

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

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 Sales Account Executive	1, 3-4, 7-15, 17-21, 23-26, 28-35	9
Outside Sales Account Executive	1, 3-4, 7-15, 17-21, 23-26, 28-35	4
Account Executive	1-10, 12-36	4

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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	AM/FM Jobs.com P.O. Box 4116 Oceanside, California 92052 Email : jobs@amfmjobs.com Fax : 1-760-754-2115 Career Services	N	0
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : 817-695-2474 Email : admissions@radioschool.com Michelle McConnell	N	0
3	Comprehensive Community Rehab Svcs 7146 S Braden Ave. Ste 500 Tulsa, Oklahoma 74127 Phone : 918-488-6465 Email : ccrsvoc@aol.com Fax : 1-918-488-8021 Jeff Summers	N	0
4	Employee Referral	N	2
5	Former Intern	N	1
6	Glassdoor - Not directly contacted by SEU	N	1
7	Goodwill Job Connection 2800 Southwest Blvd Tulsa, Oklahoma 74107 Email : jobpostings@goodwilltulsa.org Clarice Floyd	N	0
8	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

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9	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	2
10	Indeed.com - Not directly contacted by SEU	N	2
11	Instagram - Not directly contacted by SEU	N	1
12	Langston University PO Box 1255 204 Gandy Hall Langston, Oklahoma 73050 Phone : (405) 466-3428 James Wallace Manual Posting	N	0
13	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	11
14	Missouri State University 901 S. National Ave Springfield , Missouri 65897 Marjorie Stewart Manual Posting	N	0
15	National Alliance of State Broadcasters Association Oklahoma City, Oklahoma Phone : 405-848-0771 Url : www.careerpage.org Email : harrison@oabok.org Vance Harrison	N	0
16	Non-Employee Referral	N	1
17	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Autumn Stafford Manual Posting	N	0

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18	OAB Job Bank 6520 N. Western Ste. 104 Oklahoma City, Oklahoma 73116 Email : struby@oabok.org Nancy Struby	N	0
19	Oklahoma Association of Broadcasters 6520 N Western Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Email : struby@oabok.org Fax : 1-405-848-0772 Nancy Struby	N	0
20	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 888-678-4473 Email : careers@okstate.edu Pamela Ehlers	N	0
21	Oral Roberts University 7777 S Lewis Tulsa, Oklahoma Kelan Henderson Manual Posting	N	0
22	Resonance Center for Women 1608 South Elwood Tulsa, Oklahoma 74119 Phone : 918-587-3888 Email : resonance@resonancetulsa.org Fax : 1-918-587-3891 Cathy Hodges	N	0
23	Rogers County Training Center , Oklahoma Fax : 1-918-341-3081 Chisholm Standlee	N	0
24	Rogers State University 1701 W Will Rogers Blvd Claremore, Oklahoma 74017 Lyndsey Simmons Manual Posting	N	0

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25	Rose State College 6420 S. E. 15th Midwest City, Oklahoma 73110 Phone : 405-733-7488 Connie Myrick Manual Posting	N	0
26	Southern Nazarene University Career and Emp Ctr 6729 Northwest 39th Expressway Bethany, Oklahoma 73088 Phone : 405-491-6684 Miram Key Manual Posting	N	0
27	Station Website Posting (navigation link to corporate careers website)	N	1
28	Tulsa Community College 909 South Boston 1014R Tulsa, Oklahoma 74119 Phone : 918-595-7110 Christina Ursin Manual Posting	N	0
29	Tulsa Hispanic Chamber of Commerce , Oklahoma Phone : 918-664-5326 Url : www.tulsa-hispanic-chamber.com Email : webmaster@tulsachamber.com John Gonzolez	N	0
30	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, Oklahoma 74110 Phone : 918-591-5677 Fax : 1-918-732-5303 Ozell Grissom	N	0
31	Tulsa Technology Center PO Box 477200 Tulsa, Oklahoma 74147 Email : kristal.sack@tulsatech.edu Kristal Sack	N	0

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32	University of Oklahoma Ellison Hall Rm 234 633 Elm Norman, Oklahoma 73071 Adrenne Jablonski Manual Posting	N	0
33	University of Tulsa 800 S. Tucker Drive Tulsa, Oklahoma 74104 Phone : 918-631-2550 Email : canecareers@utulsa.edu Shelly Holley	Y	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	5
35	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
36	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/27/2025	Sponsorship of events in the community designed to increase public awareness	On March 27, 2025, our SEU was a sponsor of the Oklahoma Association of Broadcasters' Education Foundation's Student Day Career Fair. Our SEU's Senior Vice President of Sales spoke to potential future employees while sharing job opportunities in broadcasting and radio and career opportunities with iHeart Media. She also participated in the seminar that included topics for all areas of our industry including, writing and producing, Legal and Regulatory, a Radio and Video Streaming Roundtable, Washington Update and What Does a Station Look Like in 2030.	1	SVP of Sales
2	9/29/2025	Participation in Job Fairs	On September 29, 2025, the SEU's Senior Vice President of Sales participated in the 2025 Fall Oral Roberts University Student Career Fair. Throughout the event, she engaged with students interested in media, communications, journalism, marketing, and related fields. She provided an overview of career paths within the broadcast industry, including opportunities in on-air roles, audio production, digital content creation, promotions, sales, and engineering. Students were enthusiastic and asked thoughtful questions about internships, required skills, and day-to-day responsibilities in broadcasting. The event offered a valuable opportunity to connect with emerging talent and highlight the diverse career possibilities available at iHeartMedia.	1	SVP of Sales