

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH, KXYZ-AM
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	1
Board Operator	1	1
Outside Account Exexutive	1	1
Outside Account Exexutive	1	1
Outside Account Executive	2	2

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH, KXYZ-AM**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
1	Employee Referral	N	4
2	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	7/17/2023	Participation in events or programs sponsored by educational institutions	A student from Kinkaid High School shadowed various SEU managers as part of a school project requiring students to job shadow a career in which they were interested in for the future. Various SEU departments discussed careers in broadcasting, sales, digital, promotions, programming, and the career opportunities at iHeartMedia.	4	Region President Sales Manager VP of Digital, Markets SVP Programming
2	8/1/2023	Establishment of a mentoring program	<p>Our SEU Director of AM Programming, assisted in a mentoring program with a part-time board operator for our SEU station KTRH Radio. The mentee was hired as a part-time board operator in July 2023. He had a solid understanding of the station's content and presentation.</p> <p>After three months on the job, he expressed interest in our news operation and a desire to shadow a few of our SEU's reporters/anchors.</p> <p>Our SEU Director of AM Programming had him come in an hour before his shift twice a week to shadow different members of the news team. In November 2023, a reporter announced his resignation effective in December. Our mentee expressed an interest in the position, but initially he was still in need of experience. The SEU Director of AM Programming began having him record stories and newscasts. He would submit his reports to our SEU Director of AM Programming for his review and feedback. In a few weeks, his work was contributing stories that were used on the air. It was quickly apparent he was qualified and a talented individual that had applied for the position.</p> <p>As a result of the above, our mentee was hired for the open position in January 2024</p>	4	Director of AM Programming Assistant News Director News Reporter Reporter/Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/5/2023	Sponsorship of events in the community designed to increase public awareness	Our SEU Vice President of Sales presented Making Access Happen, Power of Influencers. New members of Houston Media Alliance were introduced to on-air personalities. Our personalities discussed their time in the radio industry, and how becoming an influencer is beneficial to the radio and sales industry. The group was given a tour of the studios and behind the scenes recording of programs.	1	VP of Sales On-Air Personality
4	10/16/2023	Participation in events or programs sponsored by educational institutions	Our SEU Region Senior Vice President - Programming met with a student from the University of Texas to discuss the day-to-day operations, careers in radio and toured the studios for a “behind-the-scenes” look at broadcasting operations.	1	Region SVP Programming
5	2/15/2024	Participation in events or programs sponsored by educational institutions	Our SEU Region President served as a speaker at the Advertising Ad Federation Gala in Houston, Texas. He discussed his career path and how to begin a career in the broadcasting industry.	3	Region President Sales Manager Political Manager
6	3/6/2024	Participation in events or programs sponsored by educational institutions	Our SEU's The Rod Ryan morning show hosted a student from Divine Savory Academy. She sat in with the morning show to receive hands on experience in broadcasting, producing a morning show, and interaction with callers. She was given a tour of the other SEU stations in the office. This allowed her to receive a school credit for her class.	4	Air Personality On-Air Talent Producer Producer
7	3/13/2024	Participation in events or programs sponsored by educational institutions	Our SEU's On Air Personalities Adam Clanton and Adam Wexler met with students at the University of Houston. The students were given a behind-the-scenes studio tour and advised of the day-to-day operations for the making of an on-air shift. Our SEUs discussed their careers in radio and the tools needed to help assist in their shows.	2	On-Air Personality On-Air Personality