

KDGE, KDMX, KEGL, KFXR, KHKS, KHVN-AM, KKGm-AM, KZPS**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
On Air KDMX	1-4, 6-8, 14-15, 18, 20-23, 25-26	25
Account Executive	1-10, 14-15, 17-18, 20-23, 25-27	5
Account Executive	1-10, 14-15, 17-18, 20-23, 25-27	9
Account Executive	1-10, 14-15, 17-18, 20-23, 25-27	10
Dallas Mavericks Pregame and Postgame Host	1-4, 6-8, 14-15, 18, 20-23, 25-26	25
Promotions and Marketing Director	1-4, 6-8, 11, 14-15, 18-22, 24, 26	11
Outside Account Executive	1-10, 12-16, 18-22, 24-26	5

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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
1	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Ria Denver	N	0
2	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	Collegiate Broadcasters Inc , Texas Email : cbjob@mailman.rice.edu Career Services	N	0
4	DFW Association of Black Journalists DFW, Texas Email : dfwabj@gmail.com Career Services	N	0
5	Employee Referral	N	7
6	Hispanic Ad.com , Texas Email : gbhms@mindspring.com Career Services	N	0
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	3
9	iHM Human Capital Acquisition	N	3

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10	Indeed.com - Not directly contacted by SEU	N	3
11	Internal Candidate	N	1
12	Job/Career Fair - See Section III	N	1
13	LinkedIn - Not directly contacted by SEU	N	1
14	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	8
15	MediaTech Institute 13300 Branch View Lane Dallas, Texas 75234 Phone : 972-869-1122 Email : brad@mediatech.edu Career Services	N	0
16	Non-Employee Referral	N	1
17	On-Air Announcement (One or More SEU Stations)	N	1
18	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Cynthia Marshall Manual Posting	N	0
19	Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting	N	0
20	Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : necareerservices@tccd.edu Jessica Olivera	N	0

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21	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
22	Texas Womens University 304 Administration Dr. Denton, Texas 76204 Email : mflores@twu.edu Career Services	N	0
23	Th Art Institute of Dallas, 8080 Park Lane #100 Dallas, Texas 75231 Email : dklaas@aia.edu Jodie Hall	N	0
24	University of Texas at Arlington 700 W. Greek Row. Fine Arts Bldg., Suite 118 Arlington, Texas 76019 Career Services Manual Posting	N	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	7
26	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
27	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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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	7/13/2023	Participation in events or programs sponsored by educational institutions	Our SEU Director of Event Marketing participated in the MediaTech Institute Job and Career Fair in Dallas, TX. He discussed careers in radio with interested attendees, accepted resumes, discussed employment opportunities and handed out information about iHeartMedia.	1	Director of Event Marketing
2	10/25/2023	Participation in events or programs sponsored by educational institutions	Our Director of Brand Partnerships served as a speaker during the Ursuline Academy of Dallas Career Day in Dallas, TX. She shared how she broke into the broadcast industry as an intern for the Kidd Kraddick Morning Show and discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information and conducted a brief Q&A session. ?	1	Director of Brand Partnership
3	1/31/2024	Participation in events or programs sponsored by educational institutions	On January 31, 2024, our SEUs hosted Gainesville High School students for a station tour, during which our Cluster Assistant PD, On-Air Talent and an Account Executive spoke with the students about the skills needed to succeed in podcasting and shared their experiences, best practices, and the students received a “behind the scenes” view of our broadcast operations and had the opportunity to ask questions about careers in broadcasting.	3	Cluster Assistant Program Director On-Air Talent Account Executive
4	2/6/2024	Participation in events or programs sponsored by educational institutions	Our Director of Brand Partnerships served as a speaker during the SMU Career Day in Dallas, TX. She shared how she broke into the broadcast industry as an intern for the Kidd Kraddick Morning Show and discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, and conducted a brief Q&A session.	1	Director of Brand Partnership

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5	2/29/2024	Participation in events or programs sponsored by educational institutions	Our SEUs Program Director/On-Air Talent & Sr. Account Executive served as speakers during the MediaTech Institute Job and Career Fair in Dallas, TX. They discussed radio broadcasting history and the changes over the past several years in programming, gave an overview of studio protocols and equipment, and the students had the opportunity to ask questions about careers in radio.	2	Program Director/On-Air Talent Sr. Account Executive
6	3/1/2024	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Alliance for Women in Media Dallas/Ft. Worth 14th Annual Student Media Tour in Dallas and Ft. Worth, TX. Our Brand Partnerships & Integrated Media Strategist assisted in hosting and organizing this unique experience for the college students majoring in media-related fields. She discussed employment opportunities in broadcasting and shared her career path in the radio industry and answered questions from the students.	1	Brand Partnerships & Integrated Media Strategist
7	3/8/2024	Participation in events or programs sponsored by educational institutions	Our Director of Brand Partnerships served as moderator for the International Women's Day Women In Charge Speaking Panel & Networking Mixer in Frisco, TX. She addressed the Networking Mixer and gave an overview on how she broke into the broadcast industry with The Kidd Kraddick Morning Show and discussed educational requirements for a career in broadcasting.	1	Director of Brand Partnership