

KDGE, KDMX, KEGL, KFXR, KHKS, KHVN-AM, KKGm-AM, KZPS**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
On Air Host	7	7
On-Air-Host	7	7
Outside Sales Account Executive - Dallas, TX	1-5, 8-15, 17-21, 23	10
Promotions Coordinator	1-2, 4-6, 8-10, 12-23	6
PM Drive Host- 97.1 The Eagle	7	7
Talk Show Co-Host	7	7
Engineering Tech Support	1-2, 4-6, 8-10, 13-15, 17-21, 23	6
Account Executive	1-2, 4-5, 8-10, 12-20, 23	12
On-Air & Online Talent	7	7

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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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Ria Denver	N	0
2	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Phone : (214) 739-3924 Email : Lisa@CareerConnection.org Lisa Miller	N	0
4	Collegiate Broadcasters Inc , Texas Email : cbjob@mailman.rice.edu Career Services	N	0
5	DFW Association of Black Journalists DFW, Texas Email : dfwabj@gmail.com Career Services	N	0
6	Employee Referral	N	2
7	Exigent Circumstances	N	5
8	Hispanic Ad.com , Texas Email : gbhms@mindspring.com Career Services	N	0
9	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

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10	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
11	iHM Human Capital Acquisition	N	1
12	LinkedIn - Not directly contacted by SEU	N	16
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	MediaTech Institute 13300 Branch View Lane Dallas, Texas 75234 Phone : 972-869-1122 Email : brad@mediatech.edu Career Services	N	0
15	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : OPCD@pqc.edu . Cynthia Marshall	N	0
16	Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting	N	0
17	Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : necareerservices@tccd.edu Jessica Olivera	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
19	Texas Rehabilitation Commission 210 Billings #310 Arlington, Texas 76010 Phone : 972-949-2400 Email : gena.swett@twc.state.tx.us Gena Swett	N	0
20	Texas Womens University 304 Administration Dr. Denton, Texas 76204 Email : mflores@twu.edu Career Services	N	0
21	Th Art Institute of Dallas, 8080 Park Lane #100 Dallas, Texas 75231 Email : dklaas@aai.edu Jodie Hall	N	0
22	University of Texas at Arlington 700 W. Greek Row. Fine Arts Bldg., Suite 118 Arlington, Texas 76019 Career Services Manual Posting	N	0
23	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:			26

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/1/2022	Participation in events or programs sponsored by educational institutions	Our SEU served as a mentor for a Texas Tech student (various days May-June 2022). The student is interested in various career paths in the broadcast industry. Our SEU discussed opportunities with iHeartMedia giving advice and insights on the radio industry, including digital assets, influencers, programming, important skill sets and shared how she broke into the broadcast industry. The student was job shadowing our SEU and was able to work 1:1 assisting with her daily responsibilities.	1	On air talent
2	7/19/2022	Participation in events or programs sponsored by educational institutions	Our SEU served as a guest speaker for the MediaTech Dallas Job Fair in Dallas, TX for the presentation to students on Tuesday, July 19, 2022. The students are interested in various career paths in the broadcast industry and our Public Affairs Dir/On-Air Host discussed how she broke into the broadcast industry, educational requirements, and digital needs as we move more into podcasting and the use of Facebook and Twitter.	1	On air talent
3	10/25/2022	Participation in events or programs sponsored by educational institutions	Our SEU served as a guest speaker at the University of Texas Arlington Communications Day on Tuesday, October 25, 2022, in Arlington, TX. Station participant included our Senior Accountant Executive, that spoke with attendees about career opportunities with iHeartMedia including digital assets, influencers, programming, and important skill sets as an Account Executive.	1	Sr Account executive

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/10/2022	Participation in events or programs sponsored by educational institutions	Our SEU served as a guest speaker for the MediaTech Dallas Job Fair in Dallas, TX for the presentation to students on Thursday, November 10, 2022. The students are interested in various career paths in the broadcast industry and our Public Affairs Dir/On-Air Host discussed how she broke into the broadcast industry, educational requirements, and digital needs as we move more into podcasting and the use of Facebook and Twitter.	1	On air talent
5	3/9/2023	Participation in events or programs sponsored by educational institutions	Our SEU served as a guest speaker for the MediaTech Dallas Job Fair in Dallas, TX for the presentation to students on Thursday, March 9, 2023. The students are interested in various career paths in the broadcast industry and our SEU discussed how she broke into the broadcast industry, educational requirements, and digital needs as we move more into podcasting and the use of Facebook and Twitter.	1	On air talent
6	3/10/2023	Provision of training to management	In March, 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	SVP of sales
7	3/10/2023	Participation in events sponsored by organizations representing the community	Our SEUs participated in the Alliance for Women in Media 13th Annual Student Media Tour on Friday, March 10, 2023, in Fort Worth, TX. All college students (men and women) majoring in media-related fields registered for this unique all-day experience touring broadcast, advertising agencies, sports marketing, and digital venues. Our SEUs acted as Co-Chairmans and spoke briefly sharing career advice about the radio industry with the 57 college students from UTA, SMU, TWU, Texas A&M, OU, OSU, Baylor, Texas Tech, Dallas College and UNT.	2	Sr Account executive Sr accountant executive