

KBCO, KDFD, KDHT, KHOW, KOA, KRFX, KTCL, KWBL
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.			

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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	6/25/2025	Participation in events sponsored by organizations representing the community	On Friday, June 27, 2025, our Region Senior Vice President of Sales, hosted students from The Pearl Church's School of Discipleship to tour the iHeart offices and studios where they had a chance to meet industry professionals including our Program Director, Market President, and On-Air Talent. KBCO's Afternoon Drive Personality hosted a Q&A with the students during the tour. During the visit, the students gained valuable insights into the day-to-day operations of iHeart, learning about the unique roles and career paths of each individual. This experience was particularly motivating for the students, helping them understand the diverse career opportunities within the industry that still align with their passion for music. It was a great opportunity to see first-hand how the business runs and how these experts have shaped their careers.	1	Regional VP of Programming
2	7/16/2025	Participation in events or programs sponsored by educational institutions	On July 16, 2025, our SEU's On-Air Talent for KOA Sports and Denver Broncos Play-by-Play hosted a student from Cherry Creek High School for a behind-the-scenes tour of the studio. The student observed the production and broadcast of the show and engaged with producers and on-air talent, asking questions about sports, media, and pathways to becoming a Sports Commentator. iHeartMedia Denver sponsors "A Day in the Life of On-Air Talent" to raise public awareness of careers in radio.	1	On-Air Talent

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3	8/20/2025	Participation in events or programs sponsored by educational institutions	On August 20, 2025, our SEU's On-Air Talent for KOA Sports and Denver Broncos Play-by-Play hosted a student from Colorado University for a behind-the-scenes tour of the studio. The student observed the production and broadcast of the show and engaged with producers and on-air talent, asking questions about sports, media, and pathways to becoming a Sports Commentator. iHeartMedia Denver sponsors "A Day in the Life of On-Air Talent" to raise public awareness of careers in radio.	1	On-Air Talent
4	8/21/2025	Participation in events sponsored by organizations representing the community	On August 21, 2025, the SEU's On-Air Talent participated in the Women in Business Conference. As an on-air personality for The Bull, she spoke with attendees about her career in both radio and television, sharing how she got her start and how broadcasting has enabled her to make a positive impact in the community through charitable involvement. She also highlighted opportunities available at iHeartMedia and discussed how the industry supports meaningful engagement and career growth.	1	On-Air Talent
5	10/23/2025	Participation in events sponsored by organizations representing the community	On October 23, 2025, our SEU's Region Senior Vice President of Sales spoke on a panel entitled Myths and Truths of Radio Sales at the 2025 College Broadcasters Inc. Media Convention. This panel discussion focused on the sales industry in the broadcast market and was attended by students and other participants who had the opportunity for Q&A at the end of the session.	1	Region Senior VP of Sales

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6	10/23/2025	Participation in events sponsored by organizations representing the community	On October 23, 2025, our SEU's Sports Anchor spoke on a panel entitled Building a Sports Broadcasting Career at the 2025 College Broadcasters Inc. Media Convention. This panel discussion focused on the Sports Broadcasting on the radio and was attended by students and other participants who had the opportunity for Q&A at the end of the session.	1	Sports Anchor
7	10/23/2025	Participation in events sponsored by organizations representing the community	On October 23, 2025, the SEU's Program Director spoke on a panel titled How to have Success in Sports Talk Radio at the 2025 College Broadcasters Inc. Media Convention. During his portion of the panel, he discussed his personal journey in radio, his current role at iHeartMedia, and emphasized the importance of networking and resume-building for aspiring professionals. The session was interactive, and students along with other participants had the opportunity to engage in a Q&A following the discussion.	1	Program Director
8	10/24/2025	Participation in Job Fairs	On October 24, 2025, our SEU's Region Senior Vice President of Sales participated in College Broadcast Inc Career fair. She engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	Region Senior VP of Sales