

**KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2024 - September 30, 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") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Program Director - WHO-AM/Des Moines	1-25	24

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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	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
2	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : <a href="http://www.collegecentral.com/bvu">http://www.collegecentral.com/bvu</a> Email : career@bvui.edu Lisa Taylor	N	0
3	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : <a href="https://go.dmac.edu">https://go.dmac.edu</a> Sara Moore Manual Posting	N	0
4	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	N	0
5	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0
6	Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : <a href="http://www.gvc.edu/">http://www.gvc.edu/</a> unknown unknown Manual Posting	N	0

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7	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
8	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	1
9	iHM Human Capital Acquisition	N	2
10	Internal Candidate	N	1
11	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : <a href="mailto:info@iowabroadcasters.com">info@iowabroadcasters.com</a> Gail Summerville	Y	0
12	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : <a href="mailto:andrea.mann@iwd.iowa.gov">andrea.mann@iwd.iowa.gov</a> Andrea Mann	Y	0
13	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : <a href="http://www.goicdm.org/">http://www.goicdm.org/</a> Email : <a href="mailto:pspikeyone@gmail.com">pspikeyone@gmail.com</a> Career Services	N	0
14	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : <a href="mailto:lfl@drake.edu">lfl@drake.edu</a> Thalia Anguiano  Prong 2 Ended Date: 11/18/2024	N	0

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15	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0
16	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	1
17	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplascencia@aol.com Ila Plascencia	N	0
18	Northwestern University 620 Lincoln Evanston, Illinois 60208 Phone : 847-491-5785 Url : <a href="http://www.northwestern.edu">http://www.northwestern.edu</a> Diane Siekmann Manual Posting	N	0
19	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
20	Southern Illinois University 1263 Lincoln Dr. Carbondale, Illinois Career Services Manual Posting	N	0

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21	University of Illinois - Urbana-Champaign 715 S Wright St Champaign, Illinois Career Services Manual Posting	N	0
22	University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota Phone : 612-624-7577 Career Services Manual Posting	N	0
23	University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : <a href="http://www.journalism.missouri.edu/careers">http://www.journalism.missouri.edu/careers</a> Career Services Manual Posting	N	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	1
25	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</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	6/18/2025	Participation in events sponsored by organizations representing the community	On June 18, 2025, our SEU's Market President, in collaboration with our Farm Director/On-Air Talent, hosted a community-focused event in partnership with the local Newton FFA (Future Farmers of America) chapter. The event was designed to promote and celebrate local farm broadcasting. it featured seminars on the future of farming and broadcasting, career pathing for youth, and a Q&A session that offered participants the opportunity to interact directly with our SEU professionals, ask questions, and gain a deeper understanding of the career opportunities available in these fields.	2	Market President Farm Director/On-Air Talent
2	7/11/2025	Participation in events or programs sponsored by educational institutions	On July 11, 2025, our SEU's Market President hosted a station tour for two students from Panama High School. The students received a behind-the-scenes look at our broadcast facilities and operations, gaining insight into the day-to-day workings of a media station. Our SEU discussed career opportunities in broadcasting and employment paths within iHeartMedia. . The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	1	Market President
3	8/18/2025	Participation in events sponsored by organizations representing the community	On August 18, 2025, the SEU hosted a station tour for community members who were also invited to participate in a local blood drive. As part of the event, the Market President and Promotions Director provided attendees with a behind-the-scenes look at the station's broadcast operations. The tour included interactive discussions about career opportunities in broadcasting, including roles in sales, on-air talent, street team promotions, and board operations.	2	Market President Promotions Director

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4	9/9/2025	Hosting of Job Fair	<p>On September 9, 2025, our SEU sponsored and hosted a Job Fair open to the public to promote employment opportunities in the broadcasting and media industry. The event was promoted on-air and featured participation from additional employers, including Group C Digital and Next Step Advertising.</p> <p>Attendees had the opportunity to engage directly with our Market President, Senior Vice President of Programming, Broadcast Program Director, and our Farm Director/On-Air Talent. These representatives shared detailed information about careers at iHeartMedia, highlighting roles in Sales, Programming, News, Board Operation, and other general broadcasting opportunities. Station representatives also provided guidance on how to apply for positions online and distributed informational materials about the station and available career paths.</p>	4	<p>Market President</p> <p>Farm Director/On-Air Talent</p> <p>SVP of Programming</p> <p>Broadcast Program Director</p>