

***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, 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, 2018 - November 30, 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	4-7, 9, 11	4
Outside Account Executive	5-7, 9-11	9
Sales Support	2, 5-7, 9	2
Outside Account Executive	3, 5-9, 11	3
Outside Account Executive	3, 5-9, 11	8
Sales Support	1, 5-7, 9, 11	1
Market Senior Vice President, Programming	5-7, 9, 11	7

KJKJ, KKXL, KKXL-FM, KQHT, KSNR**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 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	961thefox.com 505 University Ave. Grand Forks, North Dakota 58203 Phone : 701 746-1417 Mary Johnson	N	1
2	Current Employee - Transfer/Promotion	N	1
3	Employee Referral	N	1
4	Facebook post	N	2
5	Grand Forks Herald 375 2nd Ave N Grand Forks, North Dakota 58203 Phone : (701) 780-1156 Stacy Lord Manual Posting	N	0
6	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	1
7	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
8	Indeed.com	N	1
9	Job Service North Dakota 1501 28th Avenue South Grand Forks, North Dakota 58201 Phone : 701-328-2825 Fax : 1-701-328-2728 Keith Reitmeir	N	1
10	Non-Employee Referral	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
11	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:			10

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/2/2018	Establishment of an intern program designed to assist members of the community	Our stations have an on going internship program with new interns each semester. Interns come from the University of North Dakota and other area colleges.	3	Senior VP Programming Program Director Program Director
2	12/2/2018	Establishment of a mentoring program	Our stations have an ongoing mentorship program through which interested part time employees can explore other job options and aspects of the industry within the building and qualify for full time employment,	3	Market President Sales Manager Senior VP of Programming
3	4/25/2019	Co Sponsoring Job Fair	Promoted UND event and had a booth featuring information on careers in radio sales as well as broadcasting at the University of North Dakota Memorial Union.	3	Market President Sales Manager Operations Manager
4	7/9/2019	Participation in other activities designed by the station employment unit	Station Open House. 5 to 8 PM Community members invited to come by and tour the facilities, ask questions, apply for positions.	3	Market President Sales Manager EEO Officer
5	7/17/2019	Co Sponsoring Job Fair	Co-sponsoring Job fair with Kelly Services in the business and professional community whose memberships include substantial participation of women and minorities.	3	Market President Sales Mgr AE
6	8/26/2019	Co Sponsoring Job Fair	Co-sponsoring job fair with Canad Inn in the business and professional community whose memberships include substantial participation of women and minorities.	3	Market President Sales Mgr AE