

**KATZ, KATZ-FM, KLOU, KSD, KSLZ, KTLK-FM**  
**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

**KATZ, KATZ-FM, KLOU, KSD, KSLZ, KTLK-FM****EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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	11/1/2024	Establishment of a mentoring program	Beginning November 1, 2024, through January 31, 2025, our SEU's the Market President mentored the Senior Vice President of Sales to prepare her for promotion to Market President of iHeart St. Louis. The mentorship program emphasized advanced leadership development, team coaching, talent contract writing, profit and loss spreadsheet management, programming ratings education, and comprehensive market operations. Training was delivered through weekly meetings, community networking, project assignments, job shadowing, and situational role play. The initiative aimed to expand the mentee's skill set beyond her current responsibilities and support a smooth transition into the Market President role, fostering long-term career growth within iHeartMedia.	2	Market President SVP of Sales
2	2/1/2025	Establishment of a mentoring program	From February 1 through September 30, 2025, the Market President mentored our Vice President of Sales to prepare her for advancement into the Senior Vice President of Sales role, with the promotion date to be determined. The mentorship focused on strategic development in sales budget and expense planning, Media Monitors monthly share revenue reporting, community networking, and HR-related employee problem solving. The program included weekly meetings and additional support as needed through training modules, job shadowing, and role play exercises. A key emphasis was placed on identifying and acting upon multi-market sales opportunities, a critical competency for senior sales leadership. This mentorship not only maximized the candidate's career development potential but also strengthened relationships with iHeart leadership, including the Division President, Market President, and local staff.	2	Market President VP of Sales

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	5/5/2025	Establishment of an intern program designed to assist members of the community	Beginning May 5, 2025 to present, our Program Director initiated a mentorship program with a student from Legacy Jackson High School who is pursuing a career in radio and journalism. The student participated in monthly two-hour sessions focused on exploring career opportunities in broadcasting. Topics included On-Air Personality, Production, Sales, Engineering, Executive roles, and podcasting. As part of the mentorship, the Program Director, Legacy Jackson, and the student are collaborating to develop a podcast titled Youth POV (Point-of-View). This hands-on experience provided the intern with foundational broadcasting skills and insight into the collaboration and creativity required for success in the industry.	1	Program Director
4	9/12/2025	Participation in events sponsored by organizations representing the community	<p>On September 12, 2025, our SEU welcomed students from the Met Day Treatment Center for a behind-the-scenes tour of our broadcast operations. The visit was designed to introduce at-risk youth to career opportunities in the broadcasting industry and inspire them to envision brighter futures.</p> <p>The Program Director led a two-hour session that explored various roles within broadcasting, including On-Air Personality, Production, Sales, Engineering, Executive positions, and Promotions. Students were given a unique opportunity to go live on-air with the Program Director, where they introduced songs and experienced the excitement of radio firsthand.</p> <p>The visit concluded with a Q&amp;A session, allowing students to engage directly with industry professionals, ask questions, and gain deeper insights into the field. Collaboration and creativity required for success in the industry.</p>	1	Program Director

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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>
5	9/24/2025	Participation in events or programs sponsored by educational institutions	<p>The SEU's Program Director participated in a classroom career day with Media Class students at Lutheran North High School. The two-hour session focused on exploring career opportunities in broadcasting. The Program Director shared his personal career journey and current role at iHeartMedia. He introduced students to various industry positions including On-Air Personality, Production, Sales, Engineering, Executive roles, and Promotions.</p> <p>Students are currently working on a podcast project titled "Is a Hot Dog a Sandwich?" and received expert guidance on key broadcasting concepts such as understanding demographics, maintaining audience attention span, and effectively delivering their message. The session provided students with valuable insights into the broadcasting field and helped them apply professional techniques to their classroom project.</p>	1	Program Director
6	9/29/2025	Provision of training to management	On September 29, 2025, our SEU's Market President took the Becoming Conscious of Unconscious Bias training course provided by iHeartMedia Learning Center. The course explores how subtle, unintentional biases can impact workplace culture and provides tools to recognize and address them.	1	Market President