

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH, KXYZ-AM
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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	1-4, 6-25	24
Outside Sales	1-4, 6-25	13
Digital Sales Specialist	1-4, 6-10, 13-25	24
Digital Sales Strategist	1-4, 7-10, 14-18, 20-21, 25-26	4
Senior Vice President Sales	5	5

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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	All Access 28955 Pacific Coast Highway Suite #210-5 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Bill Lewis	N	0
3	AWRT-American Women in Radio & Television 770 S.Post Oak Lane Houston, Texas 77056 Phone : 713-552-1055 Url : www.awrthouston.org Email : laiello@khou.com Lindsey Aiello	N	0
4	Employee Referral	N	4
5	Exigent Circumstances	N	1
6	Goodwill Industries of Houston 1140 West Loop North Houston, Texas 77055 Phone : unknown Email : m_holder@goodwillhouston.org Megan Holder	N	0
7	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
8	Houston Advertising Federation (AAF) 7155 Old Katy Road Suite 100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.aaf-houston.net Email : adclub@aaf-houston.org Career Services	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
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org 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	0
11	Indeed.com - Not Directly Contacted by SEU	N	1
12	Internal Posting 2000 W. Loop South Suite #300 Houston, Texas 77027 Career Services Manual Posting	N	0
13	LinkedIn - Not Directly Contacted by SEU	N	4
14	Media Alliance of Houston P.O. Box 980908 Houston, Texas 77098 Phone : 713-9777-3300 Url : https://www.mediaalliancehouston.org/job-bank Email : MAHJobBank@gmail.com Avery Domenech	N	0
15	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
16	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0

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17	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
18	Sam Houston State University 919 Bearkat Blvd. Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : www.myinterfase.com/shsu/employer Email : careerservices@shsu.edu Career Services	N	0
19	San Jacinto College 8060 Spencer Highway Pasadena, Texas 77505 Phone : 281-476-1805 ext. 1239 Email : kirsten.hilson@sjcd.edu Kirsten Hilson	N	0
20	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
21	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Email : ana.jones@wrksolutions.com Ana Jones	Y	0
22	The Art Institute of Houston 1900 Yorktown Street Houston, Texas 77056 Phone : 713-623-2040 Url : www.artinstitutes.edu/houston/ Email : Lavitia@aia.edu Gypsy Shannon	N	0

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23	University of Houston University Career Services 106 Student Svc Ctr 1 Houston, Texas 77024 Phone : 713-743-5100 Url : www.career.uh.edu Fax : 1-713-743-5111 Career Advisor	N	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	2
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
26	YWCA Houston 3220 Broadway Street Houston, Texas 77017 Phone : unknown Email : YWCA@ywcahouston.org Yolanda Wright	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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	5/24/2021	Co Sponsoring Job Fair	Our SEU participated in the Gallery Furniture/Michael Berry Show in Houston, Texas. Our SEU participated in the planning/implementation of the event, helping to solicit exhibitors. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed employment opportunities, and handed out information about iHeartMedia	7	Various Various Various Various
2	7/29/2021	Participation in scholarship programs	Each year, our SEU partners with the Media Alliance of Houston for the Sandy Schenker Capell Scholarship for High School Seniors program. The scholarship program was created to honor Sandy Schenker Capell, a former manager at our SEU who lost her battle with cancer. Each year the scholarship is awarded to a Houston area high school senior interested in a career in media. Our SEU works closely with the Media Alliance of Houston in administering program, reviewing applications, promoting the scholarship and helps select each year's winner. The scholarship was awarded on July 29, 2021	5	Various Various Various Various
3	9/22/2021	Participation in events or programs sponsored by educational institutions	Our SEU's participated in a virtual Career Walk Through Day with HISD Hattie Mae White Education Support Center. Each of our speakers talked with students on how they chose their career path, motivation, what employers look for, steps for a career in the broadcasting industry.	4	: Executive Administrative Assistant On Air Announcer On Air Announcer Producer

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4	11/21/2021	Participation in events sponsored by organizations representing the community	Our SEU participated in the Construct 2021 Student Conference “Building Your Career in Advertising” in Houston, Texas. Our SEU program director discussed programming, format studies, Premier and on-air talents. Our sales SEU, discussed influencers and our relationship with programming, what to look for in an AE and how you manage. Our SEU Account Executive, discussed a day in the life of a seller, prospecting, important skill sets, and research. Our SEU digital director spoke of reviewing digital assets and capabilities.	4	Regional program director VP of Sales VP of digital Account Executive
5	12/17/2021	Participation in events or programs sponsored by educational institutions	Our SEU Production Director/On Air Personality was a guest speaker at HISD Energy Institute High School for a “Through the Lens” communications/broadcast/journalism class participating in production skills, editing, and audio. Our SEU employee gave the students a lecture on how to produce/edit for commercials.	1	Houston Production Director for all 6 SEU’s & On-Air Host
6	2/13/2022	Provision of training to management	In February, 2022 our SEU’s Vice President of Sales 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	VP of sales