

KBFM, KHKZ, KQXX-FM, KTEX, KVNS
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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KBFM, KHKZ, KQXX-FM, KTEX, KVNS**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	5/20/2024	Participation in Job Fairs	On May 20, 2024, our SEU's Vice President of Programming attended the Harlingen South Gear Up Career Fair. He spoke about his career path, careers in broadcasting and the opportunities at iHeartMedia, and handed out station information.	1	VP of Programming
2	12/3/2024	Participation in events or programs sponsored by educational institutions	On May 20, 2024, our SEU's Vice President of Programming served as a speaker during the Harlingen CISD Media Arts and Communications Academy Media meeting. He shared the state of broadcasting, the availability of the different positions and careers in iHeartMedia and conducted a Q&A session. The attendees included other media leaders and high school seniors.	1	VP of Programming
3	3/10/2025	Provision of training to management	On March 10, 2025, our SEU's Senior Vice President 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