

KASH-FM, KBFX, KENI, KGOT, KTZN, KYMG
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KASH-FM, KBFX, KENI, KGOT, KTZN, KYMG**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KASH-FM, KBFX, KENI, KGOT, KTZN, KYMG**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2022	Participation in other activities designed by the station employment unit	In January-April of 2022, our Area Senior VP Programming mentored a station Program Director/on-air personality to take over Programming duties on our sister station. Weekly meetings included the differences in programming CHR vs Country, breaking down format demographics, extending our syndicated morning show to 10:00am, adding a commercial free lunch hour, working with the local Voice Track talent and feeding the custom talent specific information. We also discussed changing the positioning statement and moving to a new custom format to help grow our audience. As a result, in May of 2022, he added another station as a PD and took on an even larger role by Voice Tracking PM drive to give our sales team more competitive opportunities. He is now responsible for the promotions, social media, and management of the daily programming elements.	1	Market president
2	9/16/2022	Provision of training to management	In November 2022, 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