

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 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
Executive Producer for The Jubal Show	1-10, 13-18	10
Outside Account Executive	1-3, 5-6, 8-9, 13-18	8
Outside Account Executive	1-3, 5-6, 8-9, 11-18	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian Counseling and Referral Services 3639 Martin Luther King Jr Way S Seattle, Washington 98144 Phone : 206-695-7600 Fax : 1-206-695-7606 Young Lim	N	0
2	Central Washington University 400 E University Way Ellensburg, Washington Phone : 509-963-1921 Email : career@cwu.edu Career Services	N	0
3	City University Career Planning & Placement 11900 NE 1st St Bellevue, Washington 98005 Email : careers@cityu.edu Fax : 1-425-709-5441 Paul Saulsvil	N	0
4	Employee Referral	N	1
5	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
6	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
7	Internal Candidate	N	1

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8	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	4
9	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
10	Non-Employee Referral	N	5
11	On-Air or Podcast host social media sites - not directly contacted by SEU	N	1
12	Unknown (source not adequately identified upon inquiry by SEU)	N	1
13	Urban League of Metropolitan Seattle 105 14th Ave Seattle, Washington 98122 Phone : 206-461-3792 X3034 Email : info@urbanleague.org Fax : 1-206-461-8425 Marilyn Harris	N	0
14	Washington State Association of Broadcasters PO Box 11341 Tacoma , Washington 98411 Phone : 541-419-0141 Url : www.wsab.org Email : kshipman@wsab.org Career Services	N	0
15	Washington State Dept. of Services for the Blind 3411 S Alaska St. Seattle, Washington 98504 Phone : 206-721-4422 Email : info@dsb.wa.gov Fax : 1-206-721-4103 Career Services	N	0

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16	Washington Vocational Services 22316 70th Ave W Suite D Attn: Job Announcements Mountlake Terrace, Washington 98043 Phone : 425-774-3338 Email : jlyon@wvs.org Fax : 1-425-744-1555 Michelle Caiola	N	0
17	Western Washington Indian Employment & Training Program 3701 6th Ave #4 Tacoma, Washington 98406 Phone : 253-879-9066 Email : dmartin@quinault.org Career Services	N	0
18	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:			14

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/4/2025	Participation in events or programs sponsored by educational institutions	On November 4, 2025, our SEU's Vice President of Sales participated in a Sales Program Recruiter Panel at the University of Washington's Foster School of Business. Along with business leaders from other companies, our Vice President of Sales engaged with approximately 50 students as a panelist. The panel is part of the sales program curriculum and was specifically focused on recruitment. Our SEU discussed her career path in media sales from her time as an Account Executive to Sales Management. The students asked questions about the industry, the process of applying and interviewing for sales positions, and requested tips for standing out in the application process.	1	VP of Sales
2	11/12/2025	Participation in events or programs sponsored by educational institutions	On November 12, 2025, the SEU hosted a student enrolled in the University of Washington Foster School of Business's Fall 2025 Principles of Selling course for a job shadowing experience. The Vice President of Sales met with the student at the Seattle office to provide insight into careers in broadcast sales and the media industry. As part of the student's coursework, the student conducted a mock sales call designed to simulate securing a client meeting. The Vice President of Sales provided feedback and evaluated the student's performance for class credit. During the visit, the Vice President of Sales also discussed her career path, professional experiences, and employment opportunities within the broadcasting industry. The event concluded with a guided tour of the station's facilities, giving the student additional exposure to station operations and the various career opportunities available within broadcast media.	1	VP of Sales

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3	2/20/2026	Participation in events or programs sponsored by educational institutions	On February 20, 2026, the SEU hosted a student enrolled in the Winter 2026 Sales Management class at the University of Washington's Foster School of Business for a job shadowing experience. The Vice President of Sales met with the student at the Seattle office to provide insight into careers in broadcast sales and the media industry. As part of the student's coursework, the student conducted a mock sales call designed to simulate securing a client meeting. The Vice President of Sales provided feedback and evaluated the student's performance for class credit. During the visit, the Vice President of Sales also discussed her career path, professional experiences, and employment opportunities within the broadcasting industry. The event concluded with a guided tour of the station's facilities, giving the student additional exposure to station operations and the various career opportunities available within broadcast media.	1	VP of Sales

