

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD
EEO PUBLIC FILE REPORT
August 1, 2025 - July 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 Account Executive	1-14	11

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2025 - July 31, 2026

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	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	N	0
2	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Steve Stuck Manual Posting	N	0
3	Cross Roads Employment Services 9300 Tch Center Drive #160 Sacramento, California Phone : 916-457-1900 Email : linker2@crossroadsstaffing.com Fax : 1-916-457-4439 Career Services	N	0
4	Employee Referral	N	1
5	Employment Development Department 801 Turk Street San Francisco, California 94121 Phone : 415-749-7551 Url : http://www.edd.ca.gov/ Email : sfjobs@edd.ca.gov Tom Swinnerton Prong 2 Ended Date: 10/14/2025	N	0
6	Helix Opportunity 5206 Silver Reef Dr. Fremont, California 94538 Phone : 510-590-7363 Url : www.helixopp.com Email : dfazio@helixopp.com David Fazio Prong 2 Ended Date: 10/14/2025	N	0
7	iHeart Radio Events	N	1
8	iHeartMedia Recruiter	N	7

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**EEO PUBLIC FILE REPORT****August 1, 2025 - July 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
9	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
10	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
11	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	3
12	NATIONAL ASSOCIATION OF BROADCASTERS (NAB) 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : http://broadcastcareerlink.nabef.org/hr/jobs/ Email : nab@nab.org Career Service	N	0
13	The SF LGBT Center 1800 Market Street San Francisco, California 94107 Phone : 415-865-5534 Email : employmentservices@sfcenter.org Mia Satya Prong 2 Ended Date: 10/14/2025	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
14	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:			12

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD**EEO PUBLIC FILE REPORT****August 1, 2025 - July 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/12/2025	Participation in events sponsored by organizations representing the community	On August 12, 2025, the SEU hosted five interns from H/L Agency for a State of Audio presentation led by the Vice President/Director of Sales and Vice President of Sales. The presentation provided an overview of the radio industry and iHeartMedia's audio platforms and business operations. Following the presentation, the interns participated in a behind-the-scenes tour of the broadcast facilities. SEU representatives discussed careers in broadcasting and media, highlighting opportunities in programming, on-air talent, sales, and other roles within iHeartMedia. The event provided interns with information about industry career paths and employment opportunities in broadcasting and sales.	2	VP, Director of Sales VP of Sales
2	8/12/2025	Participation in events sponsored by organizations representing the community	On August 12, 2025, our SEU hosted a networking mixer with Bay Area marketing companies and iHeartMedia San Francisco. During the event, the Division President and Vice President-Director of Sales discussed the radio and media industry, current trends, and career opportunities within broadcasting. They provided attendees with information about roles at iHeartMedia, with a particular focus on careers in marketing and sales and engaged participants in discussions about career pathways and professional development within the industry.	2	VP, Director of Sales Division President

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/1/2026	Establishment of a mentoring program	From January 5, 2026, through June 23, 2026, our Part-Time Promotion Event Support employee participated in a structured mentoring program led by the Vice President of Marketing. The program was designed to support the employee's professional growth and prepare her for future career advancement opportunities within the broadcasting industry. Throughout the mentorship, the employee received comprehensive training and hands-on experience in content creation best practices, social media event coverage, and talent-focused video content production. The Vice President of Marketing provided guidance through regular coaching, instruction, and practical application of marketing and promotional strategies. This mentorship enabled the employee to develop new skills, gain valuable industry knowledge, and enhance her qualifications for future opportunities in marketing, promotions, and media broadcasting.	2	VP of Marketing Promotion Event Support

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2025 - July 31, 2026

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4	2/26/2026	Participation in events sponsored by organizations representing the community	On February 26, 2026, our SEU participated in a panel discussion featuring DJs, Music Directors, and Public Address Announcers from Bay Area professional sports organizations, including the San Francisco Giants, Golden State Warriors, and Golden State Valkyries. The event was led by Vice President of Marketing, Broadcast Program Director, Assistant Program Director, and On-Air Talent. Panelists and our SEU representatives shared their career experiences, discussed opportunities within their respective fields, and highlighted the important role that sports and music play in serving the Bay Area community. Attendees gained insight into career pathways in broadcasting, sports entertainment, and media while learning about opportunities available within the industry.	4	VP of Marketing Broadcast Program Director Assistant Program Director On-Air Talent
5	4/22/2026	Participation in events sponsored by organizations representing the community	On April 22, 2026, the SEU hosted a station tour for students from Encinal High School. During the visit, students received a behind-the-scenes look at broadcast operations and learned about careers in radio and broadcasting. The Broadcast Program Director, DJ/Announcer/On-Air Talent, On-Air Host, and an additional On-Air Talent discussed their career paths, answered questions about the industry, and shared information about employment opportunities at iHeartMedia. Students also received station information and participated in a Q&A session in order to learn more about the industry.	4	On-Air Talent On-Air Host DJ-Announcer/On-Air Talent Broadcast Program Director

