

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM
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
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.			

KHEY, KHEY-FM, KPRR, KTSM, KTSM-FM**EEO PUBLIC FILE REPORT****April 1, 2025 - March 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/8/2025	Participation in events sponsored by organizations representing the community	? On May 8, 2025, our SEU's DJ Announcer/On-Air Talent and Promotion Events Support attended Career Day at El Paso Classical Academy. They spoke with students about their roles at iHeartMedia and provided hands-on broadcasting experience by allowing them to use the microphone to introduce music, create their own shows, deliver the weather, introduce the stations, and practice using their creativity for endorsements. They also highlighted various career opportunities available within the broadcasting industry, encouraging students to explore media professions. Students were able to engage directly with our SEU and learn more about radio and the skills involved in on-air work.	2	DJ Announcer/On-Air Talent Promotion Events Support
2	11/8/2025	Participation in events or programs sponsored by educational institutions	On November 11, 2025, our SEU's Vice President of Programming/On-Air Talent served as a guest speaker for The University of Texas at El Paso's Criminal Justice Department. She presented on the media's connection to crime and the responsibility that comes with covering such topics, emphasizing the vital role media plays in informing the public. She also shared her personal journey in broadcasting, discussed her career path, and explained her role at iHeartMedia. In addition, she highlighted various career opportunities within the broadcasting industry and encouraged students to explore media professions. The visit concluded with a Q&A session, allowing students to engage directly and learn more about broadcasting and the industry overall.	1	Vice President of Programming/On-Air Talent

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3	3/21/2026	Provision of training to management	On March 21, 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