

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP**EEO PUBLIC FILE REPORT****June 1, 2018 - May 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
Region VP of Sales	2-5, 8-19, 21-24	23
Outside AE	2-4, 8-15, 21-24	23
Outside AE	2-4, 8-15, 21-24	23
Senior Brand Integration Account Executive	2-4, 8-15, 21-24	23
Client Services Coordinator	1-4, 7-15, 20-22, 24	20
Brand Integration Account Executive	2-4, 7-16, 22-24	23
Brand Integration Account Executive	2-4, 7-16, 22, 24	16
Morning Show Producer	2-4, 7-15, 22, 24	15
Client Services Coordinator	2-4, 7-15, 22, 24	15
Client Services Coordinator	1-4, 7-15, 22-24	23
Client Services Manager	1-4, 7-16, 22-24	23
Brand Integration Account Executive	1-4, 6-15, 22-24	6
AZ Market Engineering Manager	1-4, 7-15, 22, 24	15

KESZ, KFYL, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP**EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Arizona Broadcasters Association Job Bank (ABA) (non-commission jobs only) n/a Arizona- 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : www.azbroadcasters.org Jennifer Latko Manual Posting	Y	0
4	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : www.asu.edu/career.com Career Services Manual Posting	Y	0
5	Current Employee	N	2
6	Current Employee/Internal Promotion	N	1
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	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
11	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
12	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
13	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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
15	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	3
16	Indeed.com - Not Directly Contacted by SEU	N	6
17	Inside Radio Texas Phone : 800-640-8852 Gene McKay Manual Posting	N	0
18	Internal Candidate	N	2
19	Internal Hire	N	1
20	Internal Transfer/Promotion	N	1
21	South Mountain Community College (non-commissin jobs only) 7050 S 24th St Phoenix, Arizona 85042 Phone : 602-243-8000 Url : www.southmountaincc.edu Email : suzanne.hipps@southmountaincc.edu Fax : 1-602-243-8383 Suzanne Hipps	Y	0
22	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe	Y	0
23	Word of Mouth Referral	N	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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:			28

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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	9/13/2018	Co Sponsoring Job Fair	ABA Job Fair held at Pima Community College. Ran ads on all 8 stations to promote this job fair.	2	Finance Specialist Program Director
2	10/13/2018	Participation in events or programs sponsored by educational institutions	Presenter at Fall Conference WJPZ Alumni Association Syracuse University. Discussed different topics about jobs in the media.	1	Assistant Program Dir
3	3/1/2019	Participation in events or programs sponsored by educational institutions	Participated in "A Day of Learning and Networking: The Friday Conference!!" WJPZ Alumni Association Syracuse University	1	Assistanta Prog Dir
4	3/12/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted the American Marketing Association (AMA) Club from Grand Canyon University with a tour of our school and a presentation from part of our management team. Station participants included Market President, Program Director, Digital Director and the Promotions Director. They showed the students "behind-the-scenes" of our radio stations and answered questions. About 30 students attended.	4	Market President Program Director Digital Director Promotions Director
5	3/19/2019	Participation in events or programs sponsored by educational institutions	Our SEU, along with the Tucson market, participated in the UA Spring Career Days in Tucson, AZ. Station participants included our Chief Engineer, who, discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities, and handed out iHeartMedia information packets.	1	Chief Engineer
6	5/9/2019	Hosting of Job Fair	Sponsored job fair held at East Valley Institute of Technology in Mesa, Arizona. We advertised this job fair on our radio stations. This is the annual Arizona Broadcasters Career Fair held in the Phoenix area. Spoke to participants about jobs in radio at iHeartMedia.	1	HR