

**KGHM, KJYO, KOKQ, KTOK, KTST, KXXY-FM**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

**KGHM, KJYO, KOKQ, KTOK, KTST, KXXY-FM****EEO PUBLIC FILE REPORT****February 1, 2024 - January 31, 2025****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/4/2024	Participation in Job Fairs	On April 4, 2024, our SEU's Senior Vice President of Sales and Area President participated in the Oklahoma Association of Broadcasters' annual student career fair, held at the River Spirit Hotel in Tulsa, Oklahoma. At the fair, our SEU spoke with attendees about career opportunities in broadcasting and with iHeart Media.	1	Area President SVP of Sales
2	10/15/2024	Participation in events sponsored by organizations representing the community	On October 15, 2024, our SEU's Senior Vice President of Sales participated in a luncheon with Christensen Media Group. She spoke about multiple areas of iHeart Media including recruitment opportunities across many markets. She discussed her background and career path starting with Clear Channel-iHeartMedia and how she gained opportunities through the markets she served and where she was ultimately promoted to the SVP of Sales.	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 Programming 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 Programming

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5	1/30/2025	Participation in events sponsored by organizations representing the community	On January 30, 2025, our SEU's Area President and Senior Vice President of Sales attended the Business Networking International event where they shared their experience in the broadcast industry (with an emphasis on advertising) with 20+ business owners. They discussed their careers and roles at iHeart and shared about employment opportunities within.	2	Area President Senior Vice President of Sales
6	1/30/2025	Provision of training to management	On January 30, 2025, our SEU's 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
7	1/31/2025	Participation in events or programs sponsored by educational institutions	On January 31, 2025, our SEU hosted the Broadcasting and Communications Department from Langston University for a station tour. Our Senior Vice President of Sales guided students through our station facilities for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed employment opportunities in broadcasting and at iHeart Media.	1	SVP of Sales
8	1/31/2025	Participation in events or programs sponsored by educational institutions	: On January 31, 2025, our SEU conducted a station tour for the 34 Reasons Foundation Staff and students from Millwood High School. They received a "behind the scenes" view of our broadcast operations, learned about the creative process from the local team, and got insights into their wide range of media platforms. Additionally, they presented career opportunities that are available across multiple markets and had the opportunity to ask questions about careers in broadcasting.	1	SVP of Sales