

KFAB, KFFF, KGOR, KISO, KXKT
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
Promotions/Marketing Director	1-4, 6-12, 14-16	2
Area Senior Vice President of Sales	1, 3-4, 6-8, 10-16	6
Account Executive	1, 3-5, 7-8, 10-16	5
Account Executive	1, 3-4, 7-8, 10-12, 14, 16	10
Account Executive	1, 3-5, 7-8, 10-12, 14, 16	5
Account Executive	1-4, 7-8, 10-12, 14, 16	2

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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	Doane University 4020 S. 147th St., Suite 100 Omaha, Nebraska 68137 Phone : 402-891-6600 Career Services Manual Posting	N	0
2	Employee Referral	N	2
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	Internal Candidate	N	2
7	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712-325-3294 Email : lmorrison@iwcc.edu Fax : 1-712-388-6803 Career Services	Y	0
8	LingoDocs 4018 L Street Omaha, Nebraska 68107 Phone : 402-504-3363 Email : armando@LingoDocs.com Armando Salgado	N	0
9	LinkedIn - Not directly contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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	8
11	Metropolitan Community College PO Box 3777 Omaha, Nebraska 68103 Phone : 402-738-4563 Url : https://www.surveymonkey.com/r/MCCpostings Email : pvcareerservices@mcckc.edu Campus Center	Y	0
12	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68504 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Fax : 1-402-465-2109 Janelle Andreini	Y	0
13	Non-Employee Referral	N	2
14	University of Nebraska - Omaha 60th & Dodge Street Omaha, Nebraska 68182 N/A N/A Manual Posting	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	3
16	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:			23

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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	6/23/2025	Participation in Job Fairs	On June 23, 2025, our SEU's Area President and Vice President of Sales participated in the Nebraska Broadcasters Association Virtual Job Fair. The job fair was promoted on-air with liners from on-air talent on our stations and on social media to share information about job opportunities for sales positions, including account executive roles. As part of the hiring process, our SEU reviewed resumes and applications for the positions. They also connected with job seekers and spoke to potential future employees, sharing information about career opportunities in broadcasting and radio with iHeartMedia.	2	Area President VP of Sales
2	8/12/2025	Participation in Job Fairs	On August 12, 2025, our Marketing Promotions Director and Vice President of Sales attended the Nebraska Broadcasters Association Job Fair. They spoke with jobseekers about the open full-time Account Executive and Radio Producer roles and also discussed additional career opportunities within iHeartMedia by sharing a QR code with attendees. The job fair was promoted on-air with liners from on-air talent on our stations. Following the event, the Sales Manager reviewed the submitted resumes and emailed applicants the link to apply for the open market positions.	2	Marketing Promotions Director VP of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	9/29/2025	Participation in events sponsored by organizations representing the community	On September 29, 2025 our SEU's Community Area President, Area Senior Vice President of Sales, and Market Vice President of Sales participated in the Nebraska Broadcasters Association Virtual Job Fair. The event was promoted on-air through liners voiced by our on-air talent and shared on social media to highlight available job opportunities, including account executive roles in sales. As part of the hiring process, our Sales Team reviewed resumes and applications submitted for these positions. They also engaged with job seekers during the fair, providing information about career opportunities in broadcasting and radio with iHeartMedia and connecting with potential future employees	3	Community Area President Area SVP of Sales Market VP of Sales
4	11/18/2025	Participation in events or programs sponsored by educational institutions	On November 18, 2025, our SEU hosted a station tour for students from the University of Nebraska at Omaha in collaboration with lecturer Jodeane Newcomb Brownlee as part of her All About Audio class. During the visit, our Program Directors from KXKT-FM and KFAB-AM spoke with students about careers in broadcasting and the skills needed to succeed in the industry. The Vice President of Sales shared insights into broadcasting sales and encouraged students to apply for the open Account Executive position. Our Marketing Promotions Director also highlighted the upcoming part-time Promotions Assistant role that will be available in the summer. The event concluded with a Q&A session, giving students the opportunity to engage directly with staff and learn more about the broadcasting field.	4	Marketing Promotions Director VP of Sales Program Director Program Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/1/2026	Participation in scholarship programs	Beginning January 1 – February 28, 2026, our SEU’s Marketing Promotions Director participated in the Nebraska Broadcasters Association Scholarship program for 2026. The program awards \$2,000 scholarships to 3 local students interested in pursuing careers in broadcasting. As part of our involvement, we contributed funds to the scholarship program, reviewed student applications, and helped promote the application window by running on-air schedules and advised participants where to apply. This initiative reflects our commitment to supporting the next generation of broadcasters and investing in the future of the industry.	1	Marketing Promotions Director
6	1/12/2026	Participation in Job Fairs	On January 12, 2026, our SEU’s Community Area, Market Vice President of Sales, and our Program Director participated in the Nebraska Broadcasters Association Virtual Job Fair. The job fair was promoted on-air with liners from on-air talent on our stations to share information about job opportunities for sales positions, including account executive roles. As part of the hiring process, our SEU reviewed resumes and applications for the positions. They also connected with job seekers and spoke to potential future employees, sharing information about career opportunities in broadcasting and radio with iHeartMedia.	3	Community Area President VP of Sales Program Director

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7	1/21/2026	Participation in events or programs sponsored by educational institutions	On January 21, 2026, our SEU hosted a station tour for students from Abraham Lincoln High School in the Council Bluffs Community School District, coordinated in partnership with the Transition Alliance Program Coordinator. During the visit, our Program Director spoke with students about careers in broadcasting and the skills needed to succeed in the industry, while our News Operations Support and On-Air Talent shared their personal career paths. The programming team encouraged students to apply for the part-time Board Operator position and the upcoming Promotions Assistant role. Our Vice President of Sales and Area President provided insights into broadcasting sales and promoted the open Account Executive opportunity. The Promotions Director led the tour, highlighting the station's marketing initiatives and community outreach efforts. The visit concluded with a Q&A session that allowed students to engage directly with staff and learn more about the broadcasting field.	4	Area President VP of Sales Program Director On-Air Talent
8	1/28/2026	Co Sponsoring Job Fair	On January 28, 2026, our SEU hosted a job fair in partnership with the Dundee Merchants Association at the iHeartMedia building in Dundee. In preparation for the event, our SEU helped plan and organize the job fair, promoted the expo on-air, and invited additional employers to participate. Our Marketing Promotions Manager, Vice President of Sales, Program Director, and an Outside Account Executive engaged with attendees, shared information about iHeartMedia career opportunities and broadcasting industry roles, interviewed candidates, answered questions, and provided details about available positions.	4	Marketing Promotions Director VP of Sales Program Director Outside Account Executive