

KBEB, KFBK, KFBK-FM, KHYL, KSTE, KYRV, KZIS
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
Business Development	1-4, 6	2
Outside Account Executive	1, 3-6	6
Outside Account Executive	1, 3-6	5

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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	Direct Employers Association (an association distributing job postings to state &/or local job banks) 7602 Woodland Drive Indianapolis, Indiana N/A N/A Manual Posting	N	0
2	Employee Referral	N	1
3	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
4	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
5	Indeed.com - Not directly contacted by SEU	N	1
6	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	2
7	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Email : careerrecruiting@ucdavis.edu Fax : 1-916-752-0411 Job Coordinator Prong 2 Ended Date: 10/19/2025	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/4/2025	Participation in events sponsored by organizations representing the community	On August 4, 2025, our SEU hosted a station tour for adults from Abled, an organization that provides mentorship, career preparation, and job training for individuals with adult disabilities. Participants were given a behind-the-scenes look at the studio and provided a hands-on experience in the broadcasting field. SEU team members—including the Director of Marketing and Activation, Promotion Events Support, and Director of Digital and News Content—shared insights into their roles and discussed career opportunities in radio.	3	Director of Marketing & Activation Promotion Events Support Director of Digital and News Content
2	8/14/2025	Participation in events sponsored by organizations representing the community	On August 14, 2025, our SEU's Director of Marketing and Activation, Director of Digital and News Content, and Promotion Events Support hosted a station tour for the non-profit: Act of Kindness. The event included a presentation about iHeartMedia, job opportunities in radio, and an overview of promotions and audience metrics. Participants toured the Sacramento offices and studios, recorded a mock commercial, and took part in a Q&A session.	3	Director of Marketing & Activation Promotions Events Support Director of Digital and News Content
3	8/19/2025	Participation in events sponsored by organizations representing the community	On August 19, 2025, our SEU's Director of Marketing and Activation, Director of Digital and News Content, and Promotion Events Support hosted a station tour for Improve Your Tomorrow, a Sacramento-based nonprofit focused on supporting young men of color through mentorship and academic services. The event included a presentation about iHeartMedia, job opportunities in radio, and an overview of promotions and audience metrics. Participants toured the Sacramento offices and studios, recorded a mock commercial, and took part in a Q&A session.	3	Director of Marketing & Activation Promotions Events Support Director of Digital and News Content

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4	9/5/2025	Participation in events sponsored by organizations representing the community	On September 5, 2025, our SEU hosted a station tour for members of the International Radio Club of America. Participants received a behind-the-scenes look at our broadcast facilities and day-to-day operations, including insights into programming, social media, and sales functions within a media organization. The visit was led by our Promotion Events Manager, News/Talk Radio Host, and Producer KFBK Afternoon , who discussed career opportunities in broadcasting and outlining employment pathways within iHeartMedia. The tour concluded with an interactive Q&A session, allowing students to engage directly with staff, ask questions, and gain a deeper understanding of careers in the radio and media industry.	2	Promotion Events Manager News Talk Host Producer KFBK Afternoon News
5	12/16/2025	Participation in events or programs sponsored by educational institutions	On December 16, 2026, hosted a student from American River College for a station tour. He received a behind-the-scenes look at our broadcast facilities and day-to-day operations, including insights into programming, social media, and sales functions within a media organization. The visit was led by our Market President and Promotion Events Manager who discussed career opportunities in broadcasting and outlined employment pathways within iHeartMedia. The tour concluded with a Q&A session, allowing him to engage directly with staff, ask questions, and gain a deeper understanding of careers in the radio and media industry.	2	Promotion Events Manager Market President

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6	2/17/2026	Participation in events or programs sponsored by educational institutions	On February 17, 2026, the Director of News & Digital Content for KFBK served as a guest speaker for student staff members from the Associated Students Inc. Office at California State University, Sacramento. During the presentation, he discussed his career path from promotions into broadcasting and programming, providing students with a firsthand perspective on career growth within the media industry. He also shared insights on breaking into digital media, outlined educational requirements and professional qualifications for careers in broadcasting and digital content, and discussed opportunities available within the industry. The visit concluded with a Q&A session, allowing participants to engage directly and learn more about the industry.	1	Director of Digital and News Content
7	3/11/2026	Participation in events or programs sponsored by educational institutions	On March 11, 2026, our SEU's Promotion Events Support representative visited Katherine Johnson Middle School to speak with students about careers in radio, media, and the broadcasting industry. She discussed her career path and current role at iHeartMedia, provided information about various career opportunities in broadcasting and entertainment, and highlighted employment opportunities within the company. The visit concluded with a Q&A session, allowing students to engage directly with staff and learn more about the industry.	1	Promotion Events Support