

KEX, KFBW, KKCW, KKRZ, KLTH, KPOJ, KXJM
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
Account Executive	1-5, 7-9, 11-17, 19-20, 22-28, 30	25
Account Executive	1-24, 26-30	6

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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 Health & Service Center 9035 SE Foster Rd Portland, Oregon 97266 Phone : 503-872-8822 Email : dchiu@ahscpdx.org Daniel Chiu	N	0
2	Black United Fund of Oregon 2828 NE Alberta St Portland, Oregon 97211 Phone : 503-282-7973 Url : http://www.bufor.org Email : buf@bufor.org Career Services	N	0
3	Career Makers 5200 SW Meadows Rd Suite 150 Lake Oswego, Oregon 97035 Phone : 503-699-3192 Email : peter@careermakers.com Peter Paskill	N	0
4	Central City Concern Employment Access Center 2 NW Second Ave Portland, Oregon 97209 Phone : 503-226-7387 x 234 Email : cccadmin@cccconcern.org ShaRee Rhone	N	0
5	Community Action Organization 1001 SW Baseline Street Attn: HR Hillsboro, Oregon 97123 Phone : 503-693-3224 Fax : 1-503-648-4175 Career Services	N	0
6	Employee Referral	N	3
7	Filipino American Association 8917 SE Stark Portland, Oregon 97216 Phone : 503-253-7636 Email : info@naffaa.org Career Services	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
8	George Fox University PO Box 8942 Career Services Newberg, Oregon 97132 Phone : 503-554-2330 Career Services Manual Posting	N	0
9	Goodwill Industries 13920 SW Pacific Highway Tigard, Oregon 97223 Phone : 503-746-5070 Email : jschoblaske@gicw.org Jon Schoblaske	N	0
10	Handshake (job dissemination tool facilitating postings to multiple colleges and universities)	N	1
11	Hispanic Metropolitan Chamber of Commerce 333 SW 5th Avenue # 100 Portland, Oregon 97204 Phone : 503-222-0280 Email : info@hmccoregon.com Mary Ann Potter	N	0
12	Hispanic Program of Catholic Community Services 138 NE 3rd Suite 140 Gresham, Oregon 97030 Phone : 503-669-8350 Email : jjimenez@elprograma.org Career Services	N	0
13	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
14	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

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15	Immigrant & Refugee Community Organization 10301 NE Glisan St Portland, Oregon 97220 Phone : 503-234-1541 x 193 Email : jobs@irco.org Career Services	N	0
16	Lewis & Clark College 0615 SW Palatine Hill Rd LC Box 174 Portland, Oregon 97219 Phone : 503-768-7114 Career Services Manual Posting	N	0
17	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
18	Monster - Not directly contacted by SEU	N	1
19	Mt Hood Community College 26000 SE Stark St Career Placement Center Gresham, Oregon 97030 Phone : 503-491-7323 Christy Weigel Manual Posting	N	0
20	MTC Works 2101 5th St Tillamook, Oregon 97141 Phone : 503-842-4488 Email : tiara.m.logsdon@oregon.gov Tiara Logsdon	N	0
21	Non-Employee Referral	N	1
22	Oregon Association of Broadcasters 2420 NE Sandy Blvd Ste 120 Portland, Oregon 97232 Phone : 503-443-2299 Url : www.theoab.org Email : theoab@theoab.org John Tamerlano	N	0

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23	Oregon State University 1500 SW Jefferson Ave Corvallis, Oregon 97331 Phone : 541-737-0523 Rachel Finch Manual Posting	N	0
24	Portland Community College Opportunity Center @ 42nd 4299 NE Killingsworth Portland, Oregon 97218 Phone : 503-943-2000 Email : Kim.Dealy@pcc.edu Kim Dealy	N	0
25	Previous Employee	N	1
26	Reed College 3203 SE Woodstock Blvd Career Services Portland, Oregon 97202 Phone : 503-777-7550 Career Services Manual Posting	N	0
27	Sumner College 15115 SW Sequoia Pkwy Ste 200 Tigard, Oregon 97224 Phone : 503-223-5100 Email : debby@magermarketing.net Career Services	N	0
28	University of Oregon Career Center Employment Services PO Box 3257 Eugene, Oregon 97403 Phone : 541-346-3235 Career Services Manual Posting	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	1
30	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/17/2025	Participation in events or programs sponsored by educational institutions	On October 17, 2025, our SEU participated in Duniway Middle School's Career Friday. Two On-Air Talents, hosts of the K103 morning show, spoke with students about their roles as morning show hosts and careers in the broadcast industry. They shared their individual career paths into radio, discussed the attributes and skills that contribute to success as a radio personality, and explained the day-to-day responsibilities of working on a morning show. They also provided practical guidance on steps students can take now to develop their voice, personal style, and brand, and discussed topics including podcasting and how radio frequencies work. The visit concluded with a question-and-answer session, allowing students to engage directly with the speakers and learn more about broadcasting and media career opportunities.	2	On-Air Talent On-Air Talent
2	10/23/2025	Participation in Job Fairs	On October 23, 2025, the SEU participated in Oregon State University's 2025 Fall Virtual Career & Internship Fair. During the fair, the Region President, Vice President of Sales, Marketing Manager, and Senior Vice President of Programming engaged with attendees by discussing career opportunities in broadcasting, sharing employment opportunities at iHeartMedia, accepting resumes, participating in one-on-one conversations, and outlining steps to apply for positions with iHeartMedia.	4	Region President VP of Sales Marketing Manager SVP of Programming

