

KBFM, KHKZ, KQXX-FM, KTEX, KVNS
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	1-7	5

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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	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
2	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
3	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
4	Region One Workforce 1900 W. Schunior Edinburg, Texas 78541 Phone : 956-984-6000 Url : http://www.esc1.net Fax : 1-956-984-7655 Career Services	N	0
5	Walk in/Self-Referral Source	N	1
6	Workforce Solutions – East Hidalgo 2290 W Pike Blvd #100 Weslaco, Texas 78596 Phone : 12108199707 Email : gerardo.garza@tvc.texas.gov Gerardo Garza	N	0

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7	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:			1

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/15/2022	Participation in events or programs sponsored by educational institutions	On April 15, 2022, our Senior Vice President of Programming, Jay Cantu, asked students from Media Arts & Communications Academy to tour the IHM facilities and speak about the different positions and media career opportunities for their students.	1	SVP of programming
2	5/1/2022	Participation in events or programs sponsored by educational institutions	On May , 2022, our Senior Vice President of Programming, participated in a student AUDIO/VISUAL workshop for THE Media Arts & Communications Academy through HCISD which included speaking about media opportunities and ways to pursue those careers.	1	SVP of programming
3	9/29/2022	Participation in events or programs sponsored by educational institutions	On September 29, 2022, our Senior Vice President of Programming, Jay Cantu, participated in the 6th annual Media Arts & Communications Academy Advisory Board, which included speaking on media career opportunities for their students.	1	SVP of programming
4	2/23/2023	Provision of training to management	In February, 2023, our SEU's SVP 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	Sr Vice President of sales
5	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

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6	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
7	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