

KBFM, KHKZ, KQXX-FM, KTEX, KVNS
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
Outside Sales Executive	1-6	3

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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	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
2	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
3	Indeed.com - Not directly contacted by SEU	N	1
4	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
5	Workforce Solutions – East Hidalgo 2290 W Pike Blvd #100 Weslaco, Texas 78596 Phone : 12108199707 Email : gerardo.garza@tvc.texas.gov Gerardo Garza	N	0
6	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:			1

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/2/2025	Participation in events or programs sponsored by educational institutions	On October 2, 2025, our SEU's Vice President of Programming and our Assistant Program Director/On-Air Talent hosted students from Sharyland Pioneer High School's GEAR UP Program for a station tour focused on careers in broadcasting. Students received a behind-the-scenes look at our broadcast operations and learned about the history of radio broadcasting as well as changes in programming over the past several years. They also gained insight into studio protocols, equipment, and workflows, including an overview of station liners, music programming, commercials, and promotional content. The visit concluded with a Q&A session, giving students the opportunity to ask questions and learn more about broadcasting careers and the industry.	2	VP of Programming Assistant Program Director/On-Air Talent
2	11/19/2025	Participation in events or programs sponsored by educational institutions	On November 19, 2025, the SEU's Vice President of Programming welcomed students from South Texas ISD Preparatory Academy for a behind-the-scenes tour of the broadcast studios. Along with an Assistant Program Director/On-Air Talent, they provided an overview of radio broadcasting history and discussed the evolution of programming over the years. Students were introduced to studio protocols, broadcast equipment, and the differences between the roles of On-Air Talent and business DJs. The session also covered career pathways in broadcasting, including educational requirements and strategies for entering the media industry. The visit concluded with a Q&A session, giving students the opportunity to engage directly with station staff and expand their understanding of careers in broadcasting.	2	VP of Programming Assistant Program Director/On-Air Talent

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	3/6/2026	Participation in events or programs sponsored by educational institutions	On March 6, 2026, the SEU's Vice President of Programming met with students from the Harlingen Media Arts and Communications Academy. He shared insights into his career path and his role at iHeartMedia, provided an overview of radio broadcasting history, and explained how programming has evolved over the years. Students received guidance on studio protocols, equipment, and the distinction between On-Air Talent and business DJs. He also discussed how to pursue a career in broadcasting, including educational requirements and strategies for entering the industry. The visit concluded with a Q&A session, giving students the opportunity to engage directly and deepen their understanding of media careers.	1	VP of Programming