

**KEZA, KIGL, KKIX, KMXF**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2022 - January 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assitant Program Director / On Air Talent	1-3, 6, 8-13, 15	6
Account Executive	1-3, 5, 7-8, 10-13, 15	7
Account Executive	1-5, 8, 10-15	14

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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	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Email : careercenter@harding.edu Megan Johnson	N	0
2	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
3	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
4	iHM Human Capital Acquisition	N	1
5	Indeed.com - Not directly contacted by SEU	N	2
6	Internal Posting	N	1
7	LinkedIn - Not directly contacted by SEU	N	2
8	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
9	Non-Employee Referral	N	2
10	Northwest Ark Community College 1 College Drive Bentonville, Arkansas 72712 Phone : 479-619-4236 Email : enrollmentsupport@nwacc.edu Career Services	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	University of Arkansas - Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2806 Email : recruit@uark.edu Barbara Batson	N	0
12	University of Arkansas Fort Smith PO BOX 3649 Fort Smith, Arkansas 72901 Phone : 479-788-7017 Email : careerservices@uafs.edu Fax : 1-479-424-6836 Career Services	N	0
13	University of the Ozarks 415 College Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
14	Unknown (source not adequately identified upon inquiry by SEU)	N	1
15	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/10/2023	Provision of training to management	In January 2023 our SEU's SVP of Programming 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	SVP of programming
2	1/26/2023	Provision of training to management	On January 26, 2023, our SEU's Sr Vice President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Sr Vice President
3	1/26/2023	Provision of training to management	On January 26, 2023, our SEU's Sr Vice President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Sr Vice President
4	1/27/2023	Provision of training to management	On January 27, 2023, our SEU's Sr Vice President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Sr Vice President