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3	11/6/2025	Participation in events or programs sponsored by educational institutions	On November 6, 2025, the SEU's Assistant Program Director/On-Air Talent from the station's sports format served as a guest speaker for Cascade High School's Media Class. He shared his career path, his role at iHeartMedia, and information about careers and employment opportunities in broadcasting. He also discussed the skills and attributes needed for success as a radio personality and outlined the day-to-day responsibilities of working on a morning show. During the visit, he supported the teacher with a hands-on project focused on podcasting and live radio production. Students created content designed for live radio, which was recorded and later played back on his radio show, giving students practical exposure to podcasting and radio broadcasting.	1	Assistant Program Director/On-Air Talent
4	12/4/2025	Participation in events or programs sponsored by educational institutions	On December 4, 2025, the SEU's Region President visited Roosevelt High School in Portland, Oregon, to speak with high school students affiliated with The I Am Academy. The discussion focused on careers in radio and media, and steps students can take now to prepare for a future career in broadcasting. He shared his personal background and professional career path, his role at iHeart Media, discussed various roles within broadcast media—including sales, on-air, and engineering—and highlighted entry-level job opportunities available to students. The visit concluded with a Q&A session, allowing students to engage directly and learn more about the broadcasting industry and potential career pathways.	1	Region President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	12/9/2025	Participation in events or programs sponsored by educational institutions	On December 9, 2025, the SEU's Region President visited Roosevelt High School in Portland, Oregon, to speak with high school students affiliated with The I Am Academy. The discussion focused on careers in radio and media, and steps students can take now to prepare for a future career in broadcasting. He shared his personal background and professional career path, his role at iHeart Media, discussed various roles within broadcast media—including sales, on-air, and engineering—and highlighted entry-level job opportunities available to students. The visit concluded with a Q&A session, allowing students to engage directly and learn more about the broadcasting industry and potential career pathways.	1	Region President
6	2/4/2026	Participation in Job Fairs	On February 4, 2026, our SEU participated in Oregon State University's 2026 Winter Virtual Career & Internship Fair. During the fair, our Senior Vice President of Programming and Broadcast Program Director engaged with attendees by discussing career opportunities in broadcasting, sharing employment opportunities at iHeartMedia, accepting resumes, participating in one-on-one conversations, and outlining steps to apply for positions with iHeartMedia.	2	SVP of Programming Broadcast Program Director

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7	9/3/2026	Participation in events or programs sponsored by educational institutions	On September 3, 2026, the SEU's Broadcast Program Director visited Benson High School to speak with students enrolled in the school's KBPS broadcasting program. During the presentation, he shared his career path in radio broadcasting and discussed his progression to his current leadership role. He provided students with insight into audience measurement systems used in the industry, including the evolution from diary-based ratings to the Arbitron PPM system, and demonstrated professional broadcast automation platforms, including Sound+ and NexGen, to help students better understand radio station operations. He also discussed industry regulations and responsibilities, including FCC compliance, Emergency Alert System (EAS) requirements, news and content guidelines, and the role of on-air talent. The visit concluded with a Q&A session where the students had the opportunity to ask questions about broadcasting careers, industry standards, and celebrity interviews providing firsthand exposure to careers in radio and media.	1	Broadcast Program Director

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8	9/29/2026	Participation in events or programs sponsored by educational institutions	On September 29, 2026, our SEU hosted a group of approximately 20 juniors and seniors from Benson High School's KBPS broadcasting program at our studios. Our Program Director gave the students a tour of our facilities including the studios, engineering department and sales floor, and spoke about his role on air and as Program Director. Another one of our employees, an On-Air Talent, spoke with the students about his career on the radio and gave advice on the best way to pursue a career in radio. There was a lengthy Q&A that involved questions about automation, music tests, promotions, and requests. The students met our Region President, who spoke to them about podcasting and our partnership with the Portland Trailblazers.	3	Program Director On-Air Talent Region President