

KKRQ, KKSJ-FM, KMJM, KOSY-FM, KXIC, WMT
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 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
Senior Account Executive	1, 3-6, 8-11, 13, 18-19	9
Senior Account Executive	1-5, 7-20	9

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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	All Access 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310/457-6616 Url : http://allaccess.com Email : jdenver@allaccess.com Joel Denver	N	0
2	Coe College Learning Commons 1220 1st Ave NE Cedar Rapids, Iowa 52402 Phone : 319/399-8844 Url : http://www.coe.edu Career Services Manual Posting	N	0
3	Cornell College Career and Civic Engagement Center 600 1st St SW Mt. Vernon, Iowa 52314 Phone : (319) 895-4574 Url : http://www.cornellcollege.edu/ Email : career@cornellcollege.edu Laura Obrycki	N	0
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	0
6	Indeed.com - Not directly contacted by SEU	N	1

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7	Iowa WORKS (Cedar Rapids) 4444 1st Ave NE #436 Cedar Rapids, Iowa Phone : 319-365-9474 Email : CedarRapidsIowaWORKS@iwd.iowa.gov Career Services	N	0
8	Kirkwood Community College 115 Iowa Hall 6301 Kirkwood Blvd. SW Cedar Rapids, Iowa 52496 Url : www.kirkwood.edu/jobs Email : careerservices@kirkwood.edu Career Services	N	0
9	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	6
10	Mount Mercy College Communications Dept 1330 Elmhurst Dr. NE Cedar Rapids, Iowa 52404 Phone : 319-368-6463 Url : https://www.mtmercy.edu/ Email : kgarvin@mtmercy.edu Fax : 1-319-363-0893 Cheryl Redd	N	0
11	NAACP 1134 9th St. SE Cedar Rapids, Iowa 52401 Phone : 319-365-9482 Url : https://www.naACP.org/contact-us/ Email : members@naACPnet.org Career Services	N	0
12	On-Air Announcement (One or More SEU Stations)	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	University of Iowa Pomerantz Career Center 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319/335-1460 Url : www.uiowa.edu/financial-aid/employers Email : careercenter@uiowa.edu Fax : 1-319-335-3060 Chris Wells	N	0
14	University of Northern Iowa 1227 W 27th St Cedar Falls, Iowa Career Services Manual Posting	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	1
16	Upper Iowa Univeristy Upper Iowa Univeristy Fayette, Iowa Phone : 563-425-5208 Email : careers@uiu.edu Career Services	N	0
17	Wartburg College 100 Wartburg Blvd Waverly, Iowa Career Services Manual Posting	N	0
18	Workplace Learning Connection 1030 5th Ave SE Suite 2700 Cedar Rapids, Iowa 52403 Phone : 319-398-4833 Url : http://www.kirkwood.edu/wplc Email : ann.brendes@kirkwood.edu Ann Brendes	N	0
19	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
20	ZipRecruiter - Not directly contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	7/20/2024	Participation in Job Fairs	On July 20, 2024, our SEU's Broadcast Program Director and Outside Account Executives attended the Cedar Rapids Farmer's Market Fair. They worked a booth and discussed radio and broadcasting careers with interested attendees, promoted and distributed flyers with different positions within iHeart Media, and encouraged those looking for a career in broadcasting to visit iHeart's career page. They were also able to discuss radio and broadcasting careers with interested attendees.	3	Broadcast Program Director Outside Account Executive Outside Account Executive
2	8/17/2024	Participation in Job Fairs	On August 17, 2024, our SEU Market President and Outside Account Executives attended the Cedar Rapids Farmer's Market Fair. They worked a booth and discussed radio and broadcasting careers with interested attendees, promoted and distributed flyers with different positions within iHeart Media, and encouraged those looking for a career in broadcasting to visit iHeart's career page. They were also able to discuss radio and broadcasting careers with interested attendees.	4	Market President Outside Account Executive Outside Account Executive Outside Account Executive
3	9/21/2024	Participation in Job Fairs	On September 21, 2024, our SEU's Market President and Outside Account Executives attended the Cedar Rapids Farmer's Market Fair. They worked a booth and discussed radio and broadcasting careers with interested attendees, promoted and distributed flyers with different positions within iHeart Media, and encouraged those looking for a career in broadcasting to visit iHeart's career page. They were also able to discuss radio and broadcasting careers with interested attendees.	3	Market President Outside Account Executive Outside Account Executive