

KJKJ, KKXL, KKXL-FM, KQHT, KSNR
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
Outside Account Executive	1-2, 4-6, 9, 11	4
Outside Account Executive	1-3, 5-11	7
Outside Account Executive	1-2, 5-6, 9-11	10

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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	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
2	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
3	iHM Human Capital Acquisition	N	3
4	Indeed.com - Not directly contacted by SEU	N	1
5	Job Service North Dakota 1501 28th Avenue South Grand Forks, North Dakota 58201 Phone : 701-328-2825 Fax : 1-701-328-4000 Keith Reitmeir	N	0
6	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
7	Non-Employee Referral	N	1
8	On-Air Announcement (One or More SEU Stations)	N	1
9	University of North Dakota University of ND Grand Forks, North Dakota 58202 Phone : 701 777-2677 Career Services Manual Posting	N	0
10	Unknown (source not adequately identified upon inquiry by SEU)	N	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
11	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:			15

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/7/2024	Participation in events or programs sponsored by educational institutions	On February 7, 2024, our SEU's Senior Vice President of Programming and our Board Operator hosted local students from Pembina High School and Walhalla High School and provided the opportunity to spend an afternoon at our facility learning about careers in broadcasting and participating in recording their own scripts directed toward our Kids Say No initiative. These PSA's run on all 5 of our stations as public service announcements so the students have a chance to actually be a part of our On-Air programming.	2	SVP of Programming Board Operator
2	8/28/2024	Co Sponsoring Job Fair	On August 28, 2024, our SEU co-sponsored a Job Fair at the University of North Dakota Involvement Expo. In addition to working with the University regarding the venue, our SEU advertised the expo on-air and solicited other employers and individuals to participate. Our SEU also worked with local businesses to provide free food and prize giveaways to entice students to attend and make the event a success. Our Vice President of Programming, On-Air Talent-Program Director and our DJ/Announcer discussed careers in broadcasting and internship opportunities with interested students, provided information about our local stations, and discussed other career opportunities with iHeart Media.	3	SVP of Programming DJ/Announcer On-Air Talent/Program Director