

KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI
EEO PUBLIC FILE REPORT
April 1, 2025 - March 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
Account Executive Req 35552	1, 3-5	5
Radio Host Req 36658	1-5	2

KAJA, KQXT-FM, KRPT, KTKR, KXXM, KZEP-FM, WOAI**EEO PUBLIC FILE REPORT****April 1, 2025 - March 31, 2026****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
1	Direct Employers Association (an association distributing job postings to state &/or local job banks 7602 Woodland Drive Indianapolis, Indiana N/A N/A Manual Posting	N	0
2	Employee Referral	N	1
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	0
5	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	10/14/2025	Participation in events sponsored by organizations representing the community	On October 14, 2025, our SEU's Vice President of Sales and two Outside Account Executives attended the San Antonio Business Expo. They connected with a wide range of attendees to discuss career opportunities in broadcasting and radio and promoted employment and promoted employment opportunities available at iHeartMedia.	3	VP of Sales Outside Account Executive Outside Account Executive
2	10/28/2025	Participation in events or programs sponsored by educational institutions	On October 28, 2025, our SEU participated in the Northeast Lakeview College All-Majors Career Fair. During the event, our Vice President of Sales provided an overview of iHeartMedia, discussed current job openings in San Antonio, and highlighted additional opportunities across the company. She spoke with students about the various departments and directed them to the iHeartMedia Careers Page for more information on available positions.	1	VP of Sales
3	2/26/2026	Participation in events or programs sponsored by educational institutions	On February 26, 2026, our SEU engaged with students and emerging professionals at St. Mary's University Career fair by offering insight into early career roles, and long-term career opportunities within the organization. While there, our Vice President of Sales connected directly with attendees to discuss the company, answer questions, and highlight potential career paths in media and communications.	1	VP of Sales

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4	3/13/2026	Participation in events or programs sponsored by educational institutions	On March 13, 2026, the SEU's Market President and Project Manager hosted students from the University of the Incarnate Word (UIW) and the University of Texas at San Antonio (UTSA) for an engaging behind-the-scenes station tour. During their visit, students also met with our News Reporter, who explained how the SEU's various news hubs operate and collaborate across markets. They also connected with our Program Director and DJ-Announcer/On-Air Talent and observed a live in-studio interview with a WWE wrestler, providing firsthand exposure to real-time broadcast production. The tour concluded with an informative presentation highlighting iHeartMedia's offerings, the use of AI tools for prospecting and workflow efficiency, and the wide range of career opportunities available within the company.	4	Market President Project Manager News Reporter Program Director
5	3/19/2026	Participation in events or programs sponsored by educational institutions	On March 19, 2026, our SEU's, Vice President of Sales for iHeartMedia San Antonio, attended the Spring 2026 Internship & Summer Job Fair at Texas A&M University–San Antonio, where she engaged with students exploring career paths in media and communications. She connected with emerging talent, shared insights about opportunities at iHeartMedia, and supported the university's efforts to foster meaningful industry–student engagement.	1	VP of Sales

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6	3/23/2026	Participation in events or programs sponsored by educational institutions	On March 23, 2026, our SEU hosted a student from the University of Texas at San Antonio for a station tour. The student received a behind-the-scenes look at broadcast operations and observed a typical workday in action. Our Vice President of Sales, Account Executive, and On-Air Talent discussed their career paths and their roles at iHeartMedia. The team also provided insight into careers in broadcasting, internship and employment opportunities, and shared station materials. The visit concluded with a Q&A session, allowing the student to engage directly with staff and learn more about the industry.	3	VP of Sales Account Executive On-Air Talent
7	3/25/2026	Participation in Job Fairs	On March 25, 2026, our Vice President of Sales attended the Sam Houston High School College and Career Fair to share insight into iHeartMedia and the wide range of career opportunities within the company. Students learned about roles in broadcasting, sales, digital media, and event production directly from a company leader. She provided guidance on how to apply for positions online and distributed station materials to support their career exploration.	1	VP of Sales
8	3/26/2026	Participation in events or programs sponsored by educational institutions	On March 26, 2026, our SEU hosted students from Marshall High School for a behind-the-scenes tour of our broadcasting operations. Our Market President and Vice President of Sales spoke with the students about the broad range of career opportunities within iHeartMedia, with particular emphasis on media communications and sports broadcasting. The visit provided students with a firsthand understanding of the industry and highlighted the various pathways available to future storytellers, on-air talent, and careers in radio.	2	Market President VP of Sales

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9	3/30/2026	Provision of training to management	On March 25, 2026, our SEU's Market President 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	Market President