

KDGE, KDMX, KEGL, KFXR, KHKS, KHVN-AM, KKGm-AM, KZPS**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
Region President	3	3
Account Executive Req 37280	1-2, 4-6	5
Account Executive Req 37280	1-2, 4-6	2
Account Executive Req 37280	1-2, 4-6	2

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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	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	2
3	Exigent Circumstances	N	1
4	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
5	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
6	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	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	4/3/2025	Sponsorship of events in the community designed to increase public awareness	On April 3, 2025, our SEU sponsored the Alliance of Women in Media Awards of Excellence Gala. The Dallas–Fort Worth Area Alliance for Women in Media works to advance the impact of women, young professionals, and students pursuing careers in the media industry by providing educational resources and support to its members. As a sponsor, our SEU supported an event that showcased the variety of career paths available in broadcasting. Our SEU’s Region President and Market Vice President of Sales served as presenters during the Gala and engaged with attendees to discuss their career paths, their roles with iHeartMedia, and opportunities available in the broadcasting field. In addition to serving as presenters, our SEU played an important role in planning the event by helping to solicit industry participants, promoting the Gala through on-air announcements and social media, and coordinating event logistics. This partnership strengthened our relationship with the Alliance of Women in Media while supporting industry professionals and students interested in broadcasting careers.	2	Region President Market VP of Sales
2	5/7/2025	Participation in events or programs sponsored by educational institutions	On May 7, 2025, our SEU’s Cluster Assistant Program Director represented our organization at Coyle Middle School’s College, Career & Military Week. During this engagement, our Program Director delivered an overview of her professional journey in broadcasting, provided insight into career opportunities within the radio industry, and facilitated a Q&A session with participating students.	1	Program Director

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3	9/10/2025	Participation in events or programs sponsored by educational institutions	On September 10, 2025, our SEU's Business Development Manager represented iHeartMedia at the Texas Christian University Job Fair by hosting an informational booth. During the event, she engaged with students and prospective candidates, sharing details about her professional experience with iHeartMedia, current employment opportunities, and the broadcasting industry as a whole. The students commented on how valuable it was to hear firsthand from our SEU that hosted the iHM booth.	1	Business Development Manager
4	9/12/2025	Participation in events sponsored by organizations representing the community	On September 12, 2025, our SEU proudly hosted the KISS FM High School Friday Night Lights event as part of the 2025 football season. During the students' visit, our On-Air Talent and Promotions Director spoke with them about their career paths, their high school experiences, and general career opportunities within the broadcasting industry. The students also had the opportunity to record the DFW Most Wanted Countdown feature for 106.1 KISS FM giving them hands-on exposure to the broadcast environment.	2	On-Air Talent Promotions Director
5	3/6/2026	Participation in events sponsored by organizations representing the community	On March 6, 2026, our SEU hosted the Alliance for Women in Media for their 16TH Annual Student Media Tour. Our Brand Partnerships Marketing Strategist guided the college students through our station facilities for a "behind-the-scenes" look at broadcast operations. Our SEU's Vice President of Sales, Director of Event Marketing, Promotions Director, and On-Air Talent discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, industry trends, and various career opportunities at iHeartMedia.	4	VP of Sales Director of Event Marketing Promotions Director On-Air Talent

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6	3/12/2026	Participation in events or programs sponsored by educational institutions	On March 12, 2026, our SEU's Cluster Assistant Program Director participated in the Richardson Heights Career Day. During the event, she shared her career journey in radio, discussed employment opportunities within the radio industry, and engaged with students, providing valuable insight into broadcasting careers.	1	Cluster Assistant Program Director
7	3/27/2026	Participation in job banks, internet programs and other programs designed to promote outreach	Our SEU's Outside Account Executive is an active member of the Meadows Mentor program through SMU's Meadows School of the Arts, facilitated by the Office of Alumni and Career Success. As a direct result of this mentorship and partnership, we hired a recent SMU graduate into our Promotions Department. This role supports station initiatives through event setup, ticket distribution, social media management for the cluster stations, and assisting the Promotions Director with day-to-day promotional operations. Through the Meadows Mentor program, our SEU participated in several mentorship activities, including participating in Virtual Coffee Sessions, hosting a 30-minute informational interview via Zoom and serving as a Guest Lecturer for a Meadows School of the Arts Class This alliance has strengthened our relationship with SMU while providing meaningful professional development opportunities for students and contributing positively to our promotional efforts.	1	Outside Account Executive