

KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR
EEO PUBLIC FILE REPORT
August 1, 2021 - July 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
Project Manager, Sales	1-10, 21, 26-27, 29-30	7
Morning Show Co Host	1-12, 16, 19, 21, 26-27, 29-30	16
FT On-Air personality	1-12, 16, 19, 21-22, 25, 27-30	16
KFI News General Assignment Anchor/Reporter	1-6, 8-12, 21, 25, 27, 29-30	12
Brand Manager	1-12, 16, 19, 21, 25-26, 28-30	7
Producer and Digital	1-6, 8-12, 16, 18-19, 21, 25-27, 29-30	18
Board Operator/Phone Screener/Producer	1-6, 8-12, 21, 25-30	28
News Editor-Overnight (Midnight to 8am)	1-12, 21, 25-27, 29-30	7
Digital Content Producer-News	1-12, 19, 21, 25-27, 29-30	19
Project Manager	1-12, 21, 26-27, 29-30	7
Overnight/Weekend On-Air Personality	1-6, 8-12, 16, 20-21, 23-26, 28-30	28
Promotions Coordinator	1-6, 8-12, 15, 20-21, 23, 25-27, 29-30	15
Full Time Producer	1-2, 4-6, 8-12, 16, 20-21, 23, 25-27, 29-30	16
Project Manager	1-2, 4-12, 14, 19-21, 23, 25-30	7
Sales Operations Project Manager	1-2, 4-6, 8-12, 14, 19-21, 23, 25-30	28
Finance Manager	1-2, 4-6, 8-13, 19-21, 23, 25-30	13
Brand Manager	1-2, 4-12, 17, 20-21, 23, 25-27, 29-30	17

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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 Hwy Suite 210 Malibu, California 90265 Phone : (310) 457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com N/A N/A	N	0
2	Burbank Employment Student Training (BEST) Burbank City Hall 275 East Olive Ave Burbank, California 91502 Phone : 818-238-5021 Url : www.burbankca.gov Email : burbankworkforceconnection@burbankca.gov Fax : 1-818-238-5199 Lidia Termayan	Y	0
3	Cal State University, Los Angeles 5151 State University Drive Los Angeles, California 90032 Phone : 323-343-3280 Url : www.calstatela.edu/careers Email : careers@cslanet.calstatela.edu Christopher Lenz	N	0
4	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
5	California State University - Northridge 18111 Nordhoff Street University Hall, Suite 105 Northridge, California 91330 Phone : 818-677-2878 Url : www.csun.edu Email : career.center@csun.edu Fax : 1-818-677-4593 Career Services	Y	0

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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
6	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://beonair.com/denver Email : dbyrd@beonair.com Debbie Byrd	Y	0
7	Employee Referral	N	11
8	Fullerton College 321 E. Chapman Avenue Fullerton, California 92832 Phone : 714-992-7121 Url : http://www.fullcoll.edu/ Email : jmerchant@fullcoll.edu Jennifer Merchant	Y	0
9	Glendale Community College 1500 N Verdugo Rd SR 236 Glendale, California 91208 Phone : 818-240-1000 ext. 5405 Url : www.glendale.edu Email : andrav@glendale.edu Andra Verstraete	Y	0
10	Homeboy Industries 130 Bruno St Los Angeles, California 90012-1815 Phone : 323-526-1254 x342 Url : www.homeboyindustries.org Email : mburton@homeboyindustries.org Mary Ellen Burton	Y	0
11	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
12	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	iHM Human Capital Acquisition	N	2
14	Indeed.com - Not directly contacted by SEU	N	3
15	Internal Candidate	N	1
16	Internal Posting	N	11
17	Internal Transfer/Promotion	N	2
18	Internet Ad - Not directly contacted by SEU	N	1
19	LinkedIn - Not directly contacted by SEU	N	18
20	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	0
21	Ohio Center for Broadcasting-Cleveland 9885 Rockside Rd. #160 Valley View, Ohio Phone : 216-503-5900 x1104 Url : http://beonair.com/cleveland Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
22	On-Air Announcement (One or More SEU Stations)	N	1
23	Pinnacle College 1000 South Fremont Ave Building A11, Suite 11010 Alhambra, California 91803 Phone : (626) 284-0050 x24 Url : www.pinnaclecollege.edu Email : mcastro@pvschools.net Fax : 1-626-284-4329 Career Services	N	0
24	SAE Institute, Los Angeles 6700 Santa Monica Blvd Los Angeles, California 90038 Phone : 323-466-6323 Url : http://usa.sae.edu/campuses/losangeles/ Edgar Hernandez Manual Posting	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
25	SCBA (So Cal Broadcasters Assn) 1849 Sawtelle Blvd. Ste 543 Los Angeles, California 90025 Phone : 323-930-5599 Url : www.scba.com Liz Fancher Manual Posting	N	0
26	SELA Worksource Center 3965 S Vermont Ave Los Angeles, California 90037 Phone : 323.730.7900 x227 Url : www.letc.com Email : info@letc.com Career Services	Y	0
27	University of California, Riverside 900 University Avenue Riverside, California 92521 Phone : 951-827-2736 Email : careercounseling@ucr.edu Linda LaTendresse	Y	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	12
29	USC Career Planning & Placement Ctr 3601 Trousdale Pkwy Student Union Bldg 110 Los Angeles, California 90089-4897 Phone : 213-740-9538 Url : www.careers.usc.edu Email : recruit@usc.edu Elizabeth Jordan	Y	0
30	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			65

