

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP
EEO PUBLIC FILE REPORT
June 1, 2023 - May 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
Business Development Multi-Media Account Executive - Bilingual	1-6, 10-11, 13-16, 21-27	26
Account Executive	1-6, 8, 10-18, 20-22, 24-25, 27	8
SVP of Sales	1-3, 5-6, 8, 10-11, 13-17, 19-22, 24-25, 27	19
Associate Producer	1-3, 5-6, 8-11, 13-16, 21-22, 24-25, 27	8
VP of Sales	1-3, 5-6, 8, 10-11, 13-16, 21-22, 24-25, 27	8
Digital Producer	1-6, 8, 10-11, 13-16, 21-22, 24-25, 27	8
Outside Account Executive	1-8, 10-11, 13-18, 20-22, 24-25, 27	21
Account Executive	1-8, 10-11, 13-16, 21-22, 24-25, 27	8
Account Executive	1-7, 10-11, 13-16, 21-22, 24-25, 27	16

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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 210-5 Malibu, California 90265 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : info@amfmjobs.com Career Services	Y	0
3	Arizona Broadcasters Association Job Bank (ABA) (non-commission jobs only) n/a Arizona- 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : www.azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	Y	0
4	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : www.asu.edu/career.com Career Services Manual Posting	N	0
5	Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : MBernard@azdes.gov Fax : 1-602-268-3594 Career Services	Y	0
6	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : http://www.phoenix.va.gov/ Email : jacqueline.zepp@va.gov Fax : 1-602-627-2804 Jacqueline Zepp	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Url : www.evit.com Email : adulated@evit.com Fax : 1-480-461-6749 Steve Grosz	Y	0
8	Employee Referral	N	10
9	Employment Agency - Not directly contacted by SEU	N	1
10	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : jamie@focusemployment.com Fax : 1-480-967-7872 Karen Gardner	Y	0
11	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-252-8494 Url : www.wehelpwomen.com Email : info@fswf.org Fax : 1-602-257-9691 Career Services	N	0
12	Glassdoor - Not directly contacted by SEU	N	1
13	Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4449 Email : employerexperienceteam@goodwillaz.org Fax : 1-602-535-4358 Sue Hamilton	N	0
14	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : nalvarez@gphxul.org Fax : 1-602-253-7359 Natalie Alvarez	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	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
16	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
17	iHM Human Capital Acquisition	N	6
18	Indeed.com - Not directly contacted by SEU	N	6
19	Internal Transfer/Promotion	N	1
20	LinkedIn - Not directly contacted by SEU	N	7
21	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	9
22	Maricopa Community Colleges Career Network 1833 W. Southern Ave. Mesa, Arizona Url : www.maricopa.edu/careers Email : career@mesacc.edu Career Services	N	0
23	On-Air Announcement (One or More SEU Stations)	N	1
24	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Turn a New Leaf 115 East Tonto Street Phoenix, Arizona 85004 Phone : 602-223-4333 Url : www.awee.org Email : ofabela@turnanewleaf.org O Fabela	Y	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	1
27	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:			46

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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	4/22/2024	Participation in events or programs sponsored by educational institutions	On April 22, 2024, our SEU hosted the "Feel Good Festival" at North High School. Our On-Air Talent had the opportunity to engage with students at the KISSFM tent who wanted to meet them. They posed for photos, talked about the brand of the station, discussed their careers in radio, and shared next steps on how to get into the broadcasting/media industry.	2	On-Air Talent On-Air Talent
2	4/24/2024	Participation in events or programs sponsored by educational institutions	On April 24, 2024, Our SEU hosted the "Feel Good Festival" at Maryvale High School. Our On-Air Talents had the opportunity to engage with students at the KISSFM tent who wanted to meet them. They posed for photos, talked about the brand of the station, discussed their careers in radio, and shared next steps on how to get into the broadcasting/media industry.	3	On-Air Talent On-Air Talent On-Air Talent
3	4/26/2024	Participation in events or programs sponsored by educational institutions	On April 26, 2024, Our SEU hosted the "Feel Good Festival" at Cesar Chavez High School. Our On-Air Talents had the opportunity to engage with students at the KISSFM tent who wanted to meet them. They posed for photos, talked about the brand of the station, discussed their careers in radio, and shared next steps on how to get into the broadcasting/media industry.	2	On-Air Talent On-Air Talent On-Air Talent
4	5/6/2024	Provision of training to management	On May 6, 2024, our SEU's VP of Sales 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 Sales
5	5/6/2024	Provision of training to management	On May 6, 2024, our SEU's VP of Sales 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 Sales