

KFAN, KMFY-FM, KRCH
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	12/9/2020	Provision of training to management	In December 2020, our SEU's program director took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment as well as other forms of harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Program director
2	6/1/2021	Establishment of a mentoring program	Program director worked with part-time board op on his desire to become a full-time on-air personality. They do weekly mock radio shifts and performing weekly air checks to improve his on-air sound. He also taught him how to prepare for a show, present a weather forecast on air and more. Board Op resigned in October of 2021 from iHeart Media in Rochester, MN to accept a full time on air position in a different market.	2	Program director Board Operator
3	10/15/2021	Provision of training to management	In October 2021, our SEU's market president took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market president