

KRFX, KWBL, KDHT, KOA, KHOW, KBCO, KTCL, KDFD
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 Rocky Mountain Region	1-9, 12-24	9
Middays on KBCO	1-2, 4-9, 12-13, 17-21, 24	9
Colorado Rockies Announcer	11	11
Account Executive	1-2, 4-8, 10, 12-13, 15-21, 24	10
Account Executive	1-2, 4-9, 12-21, 24	9
Account Executive	1-2, 4-9, 12-13, 16-21, 23-24	17
Producer	1-2, 4-8, 12-13, 16-21, 24	16

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Colorado Association for Black Journalists P.O. Box 48192 Denver , Colorado 80204 Phone : 303.507.6577 Url : http://www.cabj-denver.org Email : denverscabj@gmail.com Celeste Jackson	N	0
2	Colorado Center for Broadcasting 1310 Wadsworth Lakewood, Colorado 80214 Phone : 303-937-7070 Url : www.beonair.com/denver Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	Y	0
3	Colorado State University- Ft. Collins 711 Oval Drive Ammons Hall Ft. Collins, Colorado 80523 Phone : 970-491-5707 Url : http://www.career.colostate.edu/ Email : career_info@mail.colostate.edu Diane Kull	N	0
4	Colorado State University- Pueblo 2200 Bonorte Blvd Pueblo, Colorado 81001 Phone : 719-549-2980 Url : http://www.colostate-pueblo.edu/CareerCenter/Pages Email : CareerCenter@csupueblo.edu Fax : 1-719-549-2289 Ammons Hall	N	0
5	Colorado State University-Denver 110 16th Street Denver, Colorado 80202 Phone : 303-772-5185 Url : http://www.learn.colostate.edu/ Email : news@colostate.edu Catherine Sees	N	0

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6	Denver Hispanic Chamber of Commerce, Inc 924 W Colfax Ave Denver, Colorado 80204 Phone : 303-534-7783 Url : http://www.dhcc.com/ Email : info@hispanicchamberdenver.org Fax : 1-303-595-8977 Career Postings	N	0
7	DeVry University 1870 W. 122nd Avenue Westminster, Colorado 80030 Phone : 303-280-7651 Url : http://www.devry.edu/career-services/career-service Email : pjago@devry.edu Patty Jago	N	0
8	Emily Griffith Opportunity School 1250 Welton Street Denver, Colorado 80204 Phone : 720-423-4775 Url : http://www.egos-school.com/site/public/CareerCenter Email : jason.bynum@emilygriffith.edu Jason Bynum	Y	0
9	Employee Referral	N	8
10	Employment Agency	N	1
11	Exigent Circumstances	N	1
12	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
13	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
14	iHM Human Capital Acquisition	N	2

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15	Indeed.com - Not directly contacted by SEU	N	4
16	LinkedIn - Not directly contacted by SEU	N	11
17	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	6
18	Mi Casa Resource Center for Women 3025 W 37 Ave Denver, Colorado Phone : 303-573-1302 Url : www.micasadenver.org/ Email : info@MiCasaResourceCenter.org Fax : 1-303-595-0422 Job Announcement Board	N	0
19	Pikes Peak Community College 5675 S. Academy Blvd Colorado Springs, Colorado 80906 Phone : 719- 502-3232 Career Center job posting announcements Manual Posting	N	0
20	University of Colorado - Denver Career Center Campus Box 138, PO Box 173364 Denver, Colorado 80217 Phone : 303-492-4133 Url : http://thunder1.cudenver.edu/careercenter/CC/emplo Email : CareerCenter@ucdenver.edu Career Services	Y	0
21	University of Colorado at Colorado Springs 1420 Austin Bluffs Parkway P.O. Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3475 Url : http://www.uccs.edu/~career/ Email : bkratzer@uccs.edu Bev Kratzer	Y	0

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22	University of Denver Driscoll Center South #46, 2050 E Evans Denver, Colorado Phone : 303-871-2150 Url : http://www.du.edu/studentlife/career/employers/emp Email : julia.Nelson@du.edu Fax : 1-303-871-4335 Julia Nelson	Y	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	9
24	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:			42

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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	3/1/2023	Participation in events or programs sponsored by educational institutions	Our SEU On Air Talent participated in the Colorado Sports Leadership Academy's Colorado Uplift Career Day in Denver Colorado. She discussed careers in radio with interested attendees, how she got her start in and gave each small group opportunity to ask questions regarding her journey, iHeartMedia and the opportunities available in broadcasting	1	On-Air Personality
2	4/12/2023	Participation in events or programs sponsored by educational institutions	Our SEU On Air Talent participated in the CU Women's Network Boulder, Colorado. She discussed careers in radio with interested attendees, how she got her start in broadcasting, education, internships, networking and the importance of working in a job that you love, iHeartMedia and the opportunities available in broadcasting	1	On-Air Personality
3	4/13/2023	Participation in events or programs sponsored by educational institutions	Our Reporter and Managing Editor visited CU-Boulder to discuss careers in broadcasting and radio. He answered questions about networking, finding the first job out of college, the job market, and other employment opportunities within iHeart Media.	1	News Reporter
4	10/18/2023	Provision of training to management	In October 2023, 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
5	10/19/2023	Provision of training to management	In October 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