

KFAB, KFFF, KGOR, KISO, KXKT
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Afternoon Drive Talk Host	1-3, 5-15	7
Outside Account Executive	1-6, 8-13, 15	4
Outside Account Executive	1-6, 8-15	4

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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 Joel Denver	N	0
2	College of St Marys 1901 S 72nd Omaha, Nebraska 68124 Phone : 402-399-2485 Email : careercenter@csm.edu Career Services	N	0
3	Doane University 4020 S. 147th St., Suite 100 Omaha, Nebraska 68137 Phone : 402-891-6600 Email : career@doane.edu Career Services	N	0
4	Employee Referral	N	2
5	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
6	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
7	Internal Transfer/Promotion	N	1

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8	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3294 Email : bcroghan@iwcc.edu Fax : 1-712-388-6803 Brittany Croghan	Y	0
9	LingoDocs 4018 L Street Omaha, Nebraska 68107 Phone : 402-504-3363 Email : armando@LingoDocs.com Armando Salgado	N	0
10	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
11	Metropolitan Community College PO Box 3777 Omaha, Nebraska 68103 Phone : 402-738-4563 Url : https://www.surveymonkey.com/r/MCCpostings Email : pvcareerservices@mcckc.edu Campus Center	Y	0
12	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68504 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Fax : 1-402-465-2109 Janelle Andreini	Y	0
13	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0

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14	University of Nebraska - Omaha 60th & Dodge Street Omaha, Nebraska 68182 N/A N/A Manual Posting	N	0
15	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:			3

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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	4/12/2023	Participation in events or programs sponsored by educational institutions	Our SEU did a station tour for the University of Nebraska/Omaha Introduction to Radio Production class. Thirteen students participated. Our SEU Director of Marketing and Promotions encouraged all students to apply for the Promotion Assistant position that was open at the time, as well as any other jobs posted on our website. Our SEU also discussed other careers in radio and broadcasting.	1	Marketing Promotions Director
2	8/8/2023	Participation in Job Fairs	Our Marketing Promotions Director attended the NBA Job Fair at the Embassy Suites, La Vista, NE. Event was from 11am-2pm and featured most of the radio and TV groups in the Omaha Area. Our SEU spoke with attendees about career opportunities in broadcasting and at iHeartMedia. Our SEU also collected resumes from attendees.	1	Marketing Promotions Director
3	12/14/2023	Provision of training to management	In December 2023 our SEU's SVP of Programming 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	SVP Programming
4	12/14/2023	Provision of training to management	In December 2023 our SEU's SVP Programming 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	SVP Programming
5	1/8/2024	Participation in Job Fairs	Nebraska Broadcasters Association Virtual Job Fair 2024. One week of pre-promote on air, and one week of promote during the fair. KXKT-fm, KGOR-fm and KFAB-am were participants. This job fair included the postings of Promotion Assistant, Outside Account Executive, and Board Operator.	1	Marketing Promotions Director