

KCOL-FM, KIOC, KKMY, KLVI, KYKR
EEO PUBLIC FILE REPORT
April 1, 2022 - March 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	6/6/2022	Establishment of a mentoring program	Establishment of a mentoring program During the reporting period, beginning on Jun. 6, 2022, our Area President worked with our SVPP at the stations to mentor him in senior programming skills, which includes the skillsets needed to oversee an area of stations and conducting weekly reporting. The program included bi-monthly meetings and required the preparation and review of weekly and monthly reporting. Topics covered also included leadership skills needed to manage a larger staff and the skills needed to oversee different programming formats in different markets. The program was focused on maximizing the mentee's career development potential and resulted in the SVPP-Beaumont being promoted to Area SVPP of Programming in January 2023.	1	Sr VP of programming
2	2/22/2023	Provision of training to management	In February, 2023, our SEU's Area Vice President 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	Area Vice President