

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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	1-7, 9-10, 12-15, 17-18, 20-35, 37-44	41
Morning Show Co-Host	1-6, 9-10, 12-14, 18, 20-24, 26-28, 30, 32-35, 37-44	6
Account Executive	1-6, 8-14, 18-24, 26-28, 30, 32-44	18
Night Air Talent KDWB	1-2, 4-6, 9-10, 13-14, 16, 18, 20-24, 26- 28, 30, 32-35, 37-44	16

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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	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4645 Email : info@alextech.edu Vicki Sward	N	0
2	All Access All Access.com Online, New York online Phone : 000-000-0000 Url : www.allaccess.com Email : jdenver@allaccess.com Job manager Job manager	N	0
3	CareerForce 616 America Ave NW Bemidji, Minnesota 56601 Phone : 218-333-8200 Email : careerforce.bemidji@state.mn.us Tim Qualley	N	0
4	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org - -	N	0
5	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
6	Employee Referral	N	7
7	Glassdoor - Not directly contacted by SEU	N	1
8	Google Jobs - Not directly contacted by SEU	N	1
9	Hennepin Technical College 9000 Brooklyn Boulevard Brookly Park, Minnesota 55445 Phone : 763-488-2411 Email : jobs@hennepintech.edu Career Services	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	9
11	iHM Human Capital Acquisition	N	3
12	Indeed.com - Not directly contacted by SEU	N	12
13	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0
14	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
15	Internal Posting	N	1
16	Internal Transfer/Promotion	N	1
17	Itasca Community College 1851 HWY 169 E Grand Rapids, Minnesota 55744 Phone : 218-327-4460 Email : cguyer@itascacc.edu Cricket Guyer	N	0
18	LinkedIn - Not directly contacted by SEU	N	23
19	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	7

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20	MBA Job Bank 408 St. Peter Street, Suite 423 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : tim.hyde@minnesotabroadcasters.com Tim Hyde	N	0
21	Minneapolis College Career Services 1501 Hennepin Ave Minneapolis, Minnesota 55403 Phone : 612-659-6679 Url : https://www.minneapolis.edu/ Email : Jared.Scharpen@minneapolis.edu Jared Scharpen	N	0
22	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : www.mul.org Email : info@mul.org Fax : 1-612-521-1444 David Johnson	Y	0
23	Minnesota Broadcasters Association 401 N. Third Street, Suite 370 Minneapolis, Minnesota 55401 Phone : 612.926.8123 Url : www.minnesotabroadcasters.com Email : maria.vorhis@minnesotabroadcasters.com Fax : 1-612-926-9761 Maria Vorhis	N	0
24	MN Work Center 801 Roosevelt Avenue PO Box 1108 Detroit Lakes, Minnesota 56501 Phone : 218-846-7377 Email : knowell@wfc.des.state.mn.us Fax : 1-218-846-0773 Kelley Nowell	N	0

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25	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : careerforce.saintcloud@state.mn.us Fax : 1-320-654-5173 Career Services	N	0
26	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5497 Url : www.nab.org/bcc/ Email : hr@nab.org Director of Placement	N	0
27	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
28	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
29	Native Media Center 231 O'Kelly Hall PO Box 7169 Grand Forks, North Dakota 58202 Fax : 1-701-777-3090 Career Services	N	0
30	Northwestern College 101 7th St. SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwciowa.edu Bill Minnick	N	0
31	On-Air Announcement (One or More SEU Stations)	N	2

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32	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Url : www.radio1school.com Email : director@radio1school.com Joe Deschler	N	0
33	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Email : alumnicareerservices@rasmussen.edu Cynthia E.	N	0
34	SOAR Career Solutions 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : info@soarcareers.org Fax : 1-218-722-4617 Linnea Lebens	N	0
35	St. Cloud Technical College 1540 Northway Drive St. Cloud, Minnesota 56302 Phone : 320-308-5070 Email : jbauer@sctcc.edu Fax : 1-320-308-1592 Jacqueline Bauer	N	0
36	Station Website Posting (navigation link to corporate careers website)	N	1
37	The Institute of Production Recording 300 N 1st Ave #100 Minneapolis, Minnesota 55401 Phone : 612.244.2800 Url : www.ipr.edu Email : dwelter@ipr.edu Diana Welter	N	0

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38	The Main Street Tattler 4517 Minnetonka Blvd. #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom Kay	N	0
39	The Ohio Media School 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Url : www.beonair.com Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
40	University of St. Thomas 2115 Summit Avenue St. Paul, Minnesota 55105 Phone : 651-962-6761 Url : https://www.stthomas.edu/careerdevelopment/contact/ Email : hiretommies@stthomas.edu Career Services	N	0
41	Unknown (source not adequately identified upon inquiry by SEU)	N	19
42	Urban Insite Website , Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
43	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
44	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			87

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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	6/22/2023	Participation in events sponsored by organizations representing the community	The Pavek Museum Podcast Summer Camp visited our iHM office to tour studios and learn about iHeartMedia. The students visited each studio and spent time with talent on-air and even created their own podcast with an on-air personality from Kool 108	3	Market President Executive Assistant Engineer
2	8/4/2023	Participation in events sponsored by organizations representing the community	iHM MPLS in partnership with local MN Jazz88 and YouLead agreed to meet with a group of approx. 40 Ukrainian students who visited Minnesota for 5 weeks this past summer.? The entire day was spent on tours, recording a number of interviews with some of the kids and creating podcasts, games, lunch, speakers, and an overall view of IHeart Media.	3	Market President Executive Assistant Engineer
3	9/11/2023	Participation in events or programs sponsored by educational institutions	Our Market President served as a speaker and guest instructor at the University of Minnesota's Mass Communications class. He addressed specific business models iHM uses in media, his career path in broadcasting, how to break into the broadcast industry, educational requirements for a career in broadcasting.	1	Market President
4	10/5/2023	Participation in events sponsored by organizations representing the community	Champlin Park High School, and Coon Rapids High School's, "America Through Multimedia" classes visited our office to tour the studios and get a behind the scenes look at iHeart. This class was mostly juniors and seniors-kids who are curious about radio and music. They study the origin and evolution of popular music on the radio. Our Engineer and Executive Assistant led the tour where the kids participated on-air with KFAN's Common, and KOOL 108 on-air talent. Our Market President led a presentation of iHeart in our Performance Room and KDWB's on air talent joined for a Q&A session which included prizes and swag	3	Market President Executive Assistant Engineer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	11/13/2023	Provision of training to management	In November 2023 our VP of Sales 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 Sales
6	11/15/2023	Provision of training to management	In November 20233, our 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