

KFAN, KMFX-FM, KRCH
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	1-14	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 , Minnesota Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	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
3	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
4	Indeed.com - Not directly contacted by SEU	N	3
5	LinkedIn - Not directly contacted by SEU	N	2
6	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	1
7	MN Broadcasters Association 3033 Excelsior Blvd Ste 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : maria.vorhis@minnesotabroadcasters.com Career Services	N	0

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8	Riverland Community College Austin MN 1900 8th NW Austin, Minnesota 55912 Phone : 507-433-0340 Email : Karen.Irwin@riverland.edu Career Services	N	0
9	Rochester Community and Technical College 851 30th Ave SE Rochester, Minnesota 55904 Email : jennifer.haug@rctc.edu Career Services	N	0
10	Saint Mary's University 700 Terrace Heights Winona, Minnesota 55987 Career Services Manual Posting	N	0
11	University of Minnesota Rochester 111 Broadway Ave S Suite 300 Rochester, Minnesota 55904 Phone : 507-258-8009 Url : https://r.umn.edu/about-umr/employment-opportuniti Email : umhr@r.umn.edu Career Services	N	0
12	Winona State University 175 W Mark St. Winona, Minnesota 55987 Career Services Manual Posting	N	0
13	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
14	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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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	12/1/2022	Establishment of a mentoring program	Mark Clark worked with part-time board op, Connor Quattrin, on his desire to become a full-time on-air personality. Mark trained Connor in production skills, editing skills, voice work and more. Mark had Connor do weekly mock radio shifts and performing weekly air checks to improve his on-air sound. Mark also taught Connor how to prepare for a show, present a weather forecast on air and more. Connor's position was dissolved in May of 2022, but he was appreciative of all the training he received.	2	Program director part time board op
2	9/16/2023	Co Sponsoring Job Fair	On September 16th, 2023, iHeartMedia Rochester was the co-sponsor and participant of Latino Fest/Job Fair. This event was a mix of celebrating Hispanic culture as well as an opportunity to explore businesses for those seeking employment. iHeart Media helped facilitate sponsors of the event including current iHeart Media clients. iHeart Media employees had the chance to interact with people all day and inform them about marketing opportunities as well as job opportunities with iHeart. Big Mark Clark was also present and handed out prizes, took photos and engaged with the audience.	2	VP of Sales Program Director
3	10/18/2023	Provision of training to management	In October 2023, our Vice President 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	Vice President Sales