

**KBEB, KFBK, KFBK-FM, KHYL, KYRV, KZIS, KSTE**  
**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

| <b>Job Title</b>          | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---------------------------|--|-------------------------------|
| Outside Account Executive | 1-2, 4-9, 11-14  | 4                             |
| Executive Producer        | 1-8, 11-15   | 4                             |
| Producer                  | 1-8, 10-12, 14-15  | 10                            |

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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> |
|------------------|--|--|---|
| 1                | American River College<br>4700 College Oak Drive<br>Sacramento, California 95841<br>Email : CareerInfo@arc.losrios.edu<br>Career Services  | N  | 0   |
| 2                | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a><br>Joe Berry<br>Manual Posting   | N  | 0   |
| 3                | California State University, Sacramento<br>6000 J Street<br>Sacramento, California 95819<br>Phone : 916-278-6231<br>Url : <a href="https://www.csus.edu/student-life/career-center/">https://www.csus.edu/student-life/career-center/</a><br>Career Services<br>Manual Posting | N  | 0   |
| 4                | Employee Referral  | N  | 6   |
| 5                | Folsom Lake College<br>10 College Parkway<br>Folsom, California 95630<br>Email : flc-careertransfer@flc.losrios.edu<br>Career Services   | N  | 0   |
| 6                | Greater Sacramento Urban League<br>3725 Marysville Blvd<br>Sacramento, California 95838<br>Phone : 916-286-8623<br>Url : <a href="http://www.gsul.org">http://www.gsul.org</a><br>Email : media@gsul.org<br>Fax : 1-916-614-9001<br>Erica Cardenas                             | N  | 0   |
| 7                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting                              | N  | 0   |

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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                | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 0   |
| 9                | iHM Human Capital Acquisition   | N  | 1   |
| 10               | Internal Transfer/Promotion   | N  | 1   |
| 11               | LinkedIn – automatically posted from<br>iHeartMediaCareers.com<br>1000 W Maude Ave<br>Sunnyvale, California 94085<br>Phone : 650-687-3600<br>Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a><br>Career Services<br>Manual Posting | N  | 0   |
| 12               | Los Rios Community College District<br>8401 Center Parkway<br>Sacramento, California<br>Phone : 9166917343<br>Url : <a href="http://www.losrios.edu">www.losrios.edu</a><br>Cameron Whitfield<br>Manual Posting   | N  | 0   |
| 13               | Society of Broadcast Engineers<br>9102 N Meridian Street Suite 150<br>Indianapolis, Indiana 46260<br>Phone : 317-486-9000<br>Url : <a href="http://www.sbe.org">www.sbe.org</a><br>Scott Jones  | N  | 0   |
| 14               | University of California Davis<br>One Shield Avenue<br>Davis, California 95616<br>Phone : 530-752-6659<br>Email : <a href="mailto:careerrecruiting@ucdavis.edu">careerrecruiting@ucdavis.edu</a><br>Fax : 1-916-752-0411<br>Job Coordinator   | Y  | 0   |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|---|--|---|
| 15   | www.mediagignow.com<br>550 W. Jackson Blvd Suite 200<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>8</b>  |

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**III. RECRUITMENT INITIATIVES**

|   | <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 | 4/9/2025    | Participation in Job Fairs  | On April 9, 2025, our SEU's Director of Marketing and Activation, and Promotion Events Support Staff attended the American River College Spring Career Fair. They connected with job seekers and spoke to potential future employees while sharing about job opportunities in broadcasting and radio and career opportunities with iHeart Media, specifically Social Media and Promotional positions, and Sales Associates.   | 3                                   | Director of Marketing & Activation<br>Promotion Events Support<br>Promotion Events Support |
| 2 | 4/30/2025   | Participation in events or programs sponsored by educational institutions     | On April 30, 2025, our SEU's Director of Marketing and Activation hosted a River College student for an in-person job shadow. The student gained firsthand experience in the broadcasting industry, learning about daily responsibilities and the role of a director. The visit included a behind-the-scenes tour of the studio, along with discussions about careers in radio and employment opportunities within iHeartMedia.   | 1                                   | Director of Marketing & Activation   |
| 3 | 5/8/2025    | Participation in Job Fairs  | On May 8, 2025, our SEU's Director of Marketing and Activation and Vice President of Sales attended the Montgomery County Fall Job Fair at the Dayton Convention Center. They engaged with job seekers, shared information about career opportunities in broadcasting and radio, and discussed available positions with iHeartMedia.  | 2                                   | Director of Marketing & Activation<br>VP of Sales  |
| 4 | 5/15/2025   | Participation in events sponsored by organizations representing the community | On May 15, 2025, our SEU welcomed students from Options Supported Living Services (SLS) and Compass Cares. The visit included a guided tour of iHeartMedia Sacramento, where students heard from our Traffic Reporter and Director of Marketing & Activation. They shared their professional journeys, discussed essential broadcasting skills, and highlighted career paths in media, offering the participants a firsthand look at opportunities in the broadcast industry. | 2                                   | Director of Marketing & Activation<br>Traffic Reporter                                     |

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## III. RECRUITMENT INITIATIVES

|   | Date      | Type of Recruitment Initiative (Menu Selection)                               | Brief Description Of Activity  | No. of Stations Participants | Participant Title   |
|---|-----------|---|--|------------------------------|---|
| 5 | 7/10/2025 | Provision of training to management   | On July 10, 2025, our SEU's Director of Marketing & Activation 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                            | Director of Marketing & Activation  |
| 6 | 7/16/2025 | Participation in events sponsored by organizations representing the community | On July 16, 2025, our SEU hosted a station tour for adults from Person-Centered Services, an organization dedicated to supporting individuals with disabilities. Participants were given a behind-the-scenes look at the studio, collaborated with staff to produce a commercial radio spot, and took part in a Q&A session. The tour provided a hands-on experience in the broadcasting field. SEU team members—including the Director of Marketing and Activation, On-Air Talent, Promotion Events Support, and Director of Digital and News Content—shared insights into their roles and discussed career opportunities in radio. | 4                            | Director of Marketing & Activation<br>On-Air Talent<br>Promotion Events Support<br>Director of Digital and News Content |
| 7 | 7/17/2025 | Participation in Job Fairs  | On July 17, 2025, our SEU's Director of Marketing and Activation and Vice President of Sales attended the Sacramento Job Fair at Holiday Inn Express & Suites. They engaged with job seekers, shared information about career opportunities in broadcasting and radio, and discussed available positions with iHeartMedia.   | 2                            | Director of Marketing & Activation<br>VP of Sales   |
| 8 | 7/21/2025 | Provision of training to management   | On July 21, 2025, our SEU's Vice President of 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                            | VP of Sales   |

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|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>   | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>           |
|---|-------------|--|--|---|------------------------------------|
| 9 | 7/23/2025   | Participation in Job Fairs                                     | On July 23, 2025, our SEU's Director of Marketing and Activation represented iHeartMedia at the LGBTQIA+ Job Fair. He engaged with attendees by discussing career paths in radio and highlighting employment opportunities at iHeartMedia Promotional items were distributed, and participants were provided with a QR code linking to? <a href="http://www.iHeartMedia.com/Careers?to">www.iHeartMedia.com/Careers?to</a> explore current openings. | 1   | Director of Marketing & Activation |