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4	2/25/2026	Participation in events or programs sponsored by educational institutions	On February 25, 2026, the SEU hosted a student from the Winter 2026 Sales Management and Advanced Selling Class at the University of Washington Foster School of Business. During the visit, the student met with the Vice President of Sales to gain firsthand exposure to the broadcast sales profession and learn about career opportunities within the media industry. As part of a class assignment, the student conducted a mock sales meeting and received individualized feedback and performance evaluation from the Vice President of Sales. The discussion also covered the Vice President's career journey, professional experiences, and the skills necessary for success in media sales. The visit concluded with a tour of the station's facilities, providing additional insight into broadcasting operations and the variety of roles available within the organization.	1	VP of Sales
5	3/10/2026	Participation in events or programs sponsored by educational institutions	On March 10, 2026, our SEU's Vice President of Sales participated in a sales management class panel at the University of Washington's Foster School of Business. Along with business leaders from other companies, our Vice President of Sales engaged with approximately 50 students as a panelist. She discussed her career, her career path, and the ups and downs of a broadcast sales career. She spoke about the gratification of being in a relationship-based field and building long-lasting connections by providing exceptional service to meet the client's business needs. The students asked questions about the industry, and the utilization of AI, which our SEU reinforced as a great tool, but not a replacement for talent on the air or sales professionals in the field with clients. She was able to offer advice and direction on being successful in a sales career.	1	VP of Sales

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6	3/25/2026	Participation in events or programs sponsored by educational institutions	On March 25, 2026, our SEU's Vice President of Sales participated as a co-presenter at Skyline High School's Career Day breakout sessions. During a session titled "Understanding People to Reaching Audiences: Humanities and Marketing Careers," he discussed his career path and current role at iHeartMedia, highlighting the importance of audience demographics, cultural awareness, and communication strategies in effectively reaching target audiences. He also shared information on career opportunities in broadcasting, media, sales, and marketing, and provided guidance on educational pathways and workforce preparation for graduating students. The session concluded with a Q&A, allowing students to engage directly and learn more about careers in the industry.	1	VP of Sales
7	4/3/2026	Participation in Job Fairs	On March 3, 2026, our SEU's Vice President of Sales participated in the Seattle Annual Community Employment Day Career Fair, hosted by City Career Fair. She spoke with interested job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	VP of Sales

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8	5/6/2026	Participation in events or programs sponsored by educational institutions	On May 6, 2026, the SEU hosted a student enrolled in the Spring 2026 Sales Force Management and Advanced Selling Course at the University of Washington's Foster School of Business for a job shadowing experience. The Vice President of Sales met with the student at the Seattle office to provide insight into careers in broadcast sales and the media industry. As part of the student's coursework, the student conducted a mock sales call designed to simulate securing a client meeting. The Vice President of Sales provided feedback and evaluated the student's performance for class credit. During the visit, the Vice President of Sales also discussed her career path, professional experiences, and employment opportunities within the broadcasting industry. The event concluded with a guided tour of the station's facilities, giving the student additional exposure to station operations and the various career opportunities available within broadcast media.	1	VP of Sales

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9	5/13/2026	Participation in events or programs sponsored by educational institutions	On May 13, 2026, the SEU hosted a student from the Spring 2026 Sales Force Management course at the University of Washington's Foster School of Business. During the visit, the student met with the Vice President of Sales to gain firsthand exposure to the broadcast sales profession and learn about career opportunities within the media industry. As part of a class assignment, the student conducted a mock sales meeting and received individualized feedback and performance evaluation from the Vice President of Sales. The discussion also covered the Vice President's career journey, professional experiences, and the skills necessary for success in media sales. The visit concluded with a tour of the station's facilities, providing additional insight into broadcasting operations and the variety of roles available within the organization.	1	VP of Sales
10	7/30/2026	Participation in Job Fairs	On July 30, 2026, our SEU participated in Seattle's 26th Annual Community Employment Day Career Fair. During the fair, our Vice President of Sales engaged with attendees by discussing career opportunities in broadcasting, sharing employment opportunities at iHeartMedia and answering participant questions. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	1	VP of Sales