

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
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 -Des Moines, IA | 1, 4, 6, 8-10, 15-16, 18, 20, 23, 27, 31-32 | 6 |
| Account Executive -Des Moines, IA | 1, 4, 6, 8-10, 15-16, 18, 20, 23, 27, 31-32 | 6 |
| On-Air 1075 KISS FM | 1, 4, 7-10, 15-16, 18, 20, 22-23, 27, 31 | 22 |
| Director of Spoken Word | 1, 4, 7-11, 15-16, 18, 20, 23, 27, 31 | 11 |
| Outside Account Executive | 1, 3-4, 6-7, 9-10, 15-16, 18, 20, 29, 31 | 6 |
| Promotions / Marketing | 1-7, 9-10, 12, 15-21, 24-26, 28-31 | 6 |
| Senior Vice President of Sales | 1-5, 7, 9-11, 13-21, 24-26, 28-29, 31 | 14 |

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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 | Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS | Y | 0 |
| 2 | Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bvu.edu Lisa Taylor | N | 0 |
| 3 | Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmacc.edu Sara Moore Manual Posting | N | 0 |
| 4 | Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting | N | 0 |
| 5 | El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies | N | 0 |
| 6 | Employee Referral | N | 4 |
| 7 | Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : http://www.gvc.edu/ unknown unknown Manual Posting | N | 0 |

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|-----------|---|---|--|
| 8 | Hamilton College 4655 121st Street Urbandale, Iowa 50323 Phone : 515-727-6844 Url : http://portal.kaplanuniversity.edu/pages/micropory Email : lgelhaar@hamiltonia.edu Lori Gelhaar | N | 0 |
| 9 | 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 |
| 10 | 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 |
| 11 | iHM Human Capital Acquisition | N | 2 |
| 12 | Indeed.com - Not directly contacted by SEU | N | 1 |
| 13 | Internal Posting | N | 1 |
| 14 | Internal Transfer/Promotion | N | 1 |
| 15 | Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services | Y | 0 |
| 16 | Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann | Y | 0 |

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|------------------|---|--|---|
| 17 | Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : http://www.goicdm.org/ Email : pspikeyone@gmail.com Career Services | N | 0 |
| 18 | LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano | Y | 0 |
| 19 | Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson | N | 0 |
| 20 | 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 | 1 |
| 21 | LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplasencia@aol.com Ila Plasecia | N | 0 |
| 22 | Non-Employee Referral | N | 1 |
| 23 | Northwestern University 620 Lincoln Evanston, Illinois 60208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting | N | 0 |

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|------------------|---|--|---|
| 24 | Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting | N | 0 |
| 25 | Southern Illinois University 1263 Lincoln Dr. Carbondale, Illinois Career Services Manual Posting | N | 0 |
| 26 | University of Illinois - Urbana-Champaign 715 S Wright St Champaign, Illinois Career Services Manual Posting | N | 0 |
| 27 | University of Illinois Urbana-Champaign 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting | N | 0 |
| 28 | University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota Phone : 612-624-7577 Career Services Manual Posting | N | 0 |
| 29 | University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Career Services Manual Posting | N | 0 |
| 30 | Unknown (source not adequately identified upon inquiry by SEU) | N | 1 |

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|--|---|--|---|
| 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: | | | 13 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--------------------------|
| 1 | 5/1/2024 | Participation in events sponsored by organizations representing the community | On May 1st, 2024, our SEU participated in the Junior Achievement BizTown in a Day Event. This event encourages career ambitions that develop future leaders, business professionals, and entrepreneurs. These students experienced all aspects of running a business in a fun and interactive way. Our Market President participated and showcased the “media company” and students were able to discuss and learn about careers in broadcasting and radio. | 1 | Market President |
| 2 | 9/26/2024 | Provision of training to management | On September 26, 2024, Our SEU’s Market President 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 | Market President |