

KMIY, KNST, KOHT, KRQQ, KTZR, KXEW, KYWD**EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 2019****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
KRQQ/KOHT Assistant Program Director/On-Air Talent	1-6, 8-18	12
Broadcast Transmission Engineer	1-7, 9-11, 13-15, 17-18	7
Sales Assistant	1-6, 8-11, 13-15, 18	8

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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@aaftucson.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	Glendale C. C. 6000 W Olive Ave. Glendale, Arizona 85302 Phone : 623-845-3283 Fax : 1-623-845-3138 June Otts	N	0
5	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
6	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	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Indeed.com - Not Directly Contacted by SEU	N	1
8	Internal Candidate	N	4
9	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
10	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
11	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
12	Other Source	N	1
13	The Temp Connection 3400 E. Speedway Suite 104 Tucson, Arizona 85716 Phone : 520-323-3100 Fax : 1-520-327-4629 Cindy Dhuey	N	0
14	Tucson Chamber of Commerce PO Box 991 Tucson, Arizona 85701 Phone : 520-792-1212 Fax : 1-520-882-5704 Jack Camper	N	0

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15	Tucson Urban League 2305 S. Park Ave Tucson, Arizona 85716 Phone : 520-791-9522 Email : sbanks@tucsonurbanleague.org Sheila Banks	N	0
16	Unknown (source not adequately identified upon inquiry by SEU)	N	1
17	Word of Mouth Referral	N	3
18	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:			11

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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	6/14/2018	Participation in events sponsored by community groups	Our SEU participated in AD2 functions as a Radio Professional, discussed radio careers, and gave career and resume coaching for around a dozen individuals total at these events.	1	SVP Sales
2	8/16/2018	Participation in events sponsored by community groups	Our SEU participated in AD2 functions as a Radio Professional, discussed radio careers, and gave career and resume coaching for around a dozen individuals total at these events.	1	SVP Sales
3	9/13/2018	Co Sponsoring Job Fair	ABA Job Fair held at Pima Community College. Ran ads on all 7 stations to promote this job fair.	2	Finance Specialist Program Director
4	11/6/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in the University of Arizona's Marketing Minor's class. 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
5	1/29/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the University of Arizona's Marketing Department. 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
6	3/12/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted the American Marketing Association (AMA) from Grand Canyon University with a tour of our facility along with presentations from some of our management team. Station participants included Market President, Program Director, Digital Director and Promotions Director.	4	Market President Program Director Digital Director Promotions Director

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7	3/19/2019	Participation in events or programs sponsored by educational institutions	Our SEU, along with the Phoenix market, participated in the UA Spring Career Days in Tucson, AZ. Station participants included our Vice President of Programming and the Promotions Director who discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities, and handed out iHeartMedia information packets.	2	Promotions Director VP Programming
8	3/28/2019	Participation in events or programs sponsored by educational institutions	Senior Vice Pres Sales spoke to Integrated Marketing Communication Class at the University of Arizona. He talked about jobs in radio and answered questions.	1	SVP Sales
9	5/9/2019	Hosting of Job Fair	Sponsored the Arizona Broadcasters Career fair held at East Valley Institute Technology in Mesa, AZ. This was advertised as our job fair on all of our stations. Talked to the public about jobs at iHeartMedia.	1	HR