

KEZA, KIGL, KKIX, KMXF
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
Vice President of Sales	2-12	5
Account Executive	1-12	5

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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
1	Glassdoor - Not directly contacted by SEU	N	1
2	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Megan Johnson Manual Posting	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	2
5	Indeed.com - Not directly contacted by SEU	N	3
6	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Dan Noyes Manual Posting	N	0
7	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	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Northwest Ark Community College 1 College Drive Bentonville, Arkansas 72712 Phone : 479-619-4236 Email : enrollmentsupport@nwacc.edu Career Services	N	0
9	University of Arkansas - Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2806 Barbara Batson Manual Posting	N	0
10	University of Arkansas Fort Smith PO BOX 3649 Fort Smith, Arkansas 72901 Phone : 479-788-7017 Email : careerservices@uafs.edu Fax : 1-479-424-6836 Career Services	N	0
11	University of the Ozarks 415 College Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Kimberly Spicer Manual Posting	N	0
12	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:			11

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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	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 Area President spoke to potential future employees while sharing job opportunities in broadcasting and radio and career opportunities with iHeart Media. He also served as a panelist for a session on "Preparing for Your Broadcasting Career." and conducted a Q&A with the participants in the session.	1	Area President
2	4/14/2025	Co Sponsoring Job Fair	On April 16, 2025, our SEU sponsored, helped organize, and set up the Northwest Arkansas Spring Job Fair at the Rogers Activity Center. Our Assistant Program Director attended and hosted a booth at the event, where he spoke with participants about the entertainment and broadcast industry and discussed career opportunities in radio and with iHeartMedia. He also distributed promotional materials, hiring literature, and provided a link to iHeartMedia's career page.	1	Assistant Program Director
3	8/11/2025	Participation in events or programs sponsored by educational institutions	On August 11, 2025, the SEU's Vice President of Sales, Assistant Program Director, and our Outside Account Executives hosted students from Rogers High School for an engaging, behind-the-scenes tour of its broadcast facilities. The team discussed careers in broadcasting, internship and employment opportunities at iHeartMedia, and provided station materials. The visit concluded with a Q&A session, allowing students to interact directly with professionals and ask questions about the industry.	4	VP of Sales Assistant Program Director Outside Account Executive Outside Account Executive

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4	10/1/2025	Participation in Job Fairs	On October 1, 2025, our SEU's Vice President of Sales and Assistant Program Director participated in the NWA Fall Job Fair, hosted by the Rogers-Lowell Chamber of Commerce in cooperation with AtWork Bentonville and John Brown University. Leading up to the event, the station supported the job fair with on-air promotional announcements. During the event, our team hosted a staffed booth where station representatives engaged with attendees about careers in broadcasting, internship programs, and current employment opportunities at iHeartMedia. Informational materials about both the station and corporate opportunities were distributed, and attendees were encouraged to bring resumes and interact one-on-one with employer representatives.	2	VP of Sales Assistant Program Director