

**KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH, KXYZ-AM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 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>
Outside Account Executive	1-9, 11-23	11
Board Op	1, 3, 5-8, 10-22	21

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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>
1	All Access 28955 Pacific Coast Highway Suite #210-5 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Bill Lewis	N	0
3	AWRT-American Women in Radio & Television 770 S.Post Oak Lane Houston, Texas 77056 Phone : 713-552-1055 Url : www.awrthouston.org Email : laiello@khou.com Lindsey Aiello	N	0
4	Employee Referral	N	2
5	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
6	Houston Advertising Federation (AAF) 7155 Old Katy Road Suite 100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.aaf-houston.net Email : adclub@aaf-houston.org Career Services	N	0

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7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHM Human Capital Acquisition	N	2
10	Indeed.com - Not directly contacted by SEU	N	1
11	LinkedIn - Not directly contacted by SEU	N	4
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	0
13	Media Alliance of Houston P.O. Box 980908 Houston, Texas 77098 Phone : 713-9777-3300 Url : <a href="https://www.mediaalliancehouston.org/job-bank">https://www.mediaalliancehouston.org/job-bank</a> Email : MAHJobBank@gmail.com Avery Domenech	N	0
14	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : <a href="http://www.naacphouston.org">www.naacphouston.org</a> Fax : 1-713-630-2699 Career Services	N	0

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<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>
15	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
16	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
17	Sam Houston State University 919 Bearkat Blvd. Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : www.myinterfase.com/shsu/employer Email : careerservices@shsu.edu Career Services	N	0
18	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
19	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Email : ana.jones@wrksolutions.com Ana Jones	Y	0
20	The Art Institute of Houston 1900 Yorktown Street Houston, Texas 77056 Phone : 713-623-2040 Url : www.artinstitutes.edu/houston/ Email : Lavitia@aii.edu Gypsy Shannon	N	0

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<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>
21	Unknown (source not adequately identified upon inquiry by SEU)	N	2
22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
23	YWCA Houston 3220 Broadway Street Houston, Texas 77017 Phone : unknown Email : <a href="mailto:YWCA@ywcahooouston.org">YWCA@ywcahooouston.org</a> Yolanda Wright	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</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	4/20/2022	Participation in events sponsored by organizations representing the community	Our SEU's participated in the National Student Advertising Competition Orientation. Our SEU President, spoke to the students telling his story of how he participated in a similar competition when he was beginning his career path and his career position now.	2	President VP of Sales
2	4/20/2022	Participation in events sponsored by organizations representing the community	Our SEU's participated in the National Student Advertising Competition Orientation. Our SEU President, spoke to the students telling his story of how he participated in a similar competition when he was beginning his career path and his career position now.	2	President VP of Sales
3	4/21/2022	Participation in Job Fairs	Our SEU participated in the AAF Houston Job Fair. SEU's participants discussed careers in radio with interested attendees, accepted resumes, discussed employment opportunities, and distributed information about iHeartMedia.	3	Vice President of Sales Vice President of Sales Vice President of Sales
4	7/21/2022	Participation in events sponsored by organizations representing the community	: Our SEU participated in the Member-Only Media Tour hosted by the Houston Chapter Public Relations Society of America. Our SEU's discussed their career paths in broadcasting, how to break into the broadcasting industry, on air talent and how new digital assets have become a part of the radio industry as well as marketing and promotional events.	4	President Regional VP of Programming Marketing Director On Air talent
5	7/25/2022	Participation in events sponsored by organizations representing the community	Our SEU's participated in hosting a student from University of Virginia in a job shadowing with various SEU departments. The SEU's discussed careers in broadcasting, sales, digital and programming and the career opportunities at iHeartMedia.	12	various positions

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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>
6	11/5/2022	Participation in Job Fairs	Our SEU participated in the AAF Houston Job Fair. SEU's participants discussed careers in radio with interested attendees, accepted resumes, discussed employment opportunities, and distributed information about iHeartMedia.	1	VP of sales
7	2/27/2023	Provision of training to management	In February, 2023, our SEU's Vice President 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