

**KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP**  
**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
Business Development Multi-Media Account Executive	1-9, 12, 14-16, 19, 23-26	8
Senior Business Development Multi-Media Account Executive	1-3, 5-6, 9-10, 12-21, 24-26	25
Business Development Multi-Media Account Executive	1-4, 6, 8-12, 14-17, 19-26	8
Finance Specialist	1-3, 5-6, 8-10, 12, 14-21, 23-24, 26	8

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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 210-5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
2	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Email : <a href="mailto:info@amfmjobs.com">info@amfmjobs.com</a> Career Services	Y	0
3	Arizona Broadcasters Association Job Bank (ABA) (non-commission jobs only) n/a Arizona- 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a> Email : <a href="mailto:jlatko@azbroadcasters.org">jlatko@azbroadcasters.org</a> Jennifer Latko	Y	0
4	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : <a href="http://www.asu.edu/career.com">www.asu.edu/career.com</a> Career Services Manual Posting	N	0
5	Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : <a href="mailto:MBernard@azdes.gov">MBernard@azdes.gov</a> Fax : 1-602-268-3594 Career Services	Y	0
6	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : <a href="http://www.phoenix.va.gov/">http://www.phoenix.va.gov/</a> Email : <a href="mailto:jacqueline.zepp@va.gov">jacqueline.zepp@va.gov</a> Fax : 1-602-627-2804 Jacqueline Zepp	Y	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
7	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Url : www.evit.com Email : sgrosz@evit.com Steve Grosz	Y	0
8	Employee Referral	N	6
9	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : jamie@focusemployment.com Fax : 1-480-967-7872 Karen Gardner	Y	0
10	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-252-8494 Url : www.wehelpwomen.com Email : info@fswf.org Fax : 1-602-257-9691 Career Services	N	0
11	Glassdoor - Not directly contacted by SEU	N	1
12	Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4449 Email : employerexperienceteam@goodwillaz.org Fax : 1-602-535-4358 Sue Hamilton	N	0
13	Google Jobs - Not directly contacted by SEU	N	1
14	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : nalvarez@gphxul.org Fax : 1-602-253-7359 Natalie Alvarez	Y	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
15	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
16	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
17	iHM Human Capital Acquisition	N	3
18	Indeed.com - Not directly contacted by SEU	N	3
19	LinkedIn - Not directly contacted by SEU	N	14
20	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/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	0
21	Maricopa Community Colleges Career Network (non-commission jobs only) , Arizona Url : <a href="http://www.maricopa.edu/careers">www.maricopa.edu/careers</a> Email : <a href="mailto:career@mesacc.edu">career@mesacc.edu</a> Career Services	N	0
22	Non-Employee Referral	N	1
23	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : <a href="mailto:info@blackchamber.com">info@blackchamber.com</a> Fax : 1-602-307-5204 Channel Powe	Y	0

**KESZ, KFYL, KGME, KMXF, KNIX-FM, KOY, KYOT, KZZP****EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****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>
24	Turn a New Leaf 115 East Tonto Street Phoenix, Arizona 85004 Phone : 602-223-4333 Url : www.awee.org Email : ofabela@turnanewleaf.org O Fabela	Y	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	5
26	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>34</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	2/8/2023	Participation in events or programs sponsored by educational institutions	Market President, Noreen Ippolito and Region President, Linda Little, spoke with Grand Canyon University - Women in Business Club regarding opportunities in broadcast careers on 2/8/23	2	Region Market President Region Market President
2	4/28/2023	Provision of training to management	In April, 2023, our SEU's VP 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