

KALZ, KBOS-FM, KCBL, KFBT, KFSO-FM, KHGE, KRDU, KRZR, KSO**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
Account Executive	1-19	9
Account Executive	1-19	17
Account Executive	1-19	17
Account Executive	1-19	17
Account Executive	1-4, 6-16, 18-19	9

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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	Asian American Journalist Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaaja.org Email : national@aaaja.org Fax : 1-415-346-6343 Albert Lee	N	0
2	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
3	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
4	California State University - Fresno 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	N	0
5	Central California Hispanic Chamber of Commerce 2331 Fresno St Fresno, California 93721 Phone : 559 495-4817 Email : info@cchcc.biz Fax : 1-559-495-4811 Lorena Martinez	N	0
6	Centro La Familia 2014 Tulare St #717 Fresno, California 93721 Fax : 1-559-237-2968 Career Services	N	0

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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
7	Chicano Youth Center 50 North Calavares Fresno, California 93721 Phone : 559 497-8552 Email : chicanoyouthcenter@gmail.com Fax : 1-559-497-5527 Career Services	N	0
8	DeVry University 7575 N Fresno St Fresno, California 93720 Email : sstarcher@devry.edu Sharon Starcher	N	0
9	Employee Referral	N	5
10	Fresno City College 1101 East University Ave Fresno, California 93704 Phone : 559 486-0173 Email : martin.herb@fresnocitycollege.edu Fax : 1-559-264-1156 Career Services	N	0
11	Fresno County Economic Opportunities Comm 1920 Mariposa Mall Fresno, California 93721 Phone : 559 263-1100 Email : hroffice@fresnoeoc.org Fax : 1-559-263-1187 Career Services	N	0
12	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
13	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

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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
14	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
15	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Email : careerservices@mjc.edu Fax : 1-209-575-6408 Career Services	N	0
16	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
17	Unknown (source not adequately identified upon inquiry by SEU)	N	4
18	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : WFCinterest@workforce-connection.com Fax : 1-559-230-4044 Isabel Rodriguez	N	0
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:			10

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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	8/18/2025	Participation in Job Fairs	On August 18, 2025, Our SEU participated in a Job Fair, partnering up with Workforce Connection. To promote the event, our SEU aired on-air advertisements. During the event, our Promotions Director and On-Air Talent engaged with attendees by answering questions about local and enterprise-wide job opportunities at iHeartMedia. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	2	Promotions Director On-Air Talent
2	1/12/2026	Participation in Job Fairs	On January 12, 2026, our SEU participated in the Fresno City College Job Fair. To promote the event, our SEU aired on-air advertisements. During the event, our Promotions Director and On-Air Talent engaged with attendees by answering questions about local and enterprise-wide job opportunities at iHeartMedia. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	2	Promotions Director On-Air Talent
3	4/16/2026	Participation in Job Fairs	On April 16, 2026, our SEU participated in the Fresno City College Job Fair. To promote the event, our SEU aired on-air advertisements. During the event, our Promotions Director and On-Air Talent engaged with attendees by answering questions about local and enterprise-wide job opportunities at iHeartMedia. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	2	Promotions 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
4	6/16/2026	Participation in events sponsored by organizations representing the community	On June 16, 2026, the SEU hosted Girl Scouts at the iHeartRadio Fresno facilities for a career exploration and station tour. During the visit, our Promotions Events Support provided a behind-the-scenes tour of the broadcast operations, allowing participants to visit each radio station studio and interact with On-Air Talent and our DJ/Announcer. Our programming staff from B95 demonstrated production techniques, presented information about voice-over work, and showed participants how live radio talk breaks are conducted on-air. The students also learned about careers in broadcasting, media production, and radio operations. The visit concluded with a Q&A session led by the Community Area President, providing attendees with the opportunity to engage directly and learn more about career paths and employment opportunities in the broadcasting industry.	4	Community Area President Promotion Events Support DJ-Announcer On-Air Talent