

**KCDA, KFOO-FM, KISC, KKZX, KQNT, KZFS****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-5, 8-10, 12, 15	8
Senior Vice President of Programming	1-2, 4-5, 7-10, 15	5
Senior Vice President of Sales	1-11, 15	3
Integrated Media Specialist	1-2, 4-10, 13-15	6

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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 Music Group, Inc. 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Url : allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Eastern Washington University 114 Showalter Cheney, Washington 99004-2443 Phone : 509.359.2221 Jill Summers Manual Posting	N	0
3	Employee Referral	N	2
4	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
5	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	1
6	Indeed.com - Not directly contacted by SEU	N	3
7	LDS Employment Resource Services 200 North Mullan Road-Suite 220 Spokane Valley, Washington 99206 Phone : 509-928-2534 Url : www.ldsjobs.org Email : wel-ec-spokane@ldschurch.org Fax : 1-509-922-3556 Office Staff	N	0

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8	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career%20Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	3
9	Martin Luther King, Jr. Family Outreach Center 845 S. Sherman P.O. Box 40193 Spokane, Washington 99202 Phone : 509.455.8722 Fax : 1-509-455-3643 Joseph Klemz	N	0
10	Spokane Falls Community College Multicultural Student Svcs 3410 W. Ft. Wright Dr. Spokane, Washington 99204 Phone : 509.533.3546 Email : <a href="mailto:pama@spokanefalls.edu">pama@spokanefalls.edu</a> Fax : 1-509-533-3547 Pam Austin	Y	0
11	Station Website (one or more SEU stations) , Washington N/a N/a Manual Posting	N	0
12	Unknown (source not adequately identified upon inquiry by SEU)	N	2
13	Washington State University P.O. Box 642520 Pullman, Washington 99164-2520 Phone : (509) 335-3709 Lisa Laughter Manual Posting	N	0
14	Whitworth College 300 W. Hawthorne Rd. Spokane, Washington 99208 Phone : 509.777.1000 Kim Connors Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/8/2024	Participation in Job Fairs	On May 8, 2024, our SEU's Sr. Vice President of Programming attended the Carrington College Spring Open House and Job Fair. He spoke with students regarding our iHeartMedia Radio stations, the process of broadcasting, sales -vs- programming and promotional events. He advised the students about current job openings in the Sales department in Spokane and other job opportunities with iHeart Media. Lastly, he conducted a Q&A with the students.	1	SVP of Programming
2	5/13/2024	Provision of training to management	On May 13, 2024, our SEU's Sr. 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	Sr. VP of Sales
3	5/13/2024	Provision of training to management	On May 13, 2024, our SEU's Sr. VP of Sales took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Sr. VP of Sales