

KCDA, KFOO-FM, KISC, KKZX, KQNT, KZFS**EEO PUBLIC FILE REPORT****June 1, 2022 - May 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
Account Executive	1-2, 4-7, 9-10, 13-15	13
Account Executive	1-5, 8, 10-13, 15	13

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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 Music Group, Inc. 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Url : allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Eastern Washington University 114 Showalter Cheney, Washington 99004-2443 Phone : 509.359.2221 Fax : 1-509-359-6940 Jill Summers	N	0
3	Employee Referral	N	1
4	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
5	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	1
6	iHM Human Capital Acquisition	N	1
7	Indeed.com - Not directly contacted by SEU	N	1
8	LDS Employment Resource Services 200 North Mullan Road-Suite 220 Spokane Valley, Washington 99206 Phone : 509-928-2534 Url : www.ldsjobs.org Email : wel-ec-spokane@ldschurch.org Fax : 1-509-922-3556 Office Staff	N	0
9	LinkedIn - Not directly contacted by SEU	N	1

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10	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
11	Martin Luther King, Jr. Family Outreach Center 845 S. Sherman P.O. Box 40193 Spokane, Washington 99202 Phone : 509.455.8722 Fax : 1-509-455-3643 Joseph Klemz	N	0
12	Spokane Falls Community College Multicultural Student Svcs 3410 W. Ft. Wright Dr. Spokane, Washington 99204 Phone : 509.533.3546 Email : pama@spokanefalls.edu Fax : 1-509-533-3547 Pam Austin	Y	0
13	Unknown (source not adequately identified upon inquiry by SEU)	N	2
14	Washington State University P.O. Box 642520 Pullman, Washington 99164-2520 Phone : (509) 335-3709 Lisa Laughter Manual Posting	N	0
15	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:			7

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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	9/13/2022	Participation in Job Fairs	On September 13, 2022 our SEU participated in the 2022 Fall Job & Internship Fair at Whitworth University. This was an in-person event on the Whitworth University campus in Spokane, WA.? Our SVP of Sales attended the event and spoke with interested job seekers about broadcast employment opportunities. She reviewed resumes and answered questions about working in the broadcast industry.	1	SVP of Sales
2	3/23/2023	Participation in events or programs sponsored by educational institutions	On March 22, 2023, our SEU participated in the annual Reverse Job Fair, presented by the Post Falls Chamber of Commerce. This event, hosted by Real Life Ministries in Post Falls, ID, is attended by high school seniors in the Post Falls school district, in support of their senior project requirement for graduation. At the event, students were prepared with their resumes and presentation board project materials and were matched with community business professionals for short interviews. The students gained the experience of presenting themselves to potential employers, and the interviewers were able to evaluate the students and provide feedback to the instructors. Our SEU's SVP of Sales and SVP of Programming attended the event and were able to speak with students interested in working in the broadcast industry. They shared their experiences working in the broadcast industry and were able to answer student questions.	2	SVP of Sales SVP of Programming

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3	4/27/2023	Provision of training to management	In April, 2023, our SEU's SVP 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	SVP of programming