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2025 - July 31, 2026

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6	5/14/2026	Participation in events sponsored by organizations representing the community	On May 14, 2026, the SEU partnered with the Public Relations Society of America–San Francisco Bay Area Chapter (PRSA-SF) to participate in a podcast marketing and networking event. The SEU’s Vice President/Director of Sales, On-Air Host, DJ/Announcer/On-Air Talent, and Promotional Event Support met with attendees from diverse professional and educational backgrounds to discuss careers in broadcasting, digital media, marketing, podcast production, and audio content creation. Team members shared information about career opportunities at iHeartMedia, answered questions about the industry, and promoted career pathways within broadcasting and media. The event served as an outreach initiative designed to increase awareness of employment opportunities and attract potential candidates for future openings.	4	VP, Director of Sales On-Air Host DJ-Announcer/On-Air Talent Promotional Event Support
7	6/12/2026	Participation in events sponsored by organizations representing the community	On June 12, 2026, the SEU hosted interns from H/L Agency for a station tour and career outreach event. Interns attended a presentation on iHeartMedia’s audio platforms, including broadcast radio, streaming, podcasting, TTWN, live events, and sales operations. The Vice President/Director of Sales, Vice President of Sales, and two On-Air Talents discussed careers in broadcasting and media, outlined employment opportunities at iHeartMedia, and shared insights into various industry roles. The visit also included a behind-the-scenes tour of the broadcast facilities and concluded with a Q&A session, providing interns with exposure to career pathways in broadcasting, programming, on-air talent, and sales.	3	VP, Director of Sales VP of Sales On-Air Talent On-Air Talent

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

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8	6/12/2026	Participation in events sponsored by organizations representing the community	On June 12, 2026, the SEU hosted sfBIG's Living with Authenticity Event, sponsored by Life360 Ads. During the event, the SEU's On-Air Talent spoke with community members about her career path, her role at iHeartMedia, and her experience as an On-Air Talent for PRIDE Radio. She, along with the Vice President, Director of Sales, discussed career opportunities within broadcasting and media, including positions in sales, programming, marketing, promotions, and on-air talent. They also highlighted employment opportunities available throughout iHeartMedia and provided attendees with information about entering and advancing within the industry. Following the panel discussion, they led attendees on a behind-the-scenes tour of the SEU's broadcast facilities. Participants received an overview of station operations and learned about the various departments involved in creating and delivering content to audiences. Attendees were provided with station information, educated about career pathways in broadcasting and media, and invited to participate in a question-and-answer session. The discussion allowed community members to ask questions about careers in radio, professional development, industry trends, and employment opportunities available at iHeartMedia. This event served as an opportunity to educate attendees about the broadcasting industry while promoting awareness of careers and recruitment opportunities within the company.	2	Vice President, Director of Sales On-Air Talent

KIOI, KISQ, KKSF, KMEL, KNEW, KOSF, KYLD

EEO PUBLIC FILE REPORT

August 1, 2025 - July 31, 2026

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9	6/23/2026	Establishment of a mentoring program	From March 2, 2026, through June 23, 2026, our Part-Time Promotions Support employee participated in a structured mentoring program led by the Vice President of Marketing and the Digital Content Manager. The program was specifically designed to support the employee's professional growth and development in preparation for future career advancement opportunities within the broadcasting and media industry. Throughout the mentorship, the employee received comprehensive training and hands-on experience in graphic design and brand management. The mentoring program focused on developing skills related to visual content creation, brand consistency, marketing strategy, and the effective use of design tools to support promotional campaigns and audience engagement. Through regular coaching, job shadowing, and practical application of these concepts, the employee gained valuable knowledge and experience that enhanced her professional capabilities and prepared her for expanded responsibilities and future opportunities within the organization.	2	VP of Marketing Digital Content Manager