

KDNN, KHVH, KIKI, KSSK, KSSK-FM, KUBT, KUCD
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
Outside Account Executive	1-11	2

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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	Chaminade University 3140 Waialae Ave Honolulu, Hawaii 96816 Email : advising@chaminade.edu Career Services	N	0
2	Employee Referral	N	1
3	Hawaii Association of Broadcasters, Inc. PO Box 61562 Honolulu, Hawaii 96839 Phone : 808-599-1455 Email : Jamie@HawaiiBroadcasters.com Jamie Hartnett	N	0
4	Honolulu Community College 874 Dillingham Blvd. Building 7-320 Honolulu, Hawaii 96817 Phone : 808-845-9204 Email : honcs@hawaii.edu Career Services	N	0
5	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
6	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	0
7	Indeed.com - Not directly contacted by SEU	N	2
8	Kapiolani Community College 4303 Diamond Head Road Office of Student Activities Honolulu, Hawaii 96816 Phone : 808-734-9456 Email : kapcchr@hawaii.edu Career Services	N	0

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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
9	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	4
10	On-Air Announcement (One or More SEU Stations)	N	1
11	www.mediagignow.com 625 West Adams St. Suite 20-110 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:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/8/2024	Participation in events or programs sponsored by educational institutions	On October 8, 2024, our SEU's Senior Vice President of Sales served as a guest speaker for a Management 400 Level class at Hawaii Pacific University. He shared his personal career path in broadcasting, discussed how to enter the industry, outlined educational requirements, and conducted a Q&A session with students.	1	SVP of Sales
2	10/21/2024	Participation in events or programs sponsored by educational institutions	On October 21, 2024, our SEU's Promotion Director hosted students from the Honolulu Community College Mele Program for a station tour. He guided the students through our station facilities for a "behind-the-scenes" look at broadcast operations, discussed careers in radio and spoke about employment opportunities in broadcasting and at iHeart Media. Our SEU handed out station information and held a Q&A for the students.	1	Promotions Director
3	10/22/2024	Participation in events or programs sponsored by educational institutions	On October 22, 2024, our SEU hosted students from the Honolulu Community College Mele Program for a guided tour of the broadcast studios. The Promotions Director and Programming Director led the event, providing insight into various roles within the broadcasting industry. They discussed career pathways, entry-level opportunities, and the benefits of working in broadcasting.	2	Programming Director Promotions Director
4	11/11/2024	Participation in events or programs sponsored by educational institutions	On November 11, 2024, our SEU's Market President gave a presentation to the Media Sales Class at Norfolk State University. He discussed career opportunities as a full-time outside sales representative and highlighted various sales roles available at iHeart Media, including those focused on audio and digital platforms. The session concluded with a Q&A with the students.	1	Market President

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5	2/25/2025	Participation in events or programs sponsored by educational institutions	On February 25, 2025, The SEU's Market President served as a guest speaker for Norfolk University's online Radio Advertising and Marketing class. He spoke to students located in Virginia virtually from Hawaii, covering the role of radio in today's advertising landscape and how iHeart Media is leading in both audio and digital platforms. He also discussed career opportunities in broadcasting and advertising, along with the skills needed to succeed in the industry, and concluded with a Q&A session.	1	Market President
6	3/15/2025	Participation in Job Fairs	On March 15, 2025, the SEU participated in the American Job Center's Spring Job Fair. The Senior Vice President of Sales and an Outside Account Executive engaged with attendees to discuss careers in radio, accepted resumes, and promoted employment opportunities—specifically outside sales positions. The job fair was advertised on-air, and station information was distributed to participants.	2	SVP of Sales Outside Account Executive
7	3/24/2025	Participation in Job Fairs	On March 24, 2025, the SEU's Senior Vice President of Sales participated in the Hawaii Association of Broadcasters Virtual Job Fair. He engaged with attendees to discuss careers in radio and promoted employment opportunities—specifically outside sales positions. To support the event, the SEU ran a Run of Schedule (ROS) campaign to drive awareness, and candidates were able to submit their resumes through the virtual platform.	1	SVP of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/1/2025	Participation in Job Fairs	On April 1, 2025, the SEU participated in the American Job Center's Spring Job Fair. The Senior Vice President of Sales, Outside Account Executive, and On-Air Talent engaged with attendees to discuss careers in radio, accepted resumes, and promoted employment opportunities—specifically outside sales positions. The SEU also advertised the job fair on-air and distributed station information to participants.	3	SVP of Sales Outside Account Executive On-Air Talent
9	4/14/2025	Participation in events or programs sponsored by educational institutions	On April 14, 2025, the SEU was invited to present to a Business Persuasion class at Hawaii Pacific University. The Market President spoke about business communication and shared insights into career opportunities in outside sales and other roles within iHeart Media. The presentation was tailored to business students and aimed to connect academic concepts with real-world applications in the broadcast industry.	1	Market President
10	5/2/2025	Participation in events or programs sponsored by educational institutions	On May 2, 2025, the SEU's Promotions Director attended the Moanalua Middle School College and Career Fair Day. He spoke with students about his personal career path, the educational requirements for entering the broadcasting industry, and the various job opportunities available in radio. He also highlighted iHeart Media as a viable career option for the future.	1	Promotions Director

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11	6/26/2025	Participation in events or programs sponsored by educational institutions	On June 26, 2025, our Market President was invited to speak at Kapiolani Community College about leadership and overcoming obstacles. He used this opportunity to frame these lessons within the context of working at iHeartMedia, emphasizing how success in sales and client relationships often involves overcoming challenges and creating opportunities in every meeting. He also shared his personal career path, described his role at iHeartMedia, and highlighted the benefits of working for the company and the career opportunities currently available in the broadcast industry. The session concluded with a Q&A segment, allowing students to engage directly and gain further insight into the industry.	1	Market President
12	6/30/2025	Participation in Job Fairs	From June 30, 2025 – July 4, 2025, our SEU's Senior Vice President of Sales and Outside Account Executive participated in the Hawaii Association of Broadcasters Virtual Job Fair. They engaged with attendees by discussing career paths in radio and highlighting current employment opportunities at iHeartMedia, specifically for the Outside Account Executive position. To support the event and increase visibility, our SEU ran a robust ROS (Run of Schedule) campaign across our stations. Interested candidates were encouraged to submit their resumes for consideration.	2	SVP of Sales Outside Account Executive