

**KCOL-FM, KIOC, KKMY, KLVI, KYKR**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-8	2

**KCOL-FM, KIOC, KKMY, KLVI, KYKR****EEO PUBLIC FILE REPORT****April 1, 2024 - March 31, 2025****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>
1	Advanced Staffing 2358 Eastex Frwy. Beaumont, Texas 77703 Phone : 409-935-5566 ext. 101 Email : staff@advancedstaffinginc.com Tammy McDaniel	N	0
2	Employee Referral	N	1
3	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
4	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
5	Lamar University/Career & Testing Center 4400 MLK Blvd. Beaumont, Texas 77710 Phone : 409-880-8878 Url : www.lamar.edu/careerandtestingcenter Email : careerandtestingcenter@lamar.edu Career Services	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	0

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

<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>
7	Texas Association of Broadcasters 502 E. 11th St. Ste. 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
8	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

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**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	3/5/2025	Participation in events or programs sponsored by educational institutions	On March 5, 2025, our SEU's Vice President of Sales, Program Director, and Programming Producer hosted students from Monsignor Kelly Catholic High School who are interested in journalism/mass communication professions/degrees. They came to shadow our morning show and discuss programming and sales jobs. Students were able to see how the boards worked and watched our programming team in action during their live show. Our SEU also had a Q&A with the students and were able to discuss sales opportunities as a profession.	4	VP of Sales Program Director Programming Producer
2	3/11/2025	Provision of training to management	On March 11, 2025, our SEU's Market 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	Market VP of Sales