

KBME, KODA, KPRC, KQBT, KTBZ-FM, KTRH, KXYZ-AM
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
Morning Show Co-Host	1, 3-12, 14-19	3
Outside Account Executive Req 35658	2, 6-8, 13	13
Outside Account Executive Req37231	2, 6-8, 13	13
Account Executive Req 37596	2-3, 6-8, 13	3

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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	Acres Home Chamber for Business and Economic Development Inc. 6112 Wheatley Street Houston, Texas 77091 Phone : 713-692-7003 Email : info@acreshomecenter.org Fax : 1-713-961-7131 Anthony Stewart	N	0
2	Direct Employers Association (an association distributing job postings to state &/or local job banks 7602 Woodland Drive Indianapolis, Indiana 46728 Phone : 866-268-6206 Fax : 1-317-874-9100 N/A N/A	N	0
3	Employee Referral	N	2
4	Hispanic Chamber of Commerce 2900 Woodridge Suite 312 Houston, Texas 77087 Phone : 713-644-7070 Fax : 1-713-644-7377 Career Services	N	0
5	Houston Advertising Federation (AAF) 7155 Old Katy Road Suite 100 Houston, Texas 77024 Phone : 713-237-9999 Url : www.aaf-houston.net Email : adclub@aaf-houston.org Career Services	N	0
6	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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7	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	1
8	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	0
9	Media Alliance of Houston P.O. Box 980908 Houston, Texas 77098 Phone : 713-9777-3300 Url : https://www.mediaalliancehouston.org/job-bank Email : MAHJobBank@gmail.com Avery Domenech	N	0
10	NAACP 2002 Wheeler Ave. Houston, Texas 77004 Phone : 713-526-3389 Url : www.naacphouston.org Fax : 1-713-630-2699 Career Services	N	0
11	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
12	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljia.org Fax : 1-202-588-1818 Career Services	N	0

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13	Non-Employee Referral	N	3
14	Sam Houston State University 919 Bearkat Blvd. Box 2238 Huntsville, Texas 77341 Phone : 936-294-1713 Url : www.myinterfase.com/shsu/employer Career Services Manual Posting	N	0
15	San Jacinto College 8060 Spencer Highway Pasadena, Texas 77505 Phone : 281-998-6150 ext 1303 Email : Illneisha.Davis@sjcd.edu Illneisha Davis	N	0
16	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	0
17	Texas Workforce Commission 8373 Westheimer Houston, Texas 77063 Phone : 713-243-8036 Url : www.workintexas.com Email : ana.jones@wrksolutions.com Ana Jones Prong 2 Ended Date: 5/19/2025	N	0
18	University of Houston 4800 Calhoun Road Houston, Texas 77024 Phone : 713-743-5100 Url : www.career.uh.edu Email : ucs@uh.edu Fax : 1-713-743-5111 Career Advisor	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	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:			6

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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	4/17/2025	Participation in events or programs sponsored by educational institutions	On April 17, 2025, a student from Lamar University completed a job shadow with our Account Executive as part of a career-focused school project. Throughout the day, she learned about the broadcasting industry, observed the daily responsibilities involved in local sales and digital advertising, and gained insight into the skills needed for future employment in broadcasting. This hands-on experience provided her with valuable exposure to a potential career in media.	1	Account Executive
2	7/1/2025	Participation in events or programs sponsored by educational institutions	On July 1, 2025, the SEU hosted a student from St. Agnes Academy High School for a job-shadow experience as part of a school project. As part of the program, students shadow a career field they are interested in pursuing. During the visit, the Air Personality AM Drive, On-Air Talent, Assistant News Director, and Producer each met with her to discuss their roles at iHeartMedia. Additional SEU participants included the Producer, News Writer, and Traffic Anchor. She observed their day-to-day responsibilities, received a behind-the-scenes tour of the broadcasting operation, and learned about the various career paths in radio as well as employment opportunities at iHeartMedia. She also participated in individual Q&A sessions with each team member, allowing for direct engagement and deeper insight into the broadcasting industry.	4	Air Personality AM Drive On-Air Talent Assistant News Director Producer

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3	7/10/2025	Participation in events or programs sponsored by educational institutions	<p>On July 10, 2025, the SEU's Air Personality AM Drive, Traffic Anchor, News Writer/Editor, and On-Air Talent hosted two students for a station tour—one from Katy High School interested in pursuing a career in broadcasting, and one from a local Boy Scout Troop working toward his Radio Merit Badge.</p> <p>They received a behind-the-scenes tour of station operations, observed the day-to-day responsibilities of each team member, and learned about the wide range of career paths available in broadcasting and at iHeartMedia. The visit concluded with a Q&A session, allowing the students to engage directly with staff and learn more about the indu</p>	4	Air Personality AM Drive Traffic Anchor News Writer/Editor On-Air Talent
4	7/31/2025	Participation in events sponsored by organizations representing the community	<p>On July 31, 2025, the SEU hosted a community member for a job-shadow experience. During the visit, the Region President, Division Executive Vice President of Programming, Vice President Automotive Business Development and Partnerships, and our Air Personality AM Drive each met with him to discuss their roles at iHeartMedia. He observed their day-to-day responsibilities, received a behind-the-scenes tour of the broadcasting operation, and learned about the various career paths in radio as well as employment opportunities at iHeartMedia. He also participated in individual Q&A sessions with each team member, allowing for direct engagement and deeper insight into the industry. The participant was subsequently hired by iHeartMedia as an Account Executive on September 14, 2025.</p>	4	Region President Division Executive VP of Programming VP Automotive Business Development and Partnerships Air Personality AM Drive

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5	10/9/2025	Participation in events or programs sponsored by educational institutions	On October 9, 2025, the SEU's DJ/Announcer spoke to the Sports & Marketing class at the University of Houston. He discussed his career path, his role at iHeartMedia, and career opportunities within the broadcasting industry and iHM. He provided students with insights into creating and maintaining a personal brand, adapting to industry changes, reinventing oneself, and effective networking strategies. He also covered podcasting and its growing significance in the media landscape. The session concluded with an interactive Q&A, allowing students to engage directly and learn more about careers in broadcasting.	1	DJ/Announcer
6	11/8/2025	Participation in Job Fairs	On November 8, 2025, our Vice President of Sales attended the American Advertising Federation – Houston Job Fair. He discussed careers in radio with interested attendees, accepted resumes, discussed employment opportunities, and distributed information about iHeartMedia.	1	VP of Sales
7	11/11/2025	Participation in Job Fairs	On November 11, 2025, our SEU participated in the Program for Excellence in Selling Sales Career Fair. Our Region President, Vice President of Sales, Vice President of Digital Sales Markets, and Vice President of Automotive Business Development and Partnerships represented the SEU at the event. During the career fair, they introduced themselves to students and discussed day-to-day responsibilities within sales roles in the broadcasting industry. They also shared information about current and future employment opportunities with our company. In addition, they conducted mini-interviews and collected resumes from interested students to support potential recruitment opportunities.	4	Region President VP of Sales VP of Digital Sales Markets VP Automotive Business Development and Partnerships

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8	12/5/2025	Participation in events or programs sponsored by educational institutions	On December 5, 2025, our SEU's Region President, Division Executive Vice President of Programming, Assistant Program Director, and our On-Air Talent hosted students from George Bush High School. The students were given a behind-the-scenes tour of our broadcast operations. The team discussed careers in broadcasting, employment opportunities at iHeartMedia, and provided station materials. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	4	Region President Division Executive VP of Programming Assistant Program Director On-Air Talent