

KAKQ-FM, KFBX, KIAK-FM, KKED
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.		

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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
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	4/15/2022	Participation in scholarship programs	Internship/Scholarship program is broadcast related. The SEU was actively involved in the administering the program through the ABA – including reviewing applications, selecting recipients, establishing criteria, making applications available, and accepting completed applications at the ABA office.	1	Market president
2	5/9/2022	Sponsorship of events in the community designed to increase public awareness	The ABA broadcasters conference is designed to promote public awareness of employment opportunities in broadcasting. The SEU helped organize and execute the conference, will attend the event, and recruit as well as participate in training and education throughout the event.	1	Market president Sr accountant executive
3	8/26/2022	Establishment of training programs for station personnel	In August 2022, our SEU's 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	President