

KASE-FM, KHFI-FM, KPEZ, KVET, KVET-FM
EEO PUBLIC FILE REPORT
April 1, 2024 - March 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
Account Executive	1-3, 5-12, 14-16, 18-24	12
Outside Account Executive	2-5, 9-11, 14, 16-22, 24	11
Outside Account Executive	2-5, 9-10, 14, 16-20, 22, 24	14
Outside Account Executive	2-5, 7, 9-10, 12-14, 16-22, 24	21
Market President	2-5, 7, 9-11, 14, 16-20, 22, 24	11

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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	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 1--- Url : http://www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Alliance for Women in Media-Austin PO Box 2684 Austin, Texas 78768 Url : www.awmaustin.org Email : info@awmaustin.org Holly Breaux	Y	0
3	American Broadcasting School 712 N. Watson Road, Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
4	Baylor University One Bear Place Waco, Texas 76798 Phone : (254) 710-8662 Url : https://app.joinhandshake.com/ Christie Walker Manual Posting	N	0
5	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-5041 Url : www.myinterfase.com/concordia-texas/employer/home . Email : joyce.sinclair@concordia.edu Joyce Sinclair Prong 2 Ended Date: 5/30/2024	N	0
7	Employee Referral	N	7
8	Huston Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3000 Url : www.myinterfase.com/htc/employer Email : cgd@htu.edu Paul Leverington	Y	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	3
11	iHM Human Capital Acquisition	N	3
12	Indeed.com - Not directly contacted by SEU	N	3
13	Internal Candidate	N	1

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14	<p>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</p>	N	28
15	Non-Employee Referral	N	1
16	<p>St Edward's University 3001 South Congress Ave Austin, Texas 78704 Phone : 512-464-8803 Url : www.myinterfase.com/stedwards/employer/home.aspx Email : seucareer@stedwards.edu Elizabeth Nichols</p>	Y	0
17	<p>Texas State University 604 University Drive San Marcos, Texas 78666 Url : www.careerservices.txstate.edu Josie Garrot Manual Posting</p>	N	0
18	<p>Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Url : www.tdga.org Email : tdgaorg@gmail.com Larry Keene</p>	N	0
19	<p>University of Texas The University of Texas at Austin 1 University Station A0901, CMA 3.102 Austin, Texas Phone : 512-471-9421 Url : http://www.myinterfase.com/utccs/employer Lauren Deaton Manual Posting</p>	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	University of Texas - El Paso (UTEP) 500 West University Union West 103 El Paso, Texas 79902 Phone : 915-747-5640 Grace Akers Manual Posting	N	0
21	Unknown (source not adequately identified upon inquiry by SEU)	N	13
22	Urban League of Austin 8011 Cameron Road Suite 100, Bldg. A Austin, Texas 78754 Phone : 512-478-7176 Email : darnise_bowens@aaul.org Fax : 1-512-478-1239 Darnise Bowens	N	0
23	UT-Access UT/Hire Texas 108 east Dean Keeton St Austin, Texas 78712 Url : http://accessut.utexas.edu Email : careerengagement@austin.utexas.edu Career Services	N	0
24	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:			59

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/3/2024	Participation in events or programs sponsored by educational institutions	On April 3, 2024, our SEU's Vice President of Sales went to Texas Christian University's Neely School of Business to observe and meet with prospective Account Executives who were students in the sales program. She provided brief introductions, shared insights about iHeartMedia and the broadcasting industry, and directed attendees to the iHeartMedia career site for further information on available opportunities.	1	VP of Sales
2	9/24/2024	Participation in events or programs sponsored by educational institutions	On September 24, 2024, our Vice President of Sales attended the Texas Christian University Meet the Firm event. She spoke about her career path and career opportunities in broadcasting and iHeart Media, specifically Account Executives at the SEU. Lastly, she answered questions from the students about the recruitment process for the iHM job opportunities.	1	VP of Sales
3	11/8/2024	Participation in Job Fairs	On November 8, 2024, Our SEU attended the Texas State University Spring Job Fair. Our Vice President of Sales spoke with students about iHeartMedia and all we have to offer as a company. She discussed current job openings, both full and part time, as well as additional opportunities in other departments. She offered guidance to students who would be graduating in the coming months and answered any questions they had about our industry.	1	VP of Sales

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4	2/18/2025	Participation in Job Fairs	On February 18, 2025, our Vice President of Sales attended the Concordia University of Texas Spring Career Fair. She spoke with students about iHeartMedia and all we have to offer as a company. She directed them to the iHeartMedia Careers website where they could look at the various departments that are hiring in and outside of Texas and she also offered guidance to students who would be graduating in the coming months and answered any question they had about the broadcasting industry.	1	VP of Sales
5	2/27/2025	Participation in events or programs sponsored by educational institutions	On February 27, 2025, our SEU's Vice Presidents of Sales, Vice President Unified Partnerships, On-Air Talent, and Outside Account Executives partnered with Texas Christian University's Sales Center for a station tour and a presentation of our Core Narrative and Career opportunities with iHeartMedia. The students learned about the various assets and how they all work together to help our clients have a successful campaign. They also learned about our Unified Partnerships team. At the end of the tour, the SEU held a Q&A for the students and our SEU participants answered questions about their career journey and onboarding at iHeart Media.	4	VP of Sales On-Air Talent VP Unified Partnerships Outside Account Executive
6	3/4/2025	Participation in events or programs sponsored by educational institutions	On March 4, 2025, our SEU attended the WomenLead event at Georgia State University. This event advances women's leadership in the world by empowering students to aspire to and achieve leadership roles. Our SEU's Vice President of Sales was a panelist and spoke about her career path and her role at iHeart Media, the educational requirements needed in her role, and career opportunities in broadcasting and at iHM.	1	VP of Sales

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7	3/27/2025	Provision of training to management	On March 27, 2025, our SEU's Market President 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	Market President