

KCDA, KFOO-FM, KISC, KKZX, KQNT, KZFS  
EEO PUBLIC FILE REPORT  
June 1, 2024 - May 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	1-4, 6-9, 11	1
Outside Account Executive	1, 3-9, 11	1
Outside Account Executive	3-4, 6-11	10

**KCDA, KFOO-FM, KISC, KKZX, KQNT, KZFS****EEO PUBLIC FILE REPORT****June 1, 2024 - May 31, 2025****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>
1	Employee Referral	N	4
2	Gonzaga University 502 E. Boone Spokane, Washington 99202 Jenny Harvey Manual Posting	N	0
3	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
4	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
5	iHM Human Capital Acquisition	N	3
6	LDS Employment Resource Services 200 North Mullan Road-Suite 220 Spokane Valley, Washington 99206 Phone : 509-928-2534 Url : <a href="http://www.ldsjobs.org">www.ldsjobs.org</a> Email : <a href="mailto:wel-ec-spokane@ldschurch.org">wel-ec-spokane@ldschurch.org</a> Fax : 1-509-922-3556 Office Staff	N	0
7	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career%20Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	2

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<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>
8	Martin Luther King, Jr. Family Outreach Center 845 S. Sherman P.O. Box 40193 Spokane, Washington 99202 Phone : 509.455.8722 Fax : 1-509-455-3643 Joseph Klemz	N	0
9	Spokane Falls Community College Multicultural Student Svcs 3410 W. Ft. Wright Dr. Spokane, Washington 99204 Phone : 509.533.3546 Email : pama@spokanefalls.edu Fax : 1-509-533-3547 Pam Austin	Y	0
10	Unknown (source not adequately identified upon inquiry by SEU)	N	1
11	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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	<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	4/23/2025	Hosting of Job Fair	On April 23, 2025, our SEU hosted the WorkSource Career & Job Fair and co-sponsored with NonStop Local KHQ. In addition to procuring the venue and advertising the expo on-air, SEU participants also solicited other employers to participate. Our Market President, Senior Vice President of Programming, and Board Operator disseminated information on job opportunities, accepted resumes and spoke with attendees about careers in broadcasting and within iHeart Media.	3	Market President SVP of Programming Board Operator
2	5/8/2025	Participation in events or programs sponsored by educational institutions	On May 8, 2025, our SEU conducted a station tour for the Marketing and Entertainment 201 Class from Eastern Washington University. They received a “behind the scenes” view of our broadcast operations, learned about the creative process from the local team, and got insights into their wide range of media platforms. Additionally, our Market President, Senior Vice President of Programming, Board Operator, and two Outside Account Executives discussed career opportunities and held a Q&A for the participants. Our SEU set up three stations and groups of students were exposed to different aspects of the market by Sales/Marketing, Promotions/Event Fulfillment, and Programming.	4	Market President SVP of Programming Board Operator Outside Account Executive