5500 Fax : (202) 296-0540 EEO Officer	N	0

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24	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
25	Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : necareerservices@tccd.edu Jessica Olivera	N	0
26	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
27	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
28	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
29	Texas Rehabilitation Commission 210 Billings#310 Arlington, Texas 76010 Phone : 817-530-5000 Email : Gena.Swett@dats.state.tx.us Gena Swett	N	0
30	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0

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31	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
32	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
33	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	1
35	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
36	Word of Mouth Referral	N	8
37	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:			45

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/30/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for students from Thomas Jefferson High School in Dallas, Texas on April 30, 2018. The students who are studying Radio, TV and Film, toured the studios, production rooms and also assisted with voice tracking and weather and traffic reports. The tour provided “behind-the-scenes” of what it is like to work in radio. The students also had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	1	Public Affairs Director
2	7/12/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for 15 Asher Media interns and one chaperone in Dallas, Texas, on July 12, 2018. The tour provided a “behind-the-scenes” view of what it is like to work in radio. The students also had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	4	AE Asst Mktg Dir Office Manager Public Affairs Director
3	7/18/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for Loomis Agency Interns and staff in Dallas, Texas, on July 18, 2018. The tour provided a “behind-the-scenes” view of what it is like to work in radio including help them gain knowledge of the radio stations, departments and business flow in getting things on the air. The group had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	3	AE VP of Sales Public Affairs Director
4	7/20/2018	Participation in events sponsored by community groups	Our SEU hosted a station tour for 10 students up to 14 years old in Dallas, Texas, on July 20, 2018. The tour provided a “behind-the-scenes” view of what it is like to work in radio. The students also had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	1	Marketing Director

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5	8/22/2018	Participation in Job Fairs	Our SEU participated in the MediaTech Institute Job Fair in Dallas, Texas, on Wednesday, August 22, 2018. Station participants included our VP of Sales and Public Affairs Director who gave a ten minute presentation to the students and distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	VP of Sales Public Affairs Director
6	9/5/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for 12 students from The Lighthouse for the Blind of Fort Worth, on September 5, 2018. The tour provided “behind-the-scenes” of what it is like to work in radio. The students also had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	1	Public Affairs Director
7	10/4/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted varsity cheerleaders in our studio each Thursday to host DFW's Most Wanted with Cruz on KISS FM. The tour provided the 15 cheerleaders from Flower Mound High School in Flower Mound, Texas on Thursday, October 4, 2018, a “behind-the-scenes” view of what it is like to work in radio including help them gain knowledge of the stations, departments and business flow in getting things on the air. The group had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	3	On Air Talent Promo Coord Asst Mktg Dir

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8	10/18/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted varsity cheerleaders in our studio each Thursday to host DFW's Most Wanted with Cruz on KISS FM. The tour provided the 15 cheerleaders from Royse City High School in Royse City, Texas on Thursday, October 18, 2018, a "behind-the-scenes" view of what it is like to work in radio including help them gain knowledge of the stations, departments and business flow in getting things on the air. The group had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	3	On Air Talent Promo Coord Asst Mktg Dir
9	11/8/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted varsity cheerleaders in our studio each Thursday to host DFW's Most Wanted with Cruz on KISS FM. The tour provided the 15 cheerleaders from Rowlett High School in Rowlett, Texas on Thursday, November 8, 2018, a "behind-the-scenes" view of what it is like to work in radio including help them gain knowledge of the stations, departments and business flow in getting things on the air. The group had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	3	On Air Talent Promo Coord Asst Mktg Dir
10	11/15/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted varsity cheerleaders in our studio each Thursday to host DFW's Most Wanted with Cruz on KISS FM. The tour provided the 15 cheerleaders from Independence High School in Frisco, Texas on Thursday, November 15, 2018, a "behind-the-scenes" view of what it is like to work in radio including help them gain knowledge of the stations, departments and business flow in getting things on the air. The group had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	3	On Air Talent Promo Coord Asst Mktg Dir

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11	11/19/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted 3 Seniors from Plano Academy High School and 1 Chaperone on Monday, November 19, 2018 for a station tour. Station Participants included our Assistant Director of Marketing and our APD/Music Director for KISS FM. Students worked closely with our staff to learn the "behind-the-scenes" functioning of a radio station, were given a hands-on tour of the studios and spoke briefly sharing career advice. They also had the opportunity to ask questions about broadcasting careers.	2	Asst Mktg Dir APD/Music Director
12	11/27/2018	Participation in Job Fairs	Our SEU participated in the Career Day Festival at Arbor Creek Middle School in Carrollton, Texas on Tuesday, November 27, 2018. Station participants included our Public Affairs Director who was a presenter to several groups of 8th graders about career opportunities in radio and answered questions about her job in radio.	1	Public Affairs Director
13	11/29/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted varsity cheerleaders in our studio each Thursday to host DFW's Most Wanted with Cruz on KISS FM. The tour provided the 15 cheerleaders from Birdville High School in Haltom City, Texas on Thursday, November 29, 2018, a "behind-the-scenes" view of what it is like to work in radio including help them gain knowledge of the stations, departments and business flow in getting things on the air. The group had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	3	On Air Talent Promo Coord Asst Mktg Dir

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14	3/1/2019	Participation in other activities designed by the station employment unit	<p>Our SEU sponsored the Alliance for Women in Media Eleventh Annual Student Media Tour on Friday, March 1, 2019 at the iHeartMedia office in Dallas, Texas. Station participants gave an informative presentation, coordinated different media tours in the North Dallas/Frisco area and organized a Breakfast and Media Tour for all 50 students.</p> <p>Our Vice Presidents, On-Air Talent, Marketing and Event Directors also spoke briefly sharing career advice and insights on the radio industry, along with hosting information session and tours with the college students and chaperones. The students had the opportunity to ask questions about careers in broadcasting with on-air personalities, account executives, promotion coordinators, events, production, marketing, and integrated media staff.</p>	10	AE Marketing Director Events Director Public Affairs Director
15	3/20/2019	Participation in Job Fairs	Our SEU participated as a Co-Media Sponsor of the 2019 City of Dallas Diversity Employment Day Career Fair in Dallas, Texas, on Wednesday, March 20, 2019. Station participants included one VP of Sales, Account Executive and Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	3	AE VP of Sales Public Affairs Director

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16	3/28/2019	Participation in Job Fairs	Our SEU participated in the MediaTech Institute Job Fair in Dallas, Texas, on Thursday, March 28, 2019. Station participants included our Public Affairs Director. Our participant gave a 10 minute presentation to the graduates and distributed information about our stations and job openings, accepted resumes, spoke with graduates about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	1	Public Affairs Director