

KATZ, KATZ-FM, KLLT, KLOU, KSD, KSLZ
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
Account Executive	1-6, 10-11, 14-28, 30-31, 33-34	1
Vice President, Sales (St. Louis)	1-6, 8-12, 14-33	8
Vice President, Sales (St. Louis)	1-6, 10-11, 14-26, 28, 30-31, 33	1
VP, Business Development	2-6, 9-11, 14-28, 30-31, 33	9
Producer	1-6, 10-11, 13-26, 28, 30-31, 33	1
Outside Account Executive	1-7, 10-11, 13-24, 26-28, 30-31, 33	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	7
2	Fontbonne University 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-4516 Email : employgriffins@fontbonne.edu Mary Asaro	N	0
3	Harris-Stowe State University 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-340-3512 Url : hssu.edu Email : careerengagement@hssu.edu Fax : 1-314-340-3395 Career Services	Y	0
4	Hispanic Chamber of Commerce of Greater St. Louis 3611 S. Grand Blvd. #105 St. Louis , Missouri 63118 Phone : 314-644-4432 Url : www.hccstl.com Email : staff@hccstl.com Ms. Alicia Hernandez	Y	0
5	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
6	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	2
7	Indeed.com - Not directly contacted by SEU	N	1
8	Internal Candidate	N	1
9	Internal Posting	N	4

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10	Jefferson College 1000 Viking Drive CTE138 Hillsboro, Missouri 63052-2441 Phone : 636-481-3223 Url : www.jeffco.edu Email : Lwarner@jeffco.edu Lora Warner	Y	0
11	Lewis & Clark Community College 5800 Godfrey Road Baldwin Hall 2418 Godfrey, Illinois 62035-2466 Phone : 618-468-5030 Url : www.lc.com Email : tdlane@lc.edu Fax : 1-618-468-5030 Terry Lane	Y	0
12	LinkedIn - Not directly contacted by SEU	N	4
13	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
14	Missouri Baptist University One College Park Drive St. Louis, Missouri 63141 Phone : 314-744-5315 Url : www.mobap.edu Email : grey@mobap.edu Fax : 1-314-392-2243 Kim Grey	Y	0
15	Missouri Broadcasters Association Terry Harper 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org/ Email : tharper@mbaweb.org Terry Harper	Y	0

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16	Missouri State University 901 S. National Avenue Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://careercenter.missouristate.edu Email : MarjorieStewart@MissouriState.edu Fax : 1-417-836-6797 Margie Stewart	Y	0
17	NAACP 4811 Delmar St. Louis, Missouri 63108 Phone : 314-361-8600 Url : http://www.stlouisnaacp.org/ Email : clarksoncd@yahoo.com Fax : 1-314-361-4334 Cedric Clarkson	Y	0
18	RAMP 24307 Magic Mountain Pkwy Suite 65 Valencia, California 91355 Phone : 661-294-9408 Email : cartermedia@gmail.com Kevin Carter	Y	0
19	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Url : http://www.ranken.edu/alumni-friends-employers/information-for-employers/how-to-post-jobs/ Email : jksommers@ranken.edu Janie K. Summers	Y	0
20	Richland Community College One College Park Decatur, Illinois 62521 Phone : 217-875-7211 X305 Url : www.richland.edu Email : joliver@richland.edu Fax : 1-217-875-7783 John Oliver	Y	0

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21	Southern Illinois University Campus Box 1620 Edwardsville, Illinois 62026-1620 Phone : 618-650-3708 Url : www.siu.edu/careerdevelopment Email : careerdevelopment@siue.edu Fax : 1-618-650-3708 Susan Seibert	Y	0
22	Southwestern Illinois College 2500 Carlyle Center Room 1240 Belleville, Illinois 62221 Phone : 618-235-2700 X5562 Url : http://www.swic.edu/CareerCenter/ Email : careercenter@swic.edu Career Services	Y	0
23	St. Louis Community College - Florissant Valley 3400 Pershall Road Ferguson, Missouri 63135 Phone : 314-513-4268 Url : stlcc.edu/student-support/career-development Email : careerdevelopment@stlcc.edu Career Services	Y	0
24	St. Louis Community College - Wildwood Career & Employment Services 2645 Generations Drive Wildwood, Missouri 63040 Phone : 636-422-2012 Email : ldemirchian@stlcc.edu Lynn Demirchian	Y	0
25	St. Louis Post-Dispatch 900 N. Tucker St. Louis, Missouri 63101 Phone : 314-340-8609 Url : www.stltoday.com Email : CHuelsebusch@post-dispatch.com Fax : 1-314-340-8663 Chris Huelsebusch	N	0

