

KDGE, KDMX, KEGL, KFXR, KHKS, KHVN-AM, KKGm-AM, KZPS
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
Outside Account Executive	2-6, 9-25	12
Outside Account Executive	2-6, 9-25	24
Promotions Coordinator	3-6, 9-11, 15-16, 18-23, 25	6
Outside Account Executive	1, 3-16, 18-25	6
Outside Account Executive	1, 3-16, 18-25	24
Outside Account Executive	1, 3-16, 18-25	6
Outside Account Executive	1, 3-16, 18-25	24
Outside Account Executive	1, 3-16, 18-25	13
Outside Account Executive	1, 3-16, 18-25	6

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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	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : info@dbcc.org Roy Jay	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Ria Denver	N	0
3	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	Collegiate Broadcasters Inc , Texas Email : cbjob@mailman.rice.edu Career Services	N	0
5	DFW Association of Black Journalists DFW, Texas Email : dfwabj@gmail.com Career Services	N	0
6	Employee Referral	N	8
7	Google Jobs - Not directly contacted by SEU	N	1
8	Handshake (job dissemination tool facilitating postings to multiple colleges and universities)	N	1
9	Hispanic Ad.com , Texas Email : gbhms@mindspring.com Career Services	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
10	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
11	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
12	iHM Human Capital Acquisition	N	8
13	Indeed.com - Not directly contacted by SEU	N	2
14	Job/Career Fair - See Section III	N	2
15	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	20
16	MediaTech Institute 13300 Branch View Lane Dallas, Texas 75234 Phone : 972-869-1122 Email : brad@mediatech.edu Career Services	N	0
17	Non-Employee Referral	N	1
18	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Cynthia Marshall Manual Posting	N	0

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19	Southern Methodist University SMU Box 750256 Dallas, Texas 75275 Pam Jordan Manual Posting	N	0
20	Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : necareerservices@tccd.edu Jessica Olivera	N	0
21	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
22	Texas Womens University 304 Administration Dr. Denton, Texas 76204 Email : mflores@twu.edu Career Services	N	0
23	University of Texas at Arlington 700 W. Greek Row. Fine Arts Bldg., Suite 118 Arlington, Texas 76019 Career Services Manual Posting	N	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	9
25	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:			55

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EEO PUBLIC FILE REPORT

April 1, 2024 - March 31, 2025

III. RECRUITMENT INITIATIVES

	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 Region President attended the Texas Christian University's Consultative Class at the Neeley School of Business in Fort Worth, TX. She observed and met with prospective Account Executives who are students in the sales program. She discussed the role of sales in radio, career opportunities in broadcasting, and opportunities at iHeart Media.	1	Region President
2	5/2/2024	Sponsorship of events in the community designed to increase public awareness	On May 2, 2024, our SEU sponsored the Alliance of Women in Media Awards of Excellence Gala. The Dallas Area Alliance for Women in Media aims to advance the impact of women, young professionals, and students that endeavor to work in the media industry and allied fields by educating and acting as a resource to its members. Our SEU sponsored the Awards Gala, which highlighted the career paths available in the broadcasting industry. Our SEU's Market President and Senior Vice President of Sales were presenters at the event and were also able to speak to members in the industry about their career path with iHeart Media and broadcasting opportunities. Our SEU helped plan the event, including soliciting industry participants, promoting the event via our social media, and coordinating event logistics.	4	Market President SVP of Sales Outside Account Executive Office Manager
3	5/14/2024	Participation in events or programs sponsored by educational institutions	On May 14, 2024, our SEU's Cluster Assistant Program Director participated in the Ed Coyle Middle School Career Week. She addressed her career path in broadcasting, discussed employment opportunities in the radio industry, and held a Q&A with the students.	1	Cluster Assistant Program Director

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4	7/11/2024	Participation in events or programs sponsored by educational institutions	On July 11, 2024, our SEU's Senior Account Executive served as a guest speaker for the MediaTech's Job Fair & Career Expo. The students are interested in various career paths in the broadcast industry and, during the Expo, our Senior Account Executive had the opportunity to speak on how she broke into the broadcast industry, the educational requirements needed for such a career, and digital needs required as we move more into podcasting and the use of Facebook and Twitter.	1	Account Executive
5	8/29/2024	Participation in events or programs sponsored by educational institutions	On August 29, 2024, our SEU hosted the KISS FM/Whataburger High School Friday Night Lights Event during the 2024 football season. Seven high schools participated and the school's cheer captain and football captain for each school came to the studio for a station tour. Our On-Air Talent and Promotions Director spoke to the students about their career path, their high school experience, and general career opportunities in the broadcasting industry. The students also recorded the DFW Most Wanted Countdown feature on 106.1 Kiss-FM on Matt Holiday.	2	On-Air Talent Promotions Director
6	9/24/2024	Participation in events or programs sponsored by educational institutions	On September 24, 2024, our SEU's Vice President of Sales spoke at the Texas Christian University Meet the Firms Night at the Neeley School of Business and participated in round table discussions with Juniors and Seniors. He had the opportunity to share information about his career at iHeartMedia, available job openings, and about iHeart Media and broadcasting in general.	1	VP of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/10/2024	Participation in events or programs sponsored by educational institutions	On October 10, 2024, our SEU hosted High Point University for a station tour. Our Vice President of Sales, Cluster Assistant Program Director, Division Vice President of Digital Markets, and Outside Account Executive guided the High Point University 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 paths, discussed employment opportunities in radio broadcasting and handed out station information. These experiences enriched the students' understanding of broadcasting companies, career paths, and provided valuable professional development opportunities.	4	VP of Sales Cluster Assistant Program Director Division VP of Digital Markets Outside Account Executive
8	1/27/2025	Participation in events or programs sponsored by educational institutions	On January 27, 2025, our SEU was a Judge for the TCU Sales Center for Excellence, where there were many seniors who are looking to network for future job opportunities at the same time as they are completing their class. During the mock interviews our Region President spoke to the students about iHeartMedia careers and discussed employment opportunities in broadcasting industry.	1	Region President
9	3/6/2025	Provision of training to management	On March 7, 2025, our SEU's Promotions Director 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	Promotions Director

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10	3/7/2025	Participation in events or programs sponsored by educational institutions	On March 7, 2025, our SEC hosted a student from the University of North Texas in Denton, Texas. This student worked at KNTU, the radio station owned and operated by UNT. Our Cluster Assistant Program Director, On-Air Talents, and Broadcast Producer guided the student through our station facilities for a “behind-the-scenes” look at broadcast operations and they were able to talk to the BillytheKidd Morning Show on Mix 102.9 and see them him in action. Our SEU discussed careers in radio, and employment opportunities in broadcasting and at iHeart Media.	4	Cluster Assistant Program Director On-Air Talent On-Air Talent Broadcast Producer
11	3/7/2025	Participation in events sponsored by organizations representing the community	On March 7, 2025, our SEU hosted the Alliance for Women in Media for their 15TH Annual Student Media Tour. Our SEU guided the students through our newly renovated station facilities for a “behind-the-scenes” look at broadcast operations. Our SEU’s Region President, Senior Vice President of Sales, and Division Vice President Digital Sales, conducted a brief Q&A session regarding careers in broadcasting, industry trends, and various career opportunities at iHeartMedia. The students were also allowed to talk to the Morning Show host on Mix 102.9 to see them in action.	4	Region President VP of Digital Sales SVP of Sales Director of Event Marketing