

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM
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
Marketing Consultant	1-5, 7-18	8
Outside Account Executive	1-8, 11, 13-15, 17-18	6
Outside Account Executive	1-5, 7-8, 11, 13-15, 17-18	13

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT**

April 1, 2023 - March 31, 2024

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	Computer Career Center Job Placement Center 5919 Brook Hollow Dr. El Paso, Texas 79925 Phone : 9157798031 Fax : 1-915-307-9166 Career Services	N	0
2	Dona Ana Community College 3400 S. Espina St. Las Cruces, New Mexico 88003 Phone : 5755277536 Url : dacc.nmsu.edu/cs/staff.html Email : cbertold@nmsu.edu Fax : 1-575-527-7515 Cynthia Brown	N	0
3	El Paso Commission for Women Laven Publishing Group P.O. Box 3897 El Paso, Texas 79923 Phone : 9152531616 Email : lilylimon123@gmail.com Career Services	N	0
4	El Paso Community College Job Placement Center PO Box 20500 El Paso, Texas 79998 Phone : 9158312443 Email : LCONTR60@EPCC.EDU Fax : 1-915-831-2443 Career Services	N	0
5	El Paso Hispanic Chamber of Commerce 2401 E Missouri Avenue El Paso, Texas 79903 Url : www.ephcc.com Email : cindyramosdavidson@ephcc.org Fax : 1-915-566-9714 Career Services	N	0
6	Former Employee	N	1

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT**

April 1, 2023 - March 31, 2024

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
7	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
8	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	2
9	iHM Human Capital Acquisition	N	1
10	Indeed.com - Not directly contacted by SEU	N	1
11	League of United Latin American Citizens 201 East Main, Suite 605 El Paso, Texas 79901 Phone : (915) 577-0726 Fax : 1-202-833-6135 Career Services	N	0
12	LinkedIn - Not directly contacted by SEU	N	2
13	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
14	New Mexico State University Placement Services PO Box 30001 Las Cruces, New Mexico 88030 Phone : 5756461631 Email : rsession@nmsu.edu Fax : 1-575-646-5421 Career Services	N	0

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024****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
15	University of Texas at El Paso Job Placement Center Union Building El Paso, Texas 79968 Phone : 9157475640 Career Services Manual Posting	N	0
16	Unknown (source not adequately identified upon inquiry by SEU)	N	4
17	Workforce Center 2345 E. Nevada St. Las Cruces, New Mexico 88001 Phone : 5755277776 Fax : 1-575-647-0787 Career Services	N	0
18	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**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	6/6/2023	Participation in scholarship programs	iHeartMedia/El Paso gave a donation to the STARS Scholarship Fund. This helped raise awareness for this scholarship and help them secure more monetary donations. Stars Scholarship Fund awards scholarships annually to academically talented and highly motivated students who intend to pursue full-time undergraduate, graduate or doctoral degrees. Stars Scholarship Fund recipients represent every level of higher education and all fields of study, as we award students of either gender, any ethnicity, religion, and background. iHeartMedia feels giving to the Stars Scholarship Fund is an effective way of giving back to our community because 100% of sponsor donations are applied to student scholarships since our operating expenses are covered by our advertising partner L&F Distributors.	1	Market President
2	6/22/2023	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Our Vice President of Programming served as a speaker at the Public Relations of the Southwest Luncheon in El Paso, Texas on June 22, 2023. She spoke about the ways to request airtime for public service announcements as well as her career in broadcasting. She also encouraged anyone who was interested in a career in broadcasting to directly reach out to her so she could provide insight on the various jobs available. Lastly, she also explained how she broke into the industry as well as answered questions about her career.	1	VP of Programming
3	7/21/2023	Participation in events or programs sponsored by educational institutions	Our Vice President of Programming served as a speaker at the 2023 Clint ISD Annual Convocation kickoff, in Clint, Texas on July 21, 2023. She spoke about her time at Clint High School and her career in broadcasting. She also encouraged students to pursue a career in broadcasting and explained how she broke into the industry, as well as the answered student questions about working in radio.	1	VP of Programming

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**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
4	2/22/2024	Participation in events sponsored by organizations representing the community	On February 22, 2024 our SEU's Sr VP of Sales and Account Executive participated in the Mesilla Valley Transportation Safe Driving event to help promote safe driving, as well as inform people of iHeartMedia's marketing capabilities and career opportunities in broadcasting.	2	SVP of Sales Account Executive
5	3/5/2024	Participation in events or programs sponsored by educational institutions	On March 5, 2024 our SEU Market President served as an speaker at the Toronto School of Business Digital Marketing class of Professor Gabriel Quiroz. He spoke about his time in college as well as how he broke into broadcasting. He explained the various jobs he held and the other jobs available in cable, radio and TV. He also talked about what media companies look for in employees, tips on how to get into the business and how to succeed in your career.	1	Market President
6	3/25/2024	Provision of training to management	On March 26, 2024, our SEU's VP of 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	VP of Programming
7	3/25/2024	Provision of training to management	On March 25, 2024, our SEU's VP 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	VP of Programming