

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK
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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KDWB-FM, KEEY-FM, KFXN-FM, KQQL, KTCZ-FM, KTLK**EEO PUBLIC FILE REPORT****December 1, 2024 - November 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/17/2025	Participation in events or programs sponsored by educational institutions	On April 17, 2025, our SEU hosted Coon Rapids High School's "America Through Multimedia" classes for a behind-the-scenes tour of the iHeart studios. The group, primarily juniors and seniors interested in radio and music, learned about the origin and evolution of popular music on the radio. The tour was led by our Program Director, Regional Engineer, and Executive Assistant, and included on-air participation with KFAN and KOOL 108's On-Air Talent. A presentation about iHeart was held in the Performance Room, followed by a Q&A session with KDWB's On-Air Talent, where students received prizes and swag.	4	Program Director Regional Engineer Executive Assistant On-Air Talent
2	7/17/2025	Participation in events sponsored by organizations representing the community	On July 17, 2025, our SEU hosted the Pavek Museum Podcast Summer Camp, led by the KFAN Program Director, Region President, Executive Assistant, and our On-Air Talent. During the visit, the team discussed career opportunities in broadcasting, both broadly and within iHeartMedia. Students received a behind-the-scenes tour of our broadcast operations, explored each studio, and spent time with our On-Air Talent. They also created their own podcast with the Program Director and participated in a Q&A session, receiving station information throughout the experience.	4	Program Director Region President Executive Assistant DJ-Announcer

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3	9/15/2025	Participation in Job Fairs	On September 15, 2025, our SEU's Director, Marketing and Partnerships, Executive Assistant, and Promotion Events Support participated in the 2025 Sports Internship & Career Fair. They engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia. This event served as a valuable opportunity for students aspiring to work in the sports industry to connect with various teams and sports-related organizations, while also learning more about internships and career paths in media and broadcasting.	4	Director, Marketing and Partnerships Executive Assistant Promotion Events Support Promotion Events Support

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/1/2025	Establishment of an intern program designed to assist members of the community	Beginning October 1, 2025, to the present, our SEU partnered with the Minnesota Broadcasters Association Internship Program, hosting an intern from the University of St. Thomas through the NCSA PEP Program. This initiative provides students with direct exposure to the daily operations of a radio station and supports career development in broadcasting. As an active member station, our SEU recruits and hires interns who are passionate about media careers. The intern dedicated three days each week to immersive learning in Programming and Promotions under the guidance of our Program Director. His responsibilities included assisting producers and control board operators, editing audio and podcasts to build technical proficiency, recording updates that aired on KFAN, and contributing to station events and Vikings Radio Network broadcasts. He also gathered audio during Minnesota Wild and Minnesota Timberwolves Media Days. In support of the Promotions Department, he contributed to social media content, prize fulfillment, live video stream broadcasts, and station events. Through this experience, he developed a comprehensive understanding of both programming and promotional operations, equipping him with valuable skills for future opportunities in the media industry.	1	Program Director
5	11/13/2025	Provision of training to management	On November 13, 2025, our SEU's Vice President of Sales 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	VP of Sales