

KBGO, KBRQ, KIIZ-FM, KLFX, KWTX, KWTX-FM, WACO-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 |
|---------------------------|--|-------------------------------|
| Outside Account Executive | 1-12 | 6 |

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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 | Cen-Tex Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76701 Phone : 254-754-7111 Email : info@wacohispanicchamber.com Joe Rodrigues | N | 0 |
| 2 | Employee Referral | N | 1 |
| 3 | 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 |
| 4 | 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 |
| 5 | Indeed.com - Not directly contacted by SEU | N | 1 |
| 6 | 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 |
| 7 | McLennan County Community College Office of Career Development 1400 College Drive Waco, Texas 76708 Email : careers@mclennan.edu Melinda Ingram | N | 0 |
| 8 | On-Air Announcement (One or More SEU Stations) | N | 2 |

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|--|---|--|---|
| 9 | Paul Quinn College Career Development 3837 Simpson Stuart Rd Dallas, Texas 75241 Email : careers@pqc.edu Patricia Johnson | N | 0 |
| 10 | Texas State Technical College 3801 Campus Drive Waco, Texas 76708 Phone : 254-799-3611 Url : TSTC.edu Email : alicia.cruz@tstc.edu Career Services | N | 0 |
| 11 | Texas Workforce Commission 1416 S New Rd Waco, Texas 76711 Url : twc.state.tx.us Email : employerinfo@twc.state.tx.us Melissa Briske | N | 0 |
| 12 | 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: | | | 5 |

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EEO PUBLIC FILE REPORT

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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 | 4/2/2023 | Establishment of a mentoring program | Our SEU Texas-Area President mentored Sr. VP of Sales of Beaumont in senior management skills, which includes the skillsets needed to oversee a five markets' 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 five markets 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 SVPS of Beaumont being promoted to primary sales leadership in the Waco, TX and Bryan/College Station, TX markets, in addition to Senior VP of Sales for the entire Texas-Area Cluster. | 2 | Area President Area SVP Sales |