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EEO PUBLIC FILE REPORT
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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
Vice President of Sales	1-21	8

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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	Augustana College, Career Center 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7347 Kristi Gimel Baker Manual Posting	N	0
2	Blackhawk College Placement 6600 34th Avenue Moline, Illinois 61265 Phone : 309-796-5129 Email : striegela@bhc.edu Bruce Storey	N	0
3	Eastern IA Job Training Regional Office 326 3rd Street, Ste #910 Davenport, Iowa 52801 Phone : 563-336-3440 Email : wcole@eicc.edu Career Services	N	0
4	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
5	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
6	IL Dept of Rehabilitation 4711 44th Street, Ste #3 Rock Island, Illinois 61201 Phone : 309-764-8383 Email : DHS.DRS@illinois.gov Tom Lowry	N	0
7	Indeed.com - Not directly contacted by SEU	N	1
8	Internal Transfer/Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Job Service of IA 902 W. Kimberly Rd. Davenport, Iowa 52806 Phone : 563-445-0656 Email : info@careeronestop.org Career Services	N	0
10	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	1
11	Martin Luther King Center 630 9th Street Rock Island, Illinois 61201 Phone : 309-732-2999 Email : MLKmail@rigov.org Career Services	N	0
12	NAACP 1134 9th Street SE Cedar Rapids, Iowa 52401 Phone : 319-365-9482 Email : naacpcr4013@gmail.com Career Services	N	0
13	Northern Illinois University 1425 W Lincoln Hwy Dekalb, Illinois Email : humanresources@niu.edu Career Services	N	0
14	Southern Illinois University 1263 Lincoln Dr Carbondale, Illinois Career Services Manual Posting	N	0
15	St. Ambrose University 518 W Locust St. Davenport, Iowa Career Services Manual Posting	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
16	University of Iowa 24 Phillips Hall Iowa City, Iowa Career Services Manual Posting	N	0
17	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8615 Derek Solheim Manual Posting	N	0
18	Western Illinois University 1 University Cir Nmacomb, Illinois Phone : 888888888 Career Services Manual Posting	N	0
19	WIU Regional Center 3561 60th Street Moline, Illinois 61265 Phone : 309-762-9080 Email : anw-adamson@wiu.edu Audrey Adamson	N	0
20	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
21	ZipRecruiter - Not directly contacted by SEU	N	1
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**4**

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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	10/2/2025	Participation in Job Fairs	On October 2, 2025, our Market President represented our SEU at the Cornell College Job Fair. He engaged with job seekers, discussed career paths in radio, and promoted employment opportunities at iHeartMedia, with a focus on roles in radio broadcasting, sales, and advertising	1	Market President
2	9/10/2026	Sponsorship of events in the community designed to increase public awareness	On September 10, 2026, our SEU's Vice President of Sales and Account Executive hosted an Open House Job Fair to promote employment opportunities within iHeartMedia and the broadcasting industry. For approximately one month leading up to the event, our SEU heavily promoted an open Outside Sales position across all seven stations in the market. Additional on-air promotion was conducted specifically to encourage attendance at the Job Fair. The event was designed to provide attendees with information about both local and company-wide career opportunities. Recruitment materials and informational packets were available for the two positions actively being recruited within the market, and station representatives discussed a variety of employment opportunities throughout iHeartMedia. A computer workstation was also available on-site to assist interested candidates with completing and submitting online applications. The Open House Job Fair served as an opportunity to connect directly with job seekers, promote employment opportunities, and increase awareness of careers available within iHeartMedia and the media industry.	2	VP of Sales Account Executive

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	9/15/2026	Sponsorship of events in the community designed to increase public awareness	On September 15, 2026, our SEU's Vice President of Sales and Account Executive hosted an Open House Job Fair to promote employment opportunities within iHeartMedia and the broadcasting industry. For approximately one month leading up to the event, our SEU heavily promoted an open Outside Sales position across all seven stations in the market. Additional on-air promotion was conducted specifically to encourage attendance at the Job Fair. The event was designed to provide attendees with information about both local and company-wide career opportunities. Recruitment materials and informational packets were available for the two positions actively being recruited within the market, and station representatives discussed a variety of employment opportunities throughout iHeartMedia. A computer workstation was also available on-site to assist interested candidates with completing and submitting online applications. The Open House Job Fair served as an opportunity to connect directly with job seekers, promote employment opportunities, and increase awareness of careers available within iHeartMedia and the media industry.	2	VP of Sales Account Executive