

KDWB-FM, KEYE-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK
EEO PUBLIC FILE REPORT
December 1, 2023 - November 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	1-5, 7-8, 10-14, 16-17, 19-25, 27-38, 40-41	37
Senior Vice President of Sales	1-5, 7, 11, 13-14, 16-17, 19-25, 27, 29, 31-32, 34-35, 37, 39, 41	37
On-Air Talent - Mornings	1, 3-10, 13-14, 16-18, 20-25, 29-32, 34-36, 39-41	7
Outside Account Executive	1, 3-11, 13-14, 16-18, 20-26, 29-32, 34-37, 39-41	16
Outside Account Executive	1, 3-11, 13-14, 16-18, 20-26, 29-32, 34-37, 39-41	16
Vice President of Sales	1, 3-6, 8-10, 14-18, 20-26, 29-32, 34-36, 39-41	15

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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	Alexandria Technical College 1601 Jefferson St Alexandria, Minnesota 56308 Phone : 320-762-4645 Vicki Sward Manual Posting	N	0
2	All Access All Access.com Online, New York online Phone : 000-000-0000 Url : www.allaccess.com Email : jdenver@allaccess.com Job manager Job manager	N	0
3	CareerForce 616 America Ave NW Bemidji, Minnesota 56601 Phone : 218-333-8200 Email : careerforce.bemidji@state.mn.us Tim Qualley	N	0
4	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org --	N	0
5	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0
6	College of St. Benedict & St. Johns University 37 College Ave College of St. Benedict St. Joseph, Minnesota 56374 Phone : 320-363-5707 Amanda Thompson Manual Posting	N	0
7	Employee Referral	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Hennepin Technical College 9000 Brooklyn Boulevard Brookly Park, Minnesota 55445 Phone : 763-488-2411 Career Services Manual Posting	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	8
11	iHM Human Capital Acquisition	N	14
12	Indeed.com - Not directly contacted by SEU	N	4
13	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0
14	Inroads Minneapolis/St. Paul 1600 University Ave West St. Paul, Minnesota 55104-3839 Phone : 951-644-4406 Email : info@inroads.org Collin Melvin	N	0
15	Internal Transfer/Promotion	N	1

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16	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	24
17	MBA Job Bank 408 St. Peter Street, Suite 423 Minneapolis, Minnesota 55401 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : tim.hyde@minnesotabroadcasters.com Tim Hyde	N	0
18	Minneapolis College 1501 Hennepin Avenue T.2500 Minneapolis, Minnesota 55403 Phone : 612-659-6348 Url : www.collegecentral.com/minneapolis Rob Brace Manual Posting	N	0
19	Minneapolis College Career Services 1501 Hennepin Ave Minneapolis, Minnesota 55403 Phone : 612-659-6679 Url : https://www.minneapolis.edu/ Email : Jared.Scharpen@minneapolis.edu Jared Scharpen	N	0
20	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : www.mul.org Email : info@mul.org Fax : 1-612-521-1444 David Johnson Prong 2 Ended Date: 2/22/2024	N	0

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21	Minnesota Broadcasters Association 401 N. Third Street, Suite 370 Minneapolis, Minnesota 55401 Phone : 612.926.8123 Url : www.minnesotabroadcasters.com Email : maria.vorhis@minnesotabroadcasters.com Fax : 1-612-926-9761 Maria Vorhis	N	0
22	MN Work Center 801 Roosevelt Avenue PO Box 1108 Detroit Lakes, Minnesota 56501 Phone : 218-846-7377 Email : knowell@wfc.des.state.mn.us Fax : 1-218-846-0773 Kelley Nowell	N	0
23	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5497 Url : www.nab.org/bcc/ Email : hr@nab.org Director of Placement	N	0
24	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
25	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljia.org Fax : 1-202-588-1818 Career Services	N	0
26	Non-Employee Referral	N	2

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27	Northwestern College 101 7th St. SW Orange City, Iowa Phone : 712-707-7225 Bill Minnick Manual Posting	N	0
28	On-Air Announcement (One or More SEU Stations)	N	2
29	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Url : www.radio1school.com Email : director@radio1school.com Joe Deschler	N	0
30	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Cynthia E. Manual Posting	N	0
31	SOAR Career Solutions 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : info@soarcareers.org Fax : 1-218-722-4617 Linnea Lebens	N	0
32	St. Cloud Technical College 1540 Northway Drive St. Cloud, Minnesota 56302 Phone : 320-308-5070 Email : jbauer@sctcc.edu Fax : 1-320-308-1592 Jacqueline Bauer	N	0

