

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH, KXYZ-AM
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	1-3, 6-10, 13-23, 25-27	3
Outside Account Executive	1-3, 6-10, 13-23, 25-27	27
Board Operator	1-24, 26	13

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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	Acres Home Chamber for Business and Economic Development Inc. 6112 Wheatley Street Houston, Texas 77091 Phone : 713-692-7003 Email : info@acreshomecenter.org Fax : 1-713-961-7131 Anthony Stewart	N	0
2	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : cewd@Alvincollege.edu Bill Lewis	N	0
3	Employee Referral	N	6
4	Employment Agency - Not directly contacted by SEU	N	1
5	Glassdoor - Not directly contacted by SEU	N	1
6	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
7	Houston Advertising Federation (AAF) 7155 Old Katy Road Suite 100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.aaf-houston.net Email : adclub@aaf-houston.org Career Services	N	0
8	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

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9	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	4
10	iHM Human Capital Acquisition	N	2
11	Indeed.com - Not directly contacted by SEU	N	6
12	Internal Candidate	N	2
13	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	9
14	Media Alliance of Houston P.O. Box 980908 Houston, Texas 77098 Phone : 713-9777-3300 Url : https://www.mediaalliancehouston.org/job-bank Email : MAHJobBank@gmail.com Avery Domenech	N	0
15	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
16	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0

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17	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
18	On-Air Announcement (One or More SEU Stations)	N	2
19	Sam Houston State University 919 Bearkat Blvd. Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : www.myinterfase.com/shsu/employer Career Services Manual Posting	N	0
20	San Jacinto College 8060 Spencer Highway Pasadena, Texas 77505 Phone : 281-998-6150 ext 1303 Email : Illneisha.Davis@sjcd.edu Illneisha Davis	N	0
21	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
22	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Email : ana.jones@wrksolutions.com Ana Jones	Y	0

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23	University of Houston 4800 Calhoun Road Houston, Texas 77024 Phone : 713-743-5100 Url : www.career.uh.edu Email : ucs@uh.edu Fax : 1-713-743-5111 Career Advisor	N	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	2
25	Walk in/Self-Referral Source	N	1
26	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
27	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/15/2024	Participation in events sponsored by organizations representing the community	On April 15, 2024, our SEU's President, VP of Sales, and VP of Digital Sales attended an event at the Advertising Education Foundation of Houston, where they networked and discussed career opportunities in broadcasting with attendees. At the event, our Division President gave a speech about his career in broadcasting and the skills needed to succeed in the industry.	3	Region President VP of Sales VP of Digital Sales
2	7/2/2024	Participation in events or programs sponsored by educational institutions	On July 2, 2024, our SEU's Region President met with a student from Trinity University to discuss the day-to-day operations. Our On-Air personality and Account Executive spoke about their careers in radio and toured the studios for a "behind-the-scenes" look at broadcasting.	3	Region President On-Air Personality Account Executive
3	11/1/2024	Participation in events sponsored by organizations representing the community	On November 1, 2025, our SEU's Vice President of Sales and Vice President of Digital Sales participated in the American Advertising Federation National Student Advertising Conference & Competition. They discussed their career path and also discussed the life of selling for the media industry and how to begin a career in the advertising industry.	2	VP of Sales VP of Digital Sales
4	11/2/2024	Participation in Job Fairs	On November 2, 2024, Our SEU's Vice President of Sales participated in the American Advertising Federation Job Fair. He discussed careers in radio with interested attendees, accepted resumes, discussed employment opportunities, and distributed information about iHeartMedia.	1	VP of Sales
5	1/24/2025	Participation in events or programs sponsored by educational institutions	On January 25, 2025, our SEU's Region President, Vice President of Sales, and On-Air Personality hosted students from Missouri University. They discussed their career paths in broadcasting, how to break into the broadcasting industry, and career opportunities within.	3	Region President VP of Sales On-Air Personality

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6	2/25/2025	Participation in events or programs sponsored by educational institutions	On February 25, 2025, our SEU hosted a student from the University of Houston for a station tour for a “behind-the-scenes” look at broadcasting. Our SEU was represented by our Region President, Director of Promotions & Marketing, Promotions Director, and On-Air Talent. Our SEU participants had the opportunity to discuss the day-to-day operations, broadcasting careers and opportunities with iHeart Media.	4	Region President Director of Promotions & Marketing Promotions Director On-Air Talent
7	3/18/2025	Provision of training to management	On March 18, 2025, our SEU’s Region 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	Region President