

KRBB, KTHR, KZCH, KZSN
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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	6/1/2023	Participation in events sponsored by organizations representing the community	<p>“Explore ICT,” a community outreach project created by the Downs Syndrome Society of Wichita, toured our iHeartMedia Wichita Office. Explore ICT Program Director brought eight adults with Downs Syndrome for a tour of the IHR Wichita facilities, some audio recording work in the production studio, and Q & A sessions about the radio industry in general.</p> <p>Our guests were friendly, respectful, and very excited to see our setup. We had several IHR fans in the group, including a few diehard Bobby Bones listeners. They enjoyed seeing our office with all the artist photos and the cool IHR video loops on display.</p> <p>While they were here, we recorded a special holiday message PSA that I will place inside of the Wichita Weekend public affairs program from time to time through Christmas.</p> <p>It was an hour well-spent, and I’m hoping that Explore ICT came away with a positive impression of IHM and the work we do!</p>	3	Production Director SVP Sales Account Executive

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2	11/1/2023	Participation in events or programs sponsored by educational institutions	<p>A student at Wichita Northwest and client of Heartspring, did a job shadow with our SEU Production Director in our production studio. Heartspring services special needs children and their families. Heartspring brought the student to our studio in 2022 to be interviewed for a segment on our Wichita Weekend Public Affairs Program to promote a community event called Carefest. A year later, they reached out to see if there was an opportunity for him to intern or learn more about the radio industry.</p> <p>During the summer of 2023 the student came in once a week, for 9 weeks to work with our SEU Production Director in our Production Studio. In that time, he taught the student how to record and edit his voice, create and mixdown a session, and the basic steps of how to voice track a show. He wrote and produced a PSA for Heartspring's Carefest event that we broadcast over the summer. He wrote and produced a :60 second spot for an imaginary Creedence Clearwater Revival concert. He created a couple of radio specials, including a special Disco Show and his very own "Birthday Bash" to celebrate turning 17 on August 3rd.</p>	2	Production Director SVP Sales
3	12/11/2023	Provision of training to management	In December 2023, our SEU's SVP 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	SVP Sales

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4	12/11/2023	Provision of training to management	In December 2023 our SEU's SVP 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	SVP Sales