

**KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

**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
Sales Support/Project Manager	1-7, 9, 11, 13-17, 21-22, 25	14
Multi-Media Account Executive	1-7, 9, 11, 13, 15-16, 18, 21-22, 25	18
Business Development Multi-Media Account Executive	1-9, 11, 13, 15-16, 18, 21-23, 25	23
Associate Producer	1-9, 11, 13, 15-17, 21-22, 25	8
Promotions Assistant	1-7, 9, 11, 13, 15-16, 18, 21-22, 24-25	24
Morning Show Host	1, 3, 6, 8-13, 15-17, 19, 21-23, 25	17
VP Sales	1, 3, 5-6, 8-11, 13, 15-22, 25	8
Producer	1, 3, 6, 8-11, 13, 15-19, 21-22, 25	17

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
2	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Email : <a href="mailto:info@amfmjobs.com">info@amfmjobs.com</a> Career Services	Y	0
3	Arizona Broadcasters Association Job Bank (ABA) (non-commission jobs only) n/a Arizona- 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Url : <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a> Email : <a href="mailto:jlatko@azbroadcasters.org">jlatko@azbroadcasters.org</a> Jennifer Latko	Y	0
4	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : <a href="http://www.asu.edu/career.com">www.asu.edu/career.com</a> Career Services Manual Posting	N	0
5	Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : <a href="mailto:MBernard@azdes.gov">MBernard@azdes.gov</a> Fax : 1-602-268-3594 Career Services	Y	0
6	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : <a href="http://www.phoenix.va.gov/">http://www.phoenix.va.gov/</a> Email : <a href="mailto:jacqueline.zepp@va.gov">jacqueline.zepp@va.gov</a> Fax : 1-602-627-2804 Jacqueline Zepp	Y	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
7	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Url : www.evit.com Email : adulated@evit.com Fax : 1-480-461-6749 Steve Grosz	Y	0
8	Employee Referral	N	8
9	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : jamie@focusemployment.com Fax : 1-480-967-7872 Karen Gardner	Y	0
10	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-252-8494 Url : www.wehelpwomen.com Email : info@fswf.org Fax : 1-602-257-9691 Career Services	N	0
11	Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4449 Email : employerexperienceteam@goodwillaz.org Fax : 1-602-535-4358 Sue Hamilton	N	0
12	Google Jobs - Not directly contacted by SEU	N	1
13	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : nalvarez@gphxul.org Fax : 1-602-253-7359 Natalie Alvarez	Y	0
14	iHeartMedia Talent Acquisition	N	1

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<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>
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
17	Internal Posting	N	7
18	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	6
19	Maricopa Community Colleges Career Network 1833 W. Southern Ave. Mesa, Arizona Url : <a href="http://www.maricopa.edu/careers">www.maricopa.edu/careers</a> Email : <a href="mailto:career@mesacc.edu">career@mesacc.edu</a> Career Services	N	0
20	On-Air Announcement (One or More SEU Stations)	N	1
21	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : <a href="mailto:info@blackchamber.com">info@blackchamber.com</a> Fax : 1-602-307-5204 Channel Powe	Y	0

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<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>
22	Turn a New Leaf 115 East Tonto Street Phoenix, Arizona 85004 Phone : 602-223-4333 Url : www.awee.org Email : ofabela@turnanewleaf.org O Fabela	Y	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	4
24	Walk in/Self-Referral Source	N	1
25	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>31</b>

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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	10/26/2021	Participation in events or programs sponsored by educational institutions	Our SEU attended Grand Canyon University's Meet the Agencies Career Fair. Participants included Market President and Account Executive. Discussed careers in radio with attendees, accepted resumes (and directed them to the iHeartMedia website to apply to positions), discussed employment opportunities and handed out iHeartMedia information.	2	Market President Outside Account Executive
2	1/12/2022	Participation in other activities designed by the station employment unit	Our SEU's SVP Programming produced a short, up-beat video to promote outreach generally and expose local community members to job opportunities they might not otherwise discover. Several employees gave a quick description about their job, job duties, and career opportunities at iHM. Once produced, the video was uploaded to all our station websites. Our on-air talent mentioned this video on air to drive listeners to the website to find out about different job opportunities at iHeartMedia Phoenix.	4	EVP or Programming Promotions Director Account Executive On-Air Talent
3	3/2/2022	Participation in events or programs sponsored by educational institutions	Our SEU attended Grand Canyon University's Colangelo College of Business Hiring Event. Participants included VP Sales and Account Executive. Discussed careers in radio with attendees, accepted resumes (and directed them to the iHeartMedia website to apply to positions), discussed employment opportunities and handed out iHeartMedia information.	2	VP of Sales Account Executive
4	4/6/2022	Participation in events or programs sponsored by educational institutions	Our SEU attended Grand Canyon University's Lopes Launch Senior Send-Off Hiring Event. Participants included VP Sales and Account Executive. Discussed careers in radio with attendees, accepted resumes (and directed them to the iHeartMedia website to apply to positions), discussed employment opportunities and handed out iHeartMedia information.	2	VP of Sales Account Executive

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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>
5	4/27/2022	Participation in Job Fairs	On April 27, 2022, our SEU participated in the East Valley Institute of Technology (EVIT) ABA career fair. Participants included our Senior Director of Entertainment Marketing and our Finance Specialist, who spoke with attendees about career opportunities in broadcasting, accepted resumes, and handed out information about iHM.	2	Sr. Director of Entertainment Marketing Finance specialist
6	5/4/2022	Provision of training to management	On May 4, 2022, our SEU's Finance and Accounting Manager took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Finance and Accounting Manager