

KBMR, KFYZ, KQDY, KSSS, KXMR, KYYY**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
Outside Account Executive	1-14	8

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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	Bismarck State College 1500 Edwards Avenue Bismarck, North Dakota 58501 Phone : 701-224-5400 Url : www.bismarckstate.edu Career Services Manual Posting	N	0
2	Dickinson State University 291 Campus Drive Dickinson, North Dakota 58601 Email : dsu.communications@dickinsonstate.edu Career Services	N	0
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	1
5	iHM Human Capital Acquisition	N	1
6	Indeed.com - Not directly contacted by SEU	N	3
7	Job Service ND 1601 E Century Ave Bismarck, North Dakota 58503 Phone : 701-328-5039 Url : www.ndjobservice.com Email : tmildenb@nd.gov Fax : 1-701-328-2728 Terry Mildenberg	N	0

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8	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	1
9	Minot State University 500 University Avenue Minot, North Dakota 58703 College Recruiter Manual Posting	N	0
10	North Dakota State University 1301 12th Avenue Fargo, North Dakota 58102 College Recruiter Manual Posting	N	0
11	United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Phone : 701-255-3285 Url : www.uttc.edu Email : soconnell@uttc.edu Fax : 1-701-530-0640 Suzan O'Connell	N	0
12	University of Mary 7500 University Drive Bismarck, North Dakota 58504 Phone : 701-355-8030 Url : www.umary.edu Email : dflade@umary.edu Fax : 1-701-255-7687 Diane Fladeland	N	0
13	University of North Dakota 264 Centennial Drive Stop 8193 Grand Forks, North Dakota 58202 College Recruiter Manual Posting	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
14	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:			6

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/27/2025	Participation in events or programs sponsored by educational institutions	On February 27, 2025, our SEU's Vice President of Sales, Broadcast Program Director/On-Air Talent, and Regional Engineer hosted Standing Rock School's communication class for a behind-the-scenes station tour. The Vice President of Sales shared the history of our stations and described various roles within the organization. The Regional Engineer explained the differences between AM and FM signals and the technical side of broadcasting. Students toured individual studios, observed live broadcasts, learned about radio operations, and explored career opportunities in broadcasting. The visit provided a hands-on, educational experience that highlighted both the creative and technical aspects of the industry.	3	VP of Sales Broadcast Program Director & On-Air Talent Regional Engineer
2	3/18/2025	Participation in Job Fairs	On March 18, 2025, our SEU's Vice President of Sales, Outside Account Executive, and Broadcast Program Director/On-Air Talent participated in the Bismarck State College and United Tribes Technical College Career Fair. Station representatives spoke with attendees about careers in radio, accepted resumes, and discussed employment opportunities with a focus on the Account Executive role. Promotional items were distributed, and participants received a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	3	VP of Sales Broadcast Program Director/On-Air Talent Outside Account Executive

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3	10/14/2025	Participation in Job Fairs	On October 14, 2025, our SEU's Vice President of Sales, Outside Account Executive, and Broadcast Program Director/On-Air Talent participated in the Bismarck State College Fall Career Fair. Station representatives spoke with attendees about careers in radio, accepted resumes, and discussed employment opportunities with a focus on the Account Executive role. Promotional items were distributed, and participants received a QR code linking to www.iHeartMedia.com/Careers to explore current openings	3	VP of Sales Outside Account Executive Broadcast Program Director/On-Air Talent
4	10/15/2025	Participation in events or programs sponsored by educational institutions	On October 15, 2025, our SEU's Vice President of Sales and Broadcast Program Director/On-Air Talent hosted students from Mandan High School's Peer2Peer group for a behind-the-scenes station tour. The students had the opportunity to shadow the Broadcast Program Director/On-Air Talent, gaining firsthand experience of a typical day in radio and learning about the responsibilities of being on-air. As part of the visit, students were featured in a live interview on Rock 101. The team discussed careers in broadcasting, employment opportunities at iHeartMedia, and provided station materials. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	3	VP of Sales Broadcast Program Director/On-Air Talent
5	11/5/2025	Participation in Job Fairs	On November 5, 2025, our SEU's Vice President of Sales participated in the Workforce Wednesday Job Fair. He engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings	1	VP of Sales

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6	11/10/2025	Participation in events sponsored by organizations representing the community	On November 10, 2025, a student from Legacy High School participated in an in-person job shadow experience. The student gained firsthand exposure to a day in the life of a broadcasting professional, learning about the responsibilities of a Broadcast Program Director. The visit included a behind-the-scenes look at broadcast operations and guidance through the daily tasks involved in managing a radio station. Additionally, the student received insights into the educational path and skills required to pursue a full-time career in the broadcasting industry.	1	Program Director
7	11/24/2025	Participation in events sponsored by organizations representing the community	On November 24, 2025, a student from Legacy High School shadowed the SEU's Broadcast Program Director at Rock 101 as part of a school project focused on career exploration. The student spent the day learning about the broadcasting industry, including job duties, responsibilities, and the daily operations involved in managing a radio station. This hands-on experience provided valuable insight into a potential future career in media.	1	Program Director