

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 5-6, 8-17, 19-21, 23-26	8
Outside Account Executive	2-10, 12-19, 21-26	16
Morning Show Producer	2-10, 12-15, 19, 23-24, 26	8

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

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
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : info@amfmjobs.com Career Services	Y	0
3	Arizona Broadcasters Association Job Bank (ABA) (non-commission jobs only) n/a Arizona- 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : www.azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko	Y	0
4	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : www.asu.edu/career.com Career Services Manual Posting	N	0
5	Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : MBernard@azdes.gov Fax : 1-602-268-3594 Career Services	Y	0
6	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : http://www.phoenix.va.gov/ Email : jacqueline.zepp@va.gov Fax : 1-602-627-2804 Jacqueline Zepp	Y	0

KESZ, KFYL, KGME, KMXF, KNIX-FM, KOY, KYOT, KZZP**EEO PUBLIC FILE REPORT****June 1, 2024 - May 31, 2025****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
7	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Url : www.evit.com Email : adulted@evit.com Fax : 1-480-461-6749 Steve Grosz	Y	0
8	Employee Referral	N	14
9	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : jamie@focusemployment.com Fax : 1-480-967-7872 Karen Gardner	Y	0
10	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-252-8494 Url : www.wehelpwomen.com Email : info@fswf.org Fax : 1-602-257-9691 Career Services	N	0
11	Glassdoor - Not directly contacted by SEU	N	1
12	Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4449 Email : employerexperienceteam@goodwillaz.org Fax : 1-602-535-4358 Sue Hamilton	N	0
13	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : nalvarez@gphxul.org Fax : 1-602-253-7359 Natalie Alvarez	Y	0

KESZ, KFYI, KGME, KMXB, KNIX-FM, KOY, KYOT, KZZP**EEO PUBLIC FILE REPORT****June 1, 2024 - May 31, 2025****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
14	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
15	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	7
16	iHM Human Capital Acquisition	N	6
17	Indeed.com - Not directly contacted by SEU	N	5
18	Job/Career Fair - See Section III	N	1
19	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	25
20	Maricopa Community Colleges Career Network 1833 W. Southern Ave. Mesa, Arizona Url : www.maricopa.edu/careers Email : career@mesacc.edu Career Services	N	0
21	Non-Employee Referral	N	2
22	On-Air Announcement (One or More SEU Stations)	N	1
23	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe	Y	0

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

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
24	Turn a New Leaf 115 East Tonto Street Phoenix, Arizona 85004 Phone : 602-223-4333 Url : www.awee.org Email : ofabela@turnanewleaf.org O Fabela	Y	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	5
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

KESZ, KFYL, KGME, KMXF, KNIX-FM, KOY, KYOT, KZZP

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/23/2024	Participation in events or programs sponsored by educational institutions	On September 23, 2024, our SEU attended a job fair at Grand Canyon University. Our Vice President of Sales and our Account Executive spoke to the students who are studying broadcasting and radio. They spoke about the sales side of the radio and the music business. Additionally, they were able to have a Q&A session during a drum circle and the students' asked questions while they were playing together.	2	VP of Sales Outside Account Executive
2	9/26/2024	Participation in events sponsored by organizations representing the community	On September 26, 2024, our SEU hosted the Boys and Girls Club for a station tour. They were given a "behind the scenes" look at broadcast operations, discussed careers in radio, and were able to speak with our On-Air Talent and see what it is like to work in a radio studio. She spoke about her career path and held a Q&A with the group.	1	On-Air Talent
3	11/19/2024	Participation in Job Fairs	On November 19, 2024, our SEU's Vice President of Business Management and two Account Executives attended a job fair at Arizona State University. Our Team set up a booth and spoke with students about their goals and interest in radio. They also shared about opportunities within the company and in broadcasting in general.	3	VP of Business Management Account Executive Account Executive
4	12/7/2024	Participation in events sponsored by organizations representing the community	On December 7, 2024, our SEU hosted the Boys and Girls Club for a station tour as part of their Youth of The Year Event. The students received a "behind the scenes" view of our broadcast operations and had the opportunity to ask questions about careers in broadcasting. They also spoke to our DJ Announcer who shared about her career in broadcasting.	1	On-Air Talent

KESZ, KFYI, KGME, KMXB, KNIX-FM, KOY, KYOT, KZZP

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/1/2025	Establishment of an intern program designed to assist members of the community	From January 2025 to April 2025, our SEU hosted an intern from the Walter Cronkite School of Journalism. Our Region President worked with the intern across many stations within the market that was tailored towards his strategic communications degree. This included bi-weekly one-on-one meetings with our Market President and sessions with department heads, our Senior Vice President of Programming and Director of Promotions and Event Marketing, and shadow opportunities at live client meetings. He also met with our On-Air Talents to learn how they market themselves and use their own form of communication to grow their brand in a large market. Lastly, he shadowed our Account Executive to learn more about sales and the marketing roles at iHM. This student is planning on returning to the market for the Fall Semester of 2025.	4	Region President SVP of Programming Director of Promotions and Event Marketing Outside Account Executive
6	3/3/2025	Participation in Job Fairs	On March 3, 2025, our SEU's Vice President of Business Development was a speaker at the Internship Workshop at Arizona State University. He discussed his career path, how to break into the broadcasting industry, his role as Sales Manager at iHeart Media, and internship and employment opportunities in broadcasting and at iHM. He also conducted a brief Q&A session.	1	VP of Business Development
7	3/20/2025	Participation in Job Fairs	On March 20, 2025, our SEU's Senior Vice President of Sales and an Account Executive attended a job fair at Arizona State University. Our Team had a booth and spoke with the students. about career opportunities at iHeart Media and broadcasting in general. They talked about the sales side of the radio and the music business and shared what it means to work with the talent and also the impact iHeart Media has in the community.	2	SVP of Sales Account Executive

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP**EEO PUBLIC FILE REPORT****June 1, 2024 - May 31, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/7/2025	Participation in events or programs sponsored by educational institutions	On April 7, 2025, our SEU's Region President and our Vice President of Business Development hosted Grad Students from Grand Canyon University for a lunch and learn event. They guided students through our station facilities for a "behind the scenes" view of our broadcast operations. They discussed careers and employment opportunities in broadcasting and conducted a brief Q&A session where students had the opportunity to ask questions to several members of the SEU.	2	Region President VP of Business Development