

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOF
EEO PUBLIC FILE REPORT
August 1, 2024 - July 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, 11-15, 17-19, 21-22	15
Account Executive	1-2, 4-9, 11-14, 17-22	20
Account Executive	1-5, 7-14, 16-19, 21-22	14

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOJ

EEO PUBLIC FILE REPORT

August 1, 2024 - July 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	Asian American Journalist Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaaja.org Email : national@aaaja.org Fax : 1-415-346-6343 Albert Lee	N	0
2	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
3	Calif. State Univeristy - Chico 400 West First Street Chico, California 95929 Phone : 530-898-5253 Meagan Odom Manual Posting	N	0
4	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
5	California State University - Fresno 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	N	0
6	Central California Hispanic Chamber of Commerce 2331 Fresno St Fresno, California 93721 Phone : 559 495-4817 Email : info@cchcc.biz Fax : 1-559-495-4811 Lorena Martinez	N	0

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSO

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

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
7	Centro La Familia 2014 Tulare St #717 Fresno, California 93721 Fax : 1-559-237-2968 Career Services	N	0
8	Chicano Youth Center 50 North Calavares Fresno, California 93721 Phone : 559 497-8552 Email : chicanoyouthcenter@gmail.com Fax : 1-559-497-5527 Career Services	N	0
9	DeVry University 7575 N Fresno St Fresno, California 93720 Email : sstarcher@devry.edu Sharon Starcher	N	0
10	Employee Referral	N	1
11	Fresno City College 1101 East University Ave Fresno, California 93704 Phone : 559 486-0173 Email : martin.herb@fresnocitycollege.edu Fax : 1-559-264-1156 Career Services	N	0
12	Fresno County Economic Opportunities Comm 1920 Mariposa Mall Fresno, California 93721 Phone : 559 263-1100 Email : hroffice@fresnoeoc.org Fax : 1-559-263-1187 Career Services	N	0
13	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

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOJ

EEO PUBLIC FILE REPORT

August 1, 2024 - July 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	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	1
15	iHM Human Capital Acquisition	N	1
16	Indeed.com - Not directly contacted by SEU	N	1
17	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	0
18	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Email : careerservices@mjc.edu Fax : 1-209-575-6408 Career Services	N	0
19	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	1
21	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : WFCinterest@workforce-connection.com Fax : 1-559-230-4044 Isabel Rodriguez	N	0

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOJ

EEO PUBLIC FILE REPORT**August 1, 2024 - July 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
22	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:			5

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOJ

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/3/2024	Participation in events or programs sponsored by educational institutions	On August 3, 2024, our SEU participated in Fresno City College's Career Day. Our Community Area President, Account Executive, and On-Air Talent engaged with attendees by discussing careers in radio, promoting internship and job opportunities in broadcasting, and distributing station materials.	3	Community Area President On-Air Talent Account Executive
2	8/12/2024	Participation in events or programs sponsored by educational institutions	On August 12, 2024, our SEU participated in Fresno City College's Career Day. The Community Area President, Account Executive, and On-Air Talent represented iHeartMedia Fresno by engaging with attendees about careers in radio broadcasting. They shared information on internship and employment opportunities, distributed station materials, and provided a QR code linking directly to current job openings at iHeartMedia Fresno	3	Community Area President On-Air Talent Account Executive
3	10/9/2024	Participation in events or programs sponsored by educational institutions	On October 9, 2024, our SEU participated in Parlier High School's Career Day. The Community Area President, and our On-Air Talent's represented iHeartMedia Fresno by engaging with attendees about careers in radio broadcasting. They shared information on internship and employment opportunities, distributed station materials, and provided a QR code linking directly to current job openings at iHeartMedia Fresno	3	Community Area President On-Air Talent On-Air Talent

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOJ

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/14/2024	Participation in events or programs sponsored by educational institutions	On October 14, 2024, our SEU participated in Madera City College's Registration Event. Our Community Area President and On-Air Talent engaged with attendees by discussing careers in radio broadcasting and promoting internship and employment opportunities within the industry. Promotional items were distributed, and attendees were provided with a QR code linking to www.iHeartMedia.com/Careers , offering direct access to current job openings and resources to explore potential career paths in media.	2	Community Area President On-Air Talent
5	11/8/2024	Participation in Job Fairs	On November 8, 2024, our SEU participated in Workforce Connections Job Fair. The SEU promoted the job fair on the station website and on air. Our Promotions Director, Account Executive, and On-Air Talent spoke with attendees about working in broadcasting and career opportunities within the industry and with iHeart Media. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	3	Promotions Director Outside Account Executive On-Air Talent
6	1/13/2025	Participation in events or programs sponsored by educational institutions	On January 13, 2025, our SEU participated in Fresno City College's Career Day. Our Community Area President, Account Executive, and On-Air Talent engaged with attendees by discussing careers in radio, promoting internship and job opportunities in broadcasting, and distributing station materials.	3	Community Area President On-Air Talent Account Executive

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSOJ

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/21/2025	Participation in Job Fairs	On February 21, 2025, our SEU participated in the African American Initiative Job Fair at Fresno State University. Our Promotions Director and On-Air Talent spoke with attendees about working in broadcasting and career opportunities within the industry and with iHeart Media. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	2	Promotions Director On-Air Talent
8	3/5/2025	Participation in events or programs sponsored by educational institutions	On March 5, 2025, our SEU's On-Air Talent served as a guest speaker at Kings Canyon Middle School. He spoke with students about his personal career journey, shared insights into the day-to-day responsibilities of working in radio and highlighted the career opportunities available in the broadcasting industry.	1	On-Air Talent
9	4/5/2025	Participation in events sponsored by organizations representing the community	On April 5, 2025, our SEU participated in the Big Hat Days Street fair, engaging with attendees about careers in broadcasting and opportunities at iHeartMedia. They shared a QR code linking to our job openings, encouraging community members to learn more and apply. Participants included our Community Area President, Program Director, Account Executives, and our On-Air Talents.	4	Community Area President Program Director Account Executive On-Air Talent
10	4/9/2025	Participation in Job Fairs	On April 9, 2025, our SEU participated in Workforce Connections Job Fair. Our Promotions Director, Outside Account Executive, and On-Air Talent spoke with attendees about working in broadcasting and career opportunities within the industry and with iHeart Media. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	3	Promotions Director On-Air Talent Outside Account Executive

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSO

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	6/9/2025	Participation in events or programs sponsored by educational institutions	On June 9, 2025, our SEU's On-Air Talents. participated in Madera Unified School Districts Career Day. Our On-Air Talents represent iHeartMedia Fresno by engaging with attendees about careers in radio broadcasting. They shared information on internship and employment opportunities, distributed station materials, and provided a QR code linking directly to current job openings at iHeartMedia Fresno	2	On-Air Talent On-Air Talent
12	7/15/2025	Provision of training to management	On July 15, 2025, our SEU's Senior Vice President of Programming 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 Programming