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26	St. Louis University Career Services 20 N. Grand Blvd., Rm 331 St. Louis, Missouri 63103 Phone : 314-977-2828 Email : kaldrich@slu.edu Fax : 1-314-977-3486 Karl Aldrich	N	0
27	St. Patrick's Center 800 N. Tucker Blvd. St. Louis, Missouri 63101 Phone : 314-802-0700 Url : http://www.stpatrickcenter.org/ Email : sflavin-cave@stpatrickcenter.org Fax : 1-314-802-5480 Career Services	Y	0
28	Staffing Solutions 8012 Bonhomme Ave. Suite 200 Clayton, Missouri 63105 Phone : 314-863-0333 Url : https://www.staffingsolutionsinc.com/index.htm Email : bonny@staffingsolutionsinc.com Bonny Filandrinis	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	1
30	Urban League-St. Louis County 8960 Jennings Station Rd. St. Louis, Missouri 63136 Phone : 314-506-5306 Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9840 Mrs. Hollis Whiting	Y	0
31	Urban League-St. Louis 935 Vandeventer St. Louis, Missouri 63108 Phone : 314-615-3690 Email : Lprograis3rd@urbanleague-stl.org Lawrence Prograis	Y	0
32	Walk in/Self-Referral Source	N	1

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33	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
34	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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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	12/8/2021	Participation in events or programs sponsored by educational institutions	Our SEU participated in the East St. Louis Senior High School's Radio & Broadcasting Technology Program Zoom Call. December 8, 2021 in East St. Louis, Illinois, SEU, Executive Assistant, Office Manager, Account Executive, On-air talent & Assistant PD for KATZ-AM, KATZ-FM, & KMJM, Community Affairs Director, Traffic Director, each iHeart employee discussed their own job and what it entails in radio, along with other employment opportunities in broadcasting generally with students at East St. Louis Senior High School, who are in the Radio & Broadcasting Technology Program, due to Covid, the school could not come do a field trip, so a Zoom call took place. We then opened up a question & answer session to the students with the participating staff.	4	Executive assistant Office Manager On Air talent On Air talent
2	1/19/2022	Participation in events or programs sponsored by educational institutions	BJ Holiday, On-air talent & Assistant PD for KATZ-AM, KATZ-FM, & KMJM, Community Affairs Director participated in the University City Senior High School Zoom call on January 19, 2022. BJ discussed his various roles at iHeartMedia along with other careers in radio and what those roles entail in broadcasting with students ranging from Freshman to Seniors. A question and answer segment finished the Zoom call.	1	On air talent

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3	2/21/2022	Participation in events or programs sponsored by educational institutions	Starting February 21st thru present, our Community Affairs, On-air talent, Assistant Program Director, BJ Holiday worked with Justin and Jordan Mosley, students at Harris Stowe State University at the station(s) to mentor them in production, on-air board operations, how to produce a radio show and how the radio industry works. The program included weekly, regular in-person meetings, every Monday, 6p-8p, maximizing their career development potential, and focusing on skills to gain Justin and Jordan a career in Radio.	1	On air talent
4	5/26/2022	Participation in Job Fairs	IHeartMedia St Louis was a participant in the May 26, 2022 Job News Job Fair at Orlando Gardens Banquet Center, from 10a-2p. iHeartMedia also did a remote during the job fair, BJ The DJ did live call ins on KATZFM/100.3 The Beat, KATZ-AM/Gospel 1600 & majic 104.9, hoping to attract the Urban Community. iHeartMedia was looking to fill open Account Executive positions, along with Assistant Program Director for KTLK, Our Market President and Senior Vice President talked to many people about the job openings and what the job entailed and urged them to apply at iHeartMediacareers.com, it was a great turn out.	4	executive assistant SVP of sales Market president On Air talent

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5	5/26/2022	Participation in Job Fairs	iHeartMedia St Louis was a participant in the May 26, 2022 Job News Job Fair at Orlando Gardens Banquet Center, from 10a-2p. iHeartMedia also did a remote during the job fair, BJ The DJ did live call ins on KATZFM/100.3 The Beat, KATZ-AM/Gospel 1600 & majic 104.9, hoping to attract the Urban Community. iHeartMedia was looking to fill open Account Executive positions, along with Assistant Program Director for KTLK, Our Market President and Senior Vice President talked to many people about the job openings and what the job entailed and urged them to apply at iHeartMediacareers.com, it was a great turn out.	3	Executive assistant SVP of sales Market president On Air talent
6	8/5/2022	Participation in Job Fairs	Our SEU participated in the Urban League Job Fair in St. Louis, MO. Station participants discussed careers in radio with interested attendees, accepted resumes and employment opportunities and handed out information about iHeartMedia, this job career was mainly targeted to the African American population.	4	Executive assistant On Air talent Sr. VP Of Sales VP of sales
7	9/11/2022	Provision of training to personnel of unaffiliated non-profit organizations	In September 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