

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX
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
Outside Account Executive	1-34	13
Outside Account Executive	1-34	34

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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	AM/FM Jobs.com P.O. Box 4116 Oceanside, California 92052 Email : jobs@amfmjobs.com Fax : 1-760-754-2115 Career Services	N	0
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : 817-695-2474 Email : admissions@radioschool.com Michelle McConnell	N	0
3	Cleveland Chamber of Commerce , Oklahoma Email : info@chamberofclevelandok.com Career Services	N	0
4	Comprehensive Community Rehab Svcs 7146 S Braden Ave. Ste 500 Tulsa, Oklahoma 74127 Phone : 918-488-6465 Email : ccrsvoc@aol.com Fax : 1-918-488-8021 Jeff Summers	N	0
5	Goodwill Job Connection 2800 Southwest Blvd Tulsa, Oklahoma 74107 Email : jobpostings@goodwilltulsa.org Clarice Floyd	N	0
6	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
7	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

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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	Indeed.com - Not directly contacted by SEU	N	3
9	Langston University PO Box 1255 204 Gandy Hall Langston, Oklahoma 73050 Phone : (405) 466-3428 James Wallace Manual Posting	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	7
11	Missouri State University 901 S. National Ave Springfield , Missouri 65897 Marjorie Stewart Manual Posting	N	0
12	National Alliance of State Broadcasters Association Oklahoma City, Oklahoma Phone : 405-848-0771 Url : www.careerpage.org Email : harrison@oabok.org Vance Harrison	N	0
13	Non-Employee Referral	N	1
14	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Autumn Stafford Manual Posting	N	0
15	OAB Job Bank 6520 N. Western Ste. 104 Oklahoma City, Oklahoma 73116 Email : struby@oabok.org Nancy Struby	N	0

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16	Oklahoma Association of Broadcasters 6520 N Western Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Email : struby@oabok.org Fax : 1-405-848-0772 Nancy Struby	N	0
17	Oklahoma State University 130 North Hall 700 N Greenwood Ave Tulsa, Oklahoma 74106 Email : Maddie.duffy@okstate.edu Madison Duffy	N	0
18	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 888-678-4473 Email : careers@okstate.edu Pamela Ehlers	N	0
19	Oklahoma State University-Okmulgee 1801 E 4th Okmulgee, Oklahoma 74447 Phone : 918-293-4678 Email : donna.prior@okstate.edu Mark Allen	N	0
20	Oral Roberts University 7777 S Lewis Tulsa, Oklahoma Kelan Henderson Manual Posting	N	0
21	Resonance Center for Women 1608 South Elwood Tulsa, Oklahoma 74119 Phone : 918-587-3888 Email : resonance@resonancetulsa.org Fax : 1-918-587-3891 Cathy Hodges	N	0
22	Rogers County Training Center , Oklahoma Fax : 1-918-341-3081 Chisholm Standlee	N	0

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23	Rogers State University 1701 W Will Rogers Blvd Claremore, Oklahoma 74017 Lyndsey Simmons Manual Posting	N	0
24	Rose State College 6420 S. E. 15th Midwest City, Oklahoma 73110 Phone : 405-733-7488 Connie Myrick Manual Posting	N	0
25	Southern Nazarene University Career and Emp Ctr 6729 Northwest 39th Expressway Bethany, Oklahoma 73088 Phone : 405-491-6684 Miram Key Manual Posting	N	0
26	Tulsa Community College 909 South Boston 1014R Tulsa, Oklahoma 74119 Phone : 918-595-7110 Christina Ursin Manual Posting	N	0
27	Tulsa Hispanic Chamber of Commerce , Oklahoma Phone : 918-664-5326 Url : www.tulsaHispanicchamber.com Email : webmaster@tulsachamber.com John Gonzolez	N	0
28	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, Oklahoma 74110 Phone : 918-591-5677 Fax : 1-918-732-5303 Ozell Grissom	N	0
29	Tulsa Technology Center PO Box 477200 Tulsa, Oklahoma 74147 Email : kristal.sack@tulsatech.edu Kristal Sack	N	0

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30	University of Oklahoma Ellison Hall Rm 234 633 Elm Norman, Oklahoma 73071 Adrenne Jablonski Manual Posting	N	0
31	University of Tulsa 800 S. Tucker Drive Tulsa, Oklahoma 74104 Phone : 918-631-2550 Email : canecareers@utulsa.edu Shelly Holley	Y	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	4
33	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
34	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/3/2024	Sponsorship of events in the community designed to increase public awareness	On February 3, 2024, our SEU was a co-sponsor of the Tulsa Women's Expo. Our Senior Vice President of Sales, On-Air Talent, and our Promotions Director attended and had a booth at the event. They spoke to participants about the entertainment and broadcast industry and discussed career opportunities in radio and with iHeart Media.	3	SVP of Sales On-Air Talent Promotions Director
2	4/4/2024	Participation in Job Fairs	On April 4, 2024, our SEU's Senior Vice President of Sales participated in the Oklahoma Association of Broadcasters' annual student career fair. She spoke with attendees about career opportunities in broadcasting and with iHeart Media.	1	SVP of Sales
3	12/10/2024	Provision of training to management	On December 10, 2024, our SEU's Senior Vice President of Sales participated in the December Oklahoma Employer Alliance Event featuring Rehabilitation Services' Disability Training by the Oklahoma Employment Security Commission. The training course covered methods of ensuring equal employment opportunities, including for individuals with disabilities.	1	SVP of Sales
4	1/10/2025	Provision of training to management	On January 10, 2025, our SEU's Senior Vice President of Sales took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	SVP of Sales
5	1/21/2025	Participation in events or programs sponsored by educational institutions	On January 21, 2025, our SEU's Senior Vice President of Sales and our Outside Account Executive conducted a station tour for students from Broken Arrow Public Schools Vanguard Academy. The students received a "behind the scenes" view of our broadcast operations and had the opportunity to ask questions about careers in broadcasting.	2	SVP of Sales Outside Account Executive

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6	1/22/2025	Participation in events or programs sponsored by educational institutions	On January 22, 2025, our SEU's Senior Vice President of Sales conducted a station tour for a student from Bixby High School's Leadership Project. The tour was designed to show the student a "behind-the-scenes" look at broadcast operations which included aspects of being a DJ, Human Resources, Legal, Sales, and Engineering. The student was able to learn about the opportunities within broadcasting and specifically at iHeart Media.	1	SVP of Sales
7	1/23/2025	Participation in events or programs sponsored by educational institutions	On January 23, 2025, our SEU's Senior Vice President of Sales, Outside Account Executive, Promotions Director, and our On-Air Talent attended the Tulsa Tech Open House. They discussed careers in radio with interested attendees, handed out station information, and talked about the opportunities at iHeart Media.	4	SVP of Sales Outside Account Executive Promotions Director On-Air Talent
8	1/31/2025	Provision of training to management	On January 31st, 2025, our SEU's Senior Vice President of Sales took the Uncovering Unconscious Bias in Recruiting and Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	SVP of Sales