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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	1/1/2022	Establishment of a mentoring program	Director of Podcasting Sales provided 1:1 training to promoted Digital Sales Strategist. Intended to increase her skill set in her new role. Weekly 1:1 meetings to advance in her new position. Included job shadowing.	1	Director of Podcasting Sales Digital Sales Strategist
2	2/1/2022	Establishment of a mentoring program	Program Director 102.7 KIIS FM, worked with full time producer/board op and was promoted to full time producer on the Ryan Seacrest show. She has been showing Beata for 4 years, she started as a board op for KIIS and wanted to be on-air. Beata had her produce fake airchecks and they met monthly to review them. Beat continued to work with her as she moved up the ladder. Included job shadowing for 4 years.	2	Program director Full time producer on the Ryan Seacrest Show
3	3/1/2022	Establishment of a mentoring program	Our Producer provided 1:1 training to promoted employee, full time producer for on-air with Ryan Seacrest. Intended to increase her skill set in her new role from part time promotions to full time producer. Weekly 1:1 meetings to advance in her new position. Included job shadowing for 3 months learning the ins and outs of producing.	2	producer Full Tie producer for on-air with Ryan Seacrest
4	3/2/2022	Participation in Job Fairs	Our SEU participated in the California Conferences for Women Virtual Career Fair in Los Angeles, CA. The SEU participants were the VP of Sales, AE, ER & Client Solutions Manager. The participants met with participants virtually and separately during the 3-hour Career Day by video to discuss all career opportunities in the radio industry.	3	Vice President of Sales Account Executive Employee Relations & Sara Magnuson- Client Solutions Coordinator

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5	3/3/2022	Participation in Job Fairs	Conference Day for the California Conferences for Women Virtual Event. Planned, executed and built out a virtual booth for the event where participants could learn about iHeartMedia Career. We attended our booth where we could interact and answer any questions from participants during a 4.5 hour time period.	3	Vice President of Sales Account Executive Employee Relations & Sara Magnuson- Client Solutions Coordinator
6	5/1/2022	Establishment of a mentoring program	Our Program Director 102.7 KIIS FM, worked with part time producer, she was promoted from part time producer on KIIS to full time cluster producer/board op. Jessica has been showing Beata since she started at KIIS, she showed interest in social and Beata worked with her and mentored her on the social ins and outs. Included job shadowing for 4 years.	2	Program director Full time cluster producer/board op
7	6/29/2022	Establishment of a mentoring program	During Q1 2022 the Director of Podcasting Sales for the Los Angeles Market, mentored the Digital Sales Strategist in Los Angeles, CA in weekly 1:1's. Rebecca was mentored in various Digital Masterclasses and systems such as Artsai, Claritas, Tableau, Podsights, Chartable & MadHive. The sessions included in person meetings and instructional Microsoft team sessions with on the job training as well as shadowing in client meetings & internal meetings. As a result t in March 2022, she was promoted to the position of Digital Sales Strategist for the Los Angeles region and became responsible for providing digital strategies & solutions for our clients for the market.	2	Director of Podcasting Sales Digital Sales Strategist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	6/29/2022	Establishment of a mentoring program	During Q1 2022 the Director of Podcasting Sales for the Los Angeles Market, mentored the Digital Sales Strategist in Los Angeles, CA in weekly 1:1's. We mentored Patrick in various Digital Masterclasses and systems such as Artsai, Claritas, Tableau, Podsights, Chartable & MadHive. The sessions included in person meetings and instructional Microsoft team sessions with on the job training as well as shadowing in client meetings & internal meetings. As a result t in March 2022, Patrick was promoted to the position of Digital Sales Strategist for the Los Angeles region and became responsible for providing digital strategies & solutions for our clients for the market.	2	Director of Podcasting Sales Digital Sales Strategist
9	7/13/2022	Provision of training to management	In July 2022, our SEU's VP 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