

**KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

**KGB-FM, KHTS-FM, KIOZ, KLSD, KMYI, KOGO, KSSX****EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/7/2022	Participation in events or programs sponsored by educational institutions	Vice President Sales and on-air talent worked together to do a presentation to San Diego Youth Services – targeting ages: 15+ for workplace readiness, peer mentoring and on the job training. This is a youth job development program that empowers and supports the youth of San Diego – we spoke to them about careers in broadcast/audio. <a href="http://www.sdyouthservices.org/services/">www.sdyouthservices.org/services/</a>	1	VP of sales
2	2/8/2023	Participation in events or programs sponsored by educational institutions	SEU Market President and Region President spoke with Grand Canyon University - Women in Business Club regarding opportunities in broadcast careers on 2/8/23	2	Market President - San Diego Region President - Greater Arizona Region
3	2/15/2023	Participation in events or programs sponsored by educational institutions	Senior Vice President, San Diego brought in the older Girl Scouts and their families to our offices (15 years old and up) and spoke about careers in broadcast/audio	1	SVP
4	2/28/2023	Participation in events or programs sponsored by educational institutions	SEU Market President, San Diego and Region President, Phoenix, spoke with Grand Canyon University - Women in Business Club regarding opportunities in broadcast careers on 2/8/23	2	Market president Region President
5	3/13/2023	Participation in events or programs sponsored by educational institutions	Market President presented at the Sports/Entertainment and Recreation Committee for the Greater Fort Lauderdale Alliance Leadership Trip about broadcasting the overall health of the audio industry – including sports, on air and podcasting.	1	Market president
6	6/6/2023	Participation in events or programs sponsored by educational institutions	SEU Senior VP Sales and talent spoke to James Madison High School students about careers in broadcast/audio	1	SVP of sales

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7	7/15/2023	Provision of training to management	On July, 2023, our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president
8	7/15/2023	Provision of training to management	On June, 2023, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market president
9	7/15/2023	Provision of training to management	On June, 2023, our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Market president