

KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR
EEO PUBLIC FILE REPORT
August 1, 2022 - July 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/Media Consultant	1-5, 7-11, 13, 15-17, 19-25	15
Social Media Manager- Social Media Manager	1-4, 7-11, 15-17, 19-22, 24-25	15
Fox Sports Radio Host	6	6
Digital Program Director	1-4, 7-11, 14, 16-17, 19-22, 25	14
Client Solutions Coordinator	1-5, 7-12, 15-23, 25	12
National Sales Assistant	1-5, 7-11, 15-17, 19-22, 25	15
News Reporter	1-5, 7-11, 14-17, 19-22, 25	14
KFI News Editor	1-4, 7-11, 15-17, 19-22, 25	15

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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 N/A N/A	N	0
2	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
3	California State University - Northridge 18111 Nordhoff Street University Hall, Suite 105 Northridge, California 91330 Phone : 818-677-2878 Url : www.csun.edu Email : career.center@csun.edu Fax : 1-818-677-4593 Career Services	Y	0
4	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://beonair.com/denver Email : dbyrd@beonair.com Debbie Byrd	Y	0
5	Employee Referral	N	8
6	Exigent Circumstances	N	1
7	Fullerton College 321 E. Chapman Avenue Fullerton, California 92832 Phone : 714-992-7121 Url : http://www.fullcoll.edu/ Email : jmerchant@fullcoll.edu Jennifer Merchant	Y	0

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8	Glendale Community College 1500 N Verdugo Rd SR 236 Glendale, California 91208 Phone : 818-240-1000 ext. 5405 Url : www.glendale.edu Email : andrav@glendale.edu Andra Verstraete	Y	0
9	Homeboy Industries 130 Bruno St Los Angeles, California 90012-1815 Phone : 323-526-1254 x342 Url : www.homeboyindustries.org Email : mburton@homeboyindustries.org Mary Ellen Burton	Y	0
10	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
11	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
12	iHM Human Capital Acquisition	N	1
13	Indeed.com - Not directly contacted by SEU	N	2
14	Internal Transfer/Promotion	N	4
15	LinkedIn - Not directly contacted by SEU	N	17
16	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

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17	Ohio Center for Broadcasting-Cleveland 9885 Rockside Rd. #160 Valley View, Ohio Phone : 216-503-5900 x1104 Url : http://beonair.com/cleveland Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
18	On-Air Announcement (One or More SEU Stations)	N	1
19	Pinnacle College 1000 South Fremont Ave Building A11, Suite 11010 Alhambra, California 91803 Phone : (626) 284-0050 x24 Url : www.pinnaclecollege.edu Email : mcastro@pvschools.net Fax : 1-626-284-4329 Career Services	N	0
20	SCBA (So Cal Broadcasters Assn) 1849 Sawtelle Blvd. Ste 543 Los Angeles, California 90025 Phone : 323-930-5599 Url : www.scba.com Liz Fancher Manual Posting	N	0
21	SELA Worksource Center 3965 S Vermont Ave Los Angeles, California 90037 Phone : 323.730.7900 x227 Url : www.letc.com Email : info@letc.com Career Services	Y	0
22	University of California, Riverside 900 University Avenue Riverside, California 92521 Phone : 951-827-2736 Email : careercounseling@ucr.edu Linda LaTendresse	Y	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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24	USC Career Planning & Placement Ctr 3601 Trousdale Pkwy Student Union Bldg 110 Los Angeles, California 90089-4897 Phone : 213-740-9538 Url : www.careers.usc.edu Elizabeth Jordan Manual Posting	N	0
25	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:			38

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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	11/4/2022	Participation in events sponsored by organizations representing the community	Ad Relief's annual November Luncheon is the biggest event in the LA Ad community. All proceeds go directly to Ad Relief to support your advertising peers in times of life crisis.	13	various positions
2	2/13/2023	Participation in events sponsored by organizations representing the community	Kevin LeGrett led a group of students from Global Academy interested in media in a station tour. The event was related to careers in broadcast media like iHeartMedia and Navigating the Media Landscape. Kevin LeGrett lectured to the students about iHeartMedia, his career path and opportunities in media.	50	various positions
3	2/15/2023	Participation in Job Fairs	Our SEU participated in the California Conferences for Women Virtual Career Fair in Los Angeles, CA. The SEU participants were the VP of Sales, AE, ER & Client Solutions Manager. The participants met with participants virtually and separately during the 3-hour Career Day by video to discuss all career opportunities in the radio industry.	3	VP of sales Employee relations Director of sales operations
4	3/9/2023	Participation in events sponsored by organizations representing the community	Jeff Thomas led a group of students from Ball State University interested in media in a station tour. The event was related to careers in broadcast media like iHeartMedia and Navigating the Media Landscape. Jeff Thomas lectured to the students about iHeartMedia, his career path and opportunities in media.	14	various positions
5	6/28/2023	Provision of training to management	In June, 2023, our SEU's Director of Operations 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	Director of Operations

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6	6/28/2023	Provision of training to management	On June, 2023, our SEU's Director of Sales operations 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	Director of sales of operations
7	6/28/2023	Provision of training to management	On June, 2023, our SEU's Director of sales operations 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	Director of sales of operations
8	6/28/2023	Provision of training to management	On June, 2023, our SEU's Director of sales of operations 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	Director of sales of operations