

KESZ, KFYI, KGME, KMXR, KNIX-FM, KOY, KYOT, KZZP
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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 Multi-Media Account Executive | 1-8, 10, 13, 15-17, 21, 24-27 | 8 |
| Senior Business Development Multi-Media Account Executive | 1-3, 5-6, 10-11, 13-19, 21-22, 25-27 | 26 |
| Business Development Multi-Media Account Executive | 1-4, 6, 8, 10-13, 15-18, 21-27 | 8 |
| Finance Specialist | 1-3, 5-6, 8, 10-11, 13, 15-19, 21-22, 24-25, 27 | 8 |
| News Talk Morning Show Producer | 1-6, 8-11, 13, 15-17, 20-22, 24-27 | 21 |

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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 : www.allaccess.com Email : jdenver@allaccess.com Career Services | N | 0 |
| 2 | AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : info@amfmjobs.com 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 : www.azbroadcasters.org Email : jlatko@azbroadcasters.org Jennifer Latko | Y | 0 |
| 4 | Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Url : www.asu.edu/career.com Career Services Manual Posting | N | 0 |
| 5 | Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : MBernard@azdes.gov Fax : 1-602-268-3594 Career Services | Y | 0 |
| 6 | Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Url : http://www.phoenix.va.gov/ Email : jacqueline.zepp@va.gov 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 : adulted@evit.com Fax : 1-480-461-6749 Steve Grosz | Y | 0 |
| 8 | Employee Referral | N | 7 |
| 9 | Facebook post - Not directly contacted by SEU | N | 1 |
| 10 | 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 |
| 11 | 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 |
| 12 | Glassdoor - Not directly contacted by SEU | N | 1 |
| 13 | 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 |
| 14 | Google Jobs - Not directly contacted by SEU | 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 |
|------------------|--|--|---|
| 15 | 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 |
| 16 | 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 |
| 17 | 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 |
| 18 | iHM Human Capital Acquisition | N | 3 |
| 19 | Indeed.com - Not directly contacted by SEU | N | 3 |
| 20 | Internal Transfer/Promotion | N | 1 |
| 21 | 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 | 16 |
| 22 | Maricopa Community Colleges Career Network 1833 W. Southern Ave. Mesa, Arizona Url : www.maricopa.edu/careers Email : career@mesacc.edu Career Services | N | 0 |
| 23 | Non-Employee Referral | 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 |
|--|---|--|---|
| 24 | The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe | Y | 0 |
| 25 | 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 |
| 26 | Unknown (source not adequately identified upon inquiry by SEU) | N | 6 |
| 27 | 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 40 |

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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 | 6/8/2022 | Participation in events or programs sponsored by educational institutions | On June 8, 2022, our SEU attended Arizona's Career Mixer at the Heard Museum in Phoenix. It was a combined mixer for students and Alumni from Arizona State University, University of Arizona, and Northern Arizona University. Participants included the VP of Sales and the Outside Account Executive from the SEU. They discussed careers in radio with opportunities and handed out iHeart Media information. | 2 | VP of Sales Account Executive |
| 2 | 7/27/2022 | Participation in events or programs sponsored by educational institutions | Our SEU had a job shadow for a student from Arizona State University. She spent 2 weeks with our Vice President of Sales and a group of Account Executives who walked her through their day to day in broadcast sales. Our participants also highlighted and spoke about their own career paths into this industry and advised her on things she could do and goals she could work toward if she was interested in pursuing a career in broadcasting. | 4 | VP of Sales Account Executive Account Executive Account Executive |
| 3 | 2/8/2023 | Participation in events or programs sponsored by educational institutions | On February 8, 2023, our SEU's Market President & Region President spoke with Grand Canyon University - Women in Business Club about their careers in broadcasting and also regarding opportunities in broadcast the broadcasting field. | 2 | Market President Region President |
| 4 | 4/28/2023 | Provision of training to management | On April 28, 2023, our SEU's VP of Sales 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 | VP of Sales |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|---|
| 5 | 5/5/2023 | Participation in events or programs sponsored by educational institutions | On May 5, 2023, our SEU Program and Events Manager and our On-Air Talent went to Irene Lopez Academy of Arts and spoke to many different classes at this school – ranging from grade 6-8th. They took time to speak about how they got into radio and broadcasting as well as answering any questions the students had about their own path into radio/broadcasting. | 2 | Program and Events Manager On-Air Talent |