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33	The Institute of Production Recording 300 N 1st Ave #100 Minneapolis, Minnesota 55401 Phone : 612.244.2800 Url : www.ipr.edu Email : careerservices@ipr.edu Diana Welter	N	0
34	The Main Street Tattler 4517 Minnetonka Blvd. #104 Minneapolis, Minnesota 55416 Phone : 952-927-4487 Email : tomk@main-st.net Tom Kay	N	0
35	The Ohio Media School 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-539-7897 Url : www.beonair.com Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
36	University of St. Thomas 2115 Summit Avenue St. Paul, Minnesota 55105 Phone : 651-962-6761 Url : https://www.stthomas.edu/careerdevelopment/contact/ Career Services Manual Posting	N	0
37	Unknown (source not adequately identified upon inquiry by SEU)	N	9
38	Urban Insite Website , Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
39	Waldorf University 106 S. 6th St. Forest City, Iowa 50436 Phone : 641-585-8681 Email : careers@waldorf.edu Mary Reisetter	N	0

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40	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Vicki Decker Manual Posting	N	0
41	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:			69

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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	6/24/2024	Participation in events sponsored by organizations representing the community	On June 24, 2024, our SEU's Program Director, Advisor, Executive Assistant, and DJ-Announcer gave the Pavek Museum Podcast Summer Camp a tour of our studios and spoke about iHeartMedia. The students visited each studio and were able to create their own podcast with our DJ-Announcer. Our SEU also held a Q&A with the students and talked about all the possible careers in broadcasting.	4	Market President Program Director DJ-Announcer Executive Assistant

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2	7/15/2024	Establishment of an intern program designed to assist members of the community	<p>From July 15, 2024 – November 15, 2024, our SEU participated in the Minnesota Broadcasters Association Internship Reimbursement Program. Our SEU hosted an intern from the University of Minnesota through the Non-Commercial Sustaining Announcement - Public Education Program which provides students an opportunity to witness and experience “firsthand” the operational procedures of a radio or television station. Our SEU, as a member station, actively recruits and hires interns that are interested in pursuing a career in broadcasting. The intern dedicated her Mondays, Wednesdays, and Fridays to gaining hands-on experience in the world of radio Programming and Promotions and was supervised by members of our staff. The intern’s duties included: assisting and observing producers and control board operators, editing audio and podcasts as a way to hone her technical skills in audio production, recorded updates that aired on KFAN, and participated in the programming of the Minnesota State Fair, the production of the Vikings Radio Network broadcasts, and she gathered audio during the Minnesota Wild and Minnesota Timberwolves Media Days. For her support of the Promotions Department she assisted in social media efforts, was involved in prize fulfillment, worked with the live video stream broadcasts, and participated in station events. Through her time at iHeart she gained a comprehensive understanding of both the programming and promotional aspects of radio, preparing her for future endeavors in the media industry.</p>	1	Program Director

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3	9/11/2024	Participation in events or programs sponsored by educational institutions	On September 11, 2024, iHeartMedia Minneapolis spoke to the Mass Communication Class at the University of Minnesota. The session was designed to provide students with a comprehensive understanding of the media industry and the exciting career opportunities available at iHeart Media. Our SEU spoke to the class and covered several key topics: The Business Models in Media, his career path in broadcasting, breaking into the Broadcast industry, and the education requirements for a career in broadcasting.	2	Market President Executive Assistant
4	10/3/2024	Participation in events or programs sponsored by educational institutions	On October 3, 2024, our SEU's Market President, Programming Director, Regional Engineer, and Executive Assistant gave a station tour and a behind the scenes look at iHeart to Champlin Park High School, and Coon Rapids High School's, "America Through Multimedia" classes. The students participated on-air with KFAN's On-Air Talent, and KOOL 108's On-Air Talent. Our Programming Director also led a presentation of iHeart in our Performance Room and KDWB's On-Air Talent joined for a Q&A session and discussed his career path and broadcasting careers in general.	4	Market President Program Director Regional Engineer Executive Assistant

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5	11/14/2024	Participation in events or programs sponsored by educational institutions	<p>On November 14, 2024, our SEU's Assistant Program Director, On-Air Talent, Executive Assistant, and Night Air Talent hosted an event for students from Wayzata High School. The day was packed with activities designed to give students a comprehensive look at the exciting world of media and broadcasting. The students were given a guided tour of the studios and had the opportunity to see behind the scenes of the media environment, exploring various departments including production, programming, and marketing.</p> <p>Following the tour, students participated in a Q&A session with some of the On-Air talent and got to interact with their favorite radio personalities. The On-Air Talent's shared their personal career journeys, insights into the industry, and answered a wide range of questions from the students. Additionally, the students had an opportunity to job shadow different roles within the station. They observed the day-to-day responsibilities of various team members from producers to marketing coordinators. The day concluded with an informative presentation on career opportunities at iHeartMedia.</p>	4	On-Air Talent Assistant Program Director & On-Air Talent Executive Assistant Night Air Talent