

KBGO, KBRQ, KIIZ-FM, KLFX, KWTX, KWTX-FM, WACO-FM**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-12	2

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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	Cen-Tex Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76701 Phone : 254-754-7111 Email : info@wacohispanicchamber.com Joe Rodrigues	N	0
2	Employee Referral	N	1
3	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
4	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
5	Indeed.com - Not directly contacted by SEU	N	1
6	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
7	McLennan County Community College Office of Career Development 1400 College Drive Waco, Texas 76708 Email : careers@mclennan.edu Melinda Ingram	N	0
8	On-Air Announcement (One or More SEU Stations)	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Paul Quinn College Career Development 3837 Simpson Stuart Rd Dallas, Texas 75241 Email : careers@pqc.edu Patricia Johnson	N	0
10	Texas State Technical College 3801 Campus Drive Waco, Texas 76708 Phone : 254-799-3611 Url : TSTC.edu Email : alicia.cruz@tstc.edu Career Services	N	0
11	Texas Workforce Commission 1416 S New Rd Waco, Texas 76711 Url : twc.state.tx.us Email : employerinfo@twc.state.tx.us Melissa Briske	N	0
12	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	2/27/2023	Provision of training to management	In February, 2023, our SEU's Vice President 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	VP of programming
2	3/23/2023	Provision of training to management	On March 23, 2023, our SEU's VP of Programming 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	VP of programming
3	3/23/2023	Provision of training to management	On March, 23, 2023 our SEU's VP of Programming 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	VP of programming
4	3/23/2023	Provision of training to management	On March, 23, 2023 our SEU's VP of Programming 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	VP of programming