

KCOL-FM, KIOC, KKMY, KLVI, KYKR
EEO PUBLIC FILE REPORT
April 1, 2023 - March 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 ("MRSL")

| 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. | | | |

KCOL-FM, KIOC, KKMY, KLVI, KYKR**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024****III. RECRUITMENT INITIATIVES**

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|-------------------------------------|
| 1 | 4/1/2023 | Establishment of a mentoring program | During 2023, our SEU Texas-Area Senior Vice President, Ryan Tremont, mentored our SEU Account Executive in senior management skills, which includes the skillsets needed to oversee a cluster of stations revenue and conducting weekly reporting. The program included weekly meetings and required the preparation and review of weekly and monthly reporting. Topics covered also included leadership skills needed to manage a staff of four AEs and the skills needed to oversee various sales initiatives. The program was focused on maximizing the mentee's career development potential and resulted in the AE being promoted to Senior VP of Sales of Beaumont in October 2023. | 2 | Account Executive Area SVP Sales |
| 2 | 10/6/2023 | Participation in events or programs sponsored by educational institutions | On October 6, 2023 our SEU News and Sports Director spoke to students at Nederland High School about his own career at iHM and about careers in broadcasting and radio, specifically Sports Broadcasting. | 1 | News and Sports Director |
| 3 | 10/6/2023 | Participation in events or programs sponsored by educational institutions | Our SEU News and Sports Director attended a Career Fair at Lamar University on April 4, 2023 to interact with student regarding media professions. He specifically talked about careers in broadcasting and radio. | 1 | News and Sports Director |