

KJKJ, KKXL, KKXL-FM, KQHT, KSNR
EEO PUBLIC FILE REPORT
December 1, 2024 - November 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
Account Executive	1-8	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	1
2	Handshake (job dissemination tool facilitating postings to multiple colleges and universities)	N	1
3	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
4	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
5	Indeed.com - Not directly contacted by SEU	N	2
6	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
7	Non-Employee Referral	N	1
8	Unknown (source not adequately identified upon inquiry by SEU)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/12/2025	Participation in events sponsored by organizations representing the community	On February 12, 2025, our SEU welcomed students from Pembina High School for an immersive educational experience focused on careers in broadcasting. The visit included a comprehensive tour of our facility, where students explored both live and remote studios, visited the engineering area, and learned about general radio operations. Led by our On-Air Talent and Board Operator, the students had the opportunity to shadow our participating staff members, observe live production, and engage in hands-on activities such as script creation. This initiative provided valuable insight into the broadcasting industry and highlighted potential career paths within radio.	2	On-Air Talent Board Operator
2	8/27/2025	Co Sponsoring Job Fair	On August 27, 2025, our SEU co-sponsored the University of North Dakota's annual Involvement Expo, a career fair designed to welcome students back to campus and connect them with local opportunities. Leading up to the event, we promoted the expo on-air, through our station website, and across social media platforms, while also inviting other employers to participate. During the event, our Vice President of Public Affairs and On-Air Talents engaged with attendees to share information about careers at iHeartMedia and general opportunities in broadcasting. They distributed station materials and helped guide students toward potential career paths in the media industry.	3	VP of Public Affairs On-Air Talent On-Air Talent
3	9/11/2025	Provision of training to management	On September 11, 2025, our SEU's Market President 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	Market President