

KRBB, KTHR, KZCH, KZSN
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
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	6/26/2025	Participation in events sponsored by organizations representing the community	On June 26, 2025, our SEU hosted the Professional Women in Building for a networking event and a behind-the-scenes station tour of our broadcast facilities. During the visit, our Area Senior Vice President of Sales and Senior Account Executive spoke with the attendees about their roles at iHM, the skills needed to succeed in broadcasting, industry trends, and various career opportunities in radio.	2	Area SVP of Sales Senior Account Executive
2	9/11/2025	Participation in events sponsored by organizations representing the community	On September 11, 2025, the SEU's Senior Account Executive served as a speaker at the development committee meeting for Club Parkinsons, where she also serves as a board member. Her presentation focused on Marketing Education with an emphasis on broadcast radio and digital marketing. She discussed the radio industry, what it is like to work in broadcast radio, how the local market serves the community, and the various career opportunities available within the industry.	1	Senior Account Executive
3	9/29/2025	Participation in Job Fairs	On September 29, 2025, the SEU's Area President participated in the 2025 Fall Oral Roberts University Student Career Fair. Throughout the event, he engaged with students interested in media, communications, journalism, marketing, and related fields. He 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	Area President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/5/2025	Participation in events or programs sponsored by educational institutions	On November 5, 2025, our Senior Account Executive partnered with Junior Achievement of Kansas and served as a Junior Achievement teacher for JA in a Day at Black Traditional Magnet. She spoke to multiple middle school classes about the broadcasting industry, sharing her career path, her current role at iHeartMedia, and what it's like to work in broadcast media. She also led students through interactive exercises and hands-on activities that simulated a typical day in the broadcasting field. The visit concluded with a Q&A session, giving students the opportunity to learn more about the industry.	1	Senior Account Executive
5	1/29/2026	Provision of training to management	On January 29, 2026, our SEU's Area Senior Vice President of Sales took the Becoming Conscious of Unconscious Bias training course provided by iHeartMedia Learning Center. The course explores how subtle, unintentional biases can impact workplace culture and provides tools to recognize and address them.	1	Area SVP of Sales