

KATZ, KATZ-FM, KLOU, KSD, KSLZ, KTLK-FM
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
Account Executive	2-6, 9-10, 12-32	28
Account Executive	2-6, 9-10, 12-32	28
Assistant Program Director and On-Air Talent	1-7, 9-14, 17, 19-27, 29-31	1
Outside Account Executive - Digital	2-5, 8-15, 17, 19-27, 29-31	8

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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	Employee Referral	N	1
2	Harris-Stowe State University 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-340-3512 Url : hssu.edu Email : careerengagement@hssu.edu Fax : 1-314-340-3395 Career Services	Y	0
3	Hispanic Chamber of Commerce of Greater St. Louis 3611 S. Grand Blvd. #105 St. Louis , Missouri 63118 Phone : 314-644-4432 Url : www.hccstl.com Email : staff@hccstl.com Ms. Alicia Hernandez	Y	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	1
6	Indeed.com - Not directly contacted by SEU	N	3
7	Internal Candidate	N	2
8	Internal Transfer/Promotion	N	1
9	Jefferson College 1000 Viking Drive CTE138 Hillsboro, Missouri 63052-2441 Phone : 636-481-3223 Url : www.jeffco.edu Email : Lwarner@jeffco.edu Lora Warner	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
10	Lewis & Clark Community College 5800 Godfrey Road Baldwin Hall 2418 Godfrey, Illinois 62035-2466 Phone : 618-468-5503 Url : www.lc.com Email : tdewerff@lc.edu Fax : 1-618-468-5030 Terri Dewerff	Y	0
11	Lindenwood University 209 S. Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Career Services Manual Posting	N	0
12	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	7
13	Missouri Baptist University One College Park Drive St. Louis, Missouri 63141 Phone : 314-744-5315 Url : www.mobap.edu Email : grey@mobap.edu Fax : 1-314-392-2243 Kim Grey	Y	0
14	Missouri Broadcasters Association Terry Harper 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org/ Email : tstutheit@missouribroadcasters.org Terri Stutheit	Y	0

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15	Missouri State University 901 S. National Avenue Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://careercenter.missouristate.edu Margie Stewart Manual Posting Prong 2 Ended Date: 10/26/2023	N	0
16	Monster - Not directly contacted by SEU	N	1
17	NAACP 4811 Delmar St. Louis, Missouri 63108 Phone : 314-361-8600 Url : http://www.stlouisnaacp.org/ Email : clarksoncd@yahoo.com Fax : 1-314-361-4334 Cedric Clarkson	Y	0
18	Non-Employee Referral	N	1
19	RAMP 24307 Magic Mountain Pkwy Suite 65 Valencia, California 91355 Phone : 661-294-9408 Email : cartermedia@gmail.com Kevin Carter	Y	0
20	Ranken Technical College 4431 Finney Avenue St. Louis, Missouri 63113 Phone : 314-286-3665 Url : http://www.ranken.edu/alumni-friends-employers/information-for-employers/how-to-post-jobs/ Email : jksommers@ranken.edu Janie K. Summers	Y	0
21	Richland Community College One College Park Decatur, Illinois 62521 Phone : 217-875-7211 X305 Url : www.richland.edu Email : joliver@richland.edu Fax : 1-217-875-7783 John Oliver	Y	0

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22	Southern Illinois University Campus Box 1620 Edwardsville, Illinois 62026-1620 Phone : 618-650-3708 Url : www.siu.edu/careerdevelopment Email : careerdevelopment@siue.edu Fax : 1-618-650-3708 Susan Seibert	Y	0
23	Southwestern Illinois College 2500 Carlyle Center Room 1240 Belleville, Illinois 62221 Phone : 618-235-2700 X5562 Url : http://www.swic.edu/CareerCenter/ Email : careercenter@swic.edu Career Services	Y	0
24	St. Louis Community College - Florissant Valley 3400 Pershall Road Ferguson, Missouri 63135 Phone : 314-513-4268 Url : stlcc.edu/student-support/career-development Email : careerdevelopment@stlcc.edu Career Services	Y	0
25	St. Louis Community College - Wildwood Career & Employment Services 2645 Generations Drive Wildwood, Missouri 63040 Phone : 636-422-2012 Email : ldemirchian@stlcc.edu Lynn Demirchian	Y	0
26	St. Louis University Career Services 20 N. Grand Blvd., Rm 331 St. Louis, Missouri 63103 Phone : 314-977-2828 Email : kaldrich@slu.edu Fax : 1-314-977-3486 Karl Aldrich	N	0

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27	St. Patrick's Center 800 N. Tucker Blvd. St. Louis, Missouri 63101 Phone : 314-802-0700 Url : http://www.stpatrickcenter.org/ Email : sflavin-cave@stpatrickcenter.org Fax : 1-314-802-5480 Career Services	Y	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	2
29	Urban League-St. Louis County 8960 Jennings Station Rd. St. Louis, Missouri 63136 Phone : 314-506-5306 Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9840 Mrs. Hollis Whiting	Y	0
30	Urban League-St.Louis 935 Vandeventer St. Louis, Missouri 63108 Phone : 314-615-3690 Email : Lprograis3rd@urbanleague-stl.org Lawrence Prograis	Y	0
31	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
32	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Sponsorship of events in the community designed to increase public awareness	Our SEU hosts a weekly program for students from Cardinal Ritter Preparatory High School, Harris Stowe State University, and East St. Louis Senior High School, to teach the skills that would be needed to succeed in the broadcasting industry. Throughout the reporting period, students meet at our SEU each Saturday where they are taught production, marketing, promotions, and broadcasting as they talk about different issues from their perspective.	1	Assistant Program Director
2	2/20/2024	Participation in events or programs sponsored by educational institutions	On February 20, 2024, our SEU participated in a Q&A session at the University of Missouri regarding career opportunities in the radio industry and job opportunities at our SEU. Students were able to ask questions and our SEU's Director of Sales encouraged participants to apply for current openings.	1	Director of Sales
3	8/9/2024	Participation in events or programs sponsored by educational institutions	On August 9, 2024, our SEU hosted students from the Met Day Treatment School for a station tour. SEU participants, including our Market President, shared information about different career paths in the broadcasting industry and spoke about the skills needed to succeed at various roles within iHM. Students received a "behind the scenes" view of our broadcast operations and were able to record an advertisement. We also hosted a Q&A for the students.	4	Market President Assistant Program Director Account Executive Outside Account Executive
4	9/18/2024	Provision of training to management	On September 18, 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