

KFAB, KFFF, KGOR, KISO, KXKT
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

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
Area President	2, 4-5, 7-14, 16	7
Outside Account Executive	1-5, 8-14, 16	3
Regional Senior Vice President of Sales	2, 4-16	7
On-Air Talent - Farm Director	2-5, 8-12, 14, 16	3

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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	College of Saint Marys 1901 S 72nd Omaha, Nebraska 68124 Phone : 402-399-2485 Career Services Manual Posting	N	0
2	Doane University 4020 S. 147th St., Suite 100 Omaha, Nebraska 68137 Phone : 402-891-6600 Career Services Manual Posting	N	0
3	Employee Referral	N	3
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	2
6	Internal Candidate	N	1
7	Internal Transfer/Promotion	N	2
8	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3294 Email : lmorrison@iwcc.edu Fax : 1-712-388-6803 Career Services	Y	0

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9	LingoDocs 4018 L Street Omaha, Nebraska 68107 Phone : 402-504-3363 Email : armando@LingoDocs.com Armando Salgado	N	0
10	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	0
11	Metropolitan Community College PO Box 3777 Omaha, Nebraska 68103 Phone : 402-738-4563 Url : https://www.surveymonkey.com/r/MCCpostings Email : pvcareerservices@mccck.edu Campus Center	Y	0
12	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68504 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Fax : 1-402-465-2109 Janelle Andreini	Y	0
13	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones	N	0
14	University of Nebraska - Omaha 60th & Dodge Street Omaha, Nebraska 68182 N/A N/A Manual Posting	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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16	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:			9

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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	4/8/2024	Participation in Job Fairs	On April 8th, 2024, our SEU's Marketing Promotions Director participated in the Nebraska Broadcasters Association Virtual Job Fair. He used the iHeartMedia stations to disseminate information on job opportunities within the SEU for Promotions assistant positions. He also reviewed resumes and applications for the positions as part of the hiring process. He connected with job seekers and spoke to potential future employees while sharing about job opportunities in broadcasting and radio with iHeart Media.	1	Marketing Promotions Director
2	7/29/2024	Participation in Job Fairs	On July 29th, 2024, our SEU's Marketing Promotions Director participated in the Nebraska Broadcasters Association Virtual Job Fair. He used the iHeartMedia stations to disseminate information on job opportunities within the SEU for Front Desk worker and Promotions assistant positions. He also reviewed resumes and applications for the positions as part of the hiring process. He connected with job seekers and spoke to potential future employees while sharing about job opportunities in broadcasting and radio with iHeart Media.	1	Marketing Promotions Director
3	10/7/2024	Participation in Job Fairs	On October 7, 2024, our SEU's Marketing Promotions Director participated in the Nebraska Broadcasters Association Virtual Job Fair. He used the iHeartMedia stations to disseminate information on job opportunities within the SEU for Promotions assistant positions. He also reviewed resumes and applications for the positions as part of the hiring process. He connected with job seekers and spoke to potential future employees while sharing about job opportunities in broadcasting and radio with iHeart Media.	1	Marketing Promotions Director

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4	11/18/2024	Participation in events or programs sponsored by educational institutions	On November 18th 2024, our SEU's Marketing Promotions Director, hosted a station tour that included 14 students from The University of Nebraska at Omaha. Our SEU spoke to the students about careers with iHeart Media and encouraged them to apply for the Promotion Assistant position that was open.	1	Marketing Promotions Director
5	1/1/2025	Participation in scholarship programs	On January 1, 2025, our SEU participated in the Nebraska Broadcasters Association Scholarship Program. The program awards \$2,000 scholarships to three local students interested in pursuing careers in broadcasting. Our SEU promoted the scholarship on air and online, advised participants where to apply, and reviewed the scholarship applications.	1	Marketing Promotions Director