

KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**EEO PUBLIC FILE REPORT****April 1, 2015 - March 31, 2016****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Director	1-3, 5-10, 13, 15-23, 26-35, 37-40	16
Assistant Program Director	1-14, 16-35, 37-40	16
Account Executive	1-3, 5-13, 17-23, 26-30, 32-40	12
Account Executive	1-3, 5-13, 17-23, 26-30, 32-40	12
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Key Account Coordinator	1-9, 12-13, 17-19, 21-22, 24-30, 32-41	41
Account Executive	1-10, 12-14, 17-19, 21-22, 24-30, 32-41	41
Key Account Coordinator	1, 5, 8, 10, 12, 27, 41	12
Outside Sales Account Executive	1-13, 17-19, 21-22, 26-30, 32-34, 36-41	12
Outside Sales Account Executive	1-13, 17, 19, 21-22, 26-30, 32-34, 36-41	12

* This report was revised in May 2016 to address minor reporting issues.

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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	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
2	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
3	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Email : Lisa@CareerConnection.org Lisa Miller	N	0
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Collegiate Broadcasters Inc Texas Email : cbjob@mailman.rice.edu Career Services	N	0
6	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
7	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0

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8	Dallas Black Chamber of Commerce 2838 Martin Luther King Jr. Blvd Dallas, Texas 75215 Phone : 2144215200 Email : chum@dbcc.org Fax : 1-214-421-5510 Carmen Humble	N	0
9	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
10	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
12	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	8
13	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0

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14	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
15	Internal Posting	N	1
16	Internal Transfer/Promotion	N	2
17	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
18	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
19	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
20	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
21	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0

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22	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
23	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : cmarshall@pqc.edu Cynthia Marshall	N	0
24	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
25	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
26	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
27	Tarrant County Community College 828 Harwood Rd Hurst, Texas 76054 Email : necareerservices@tccd.edu Victoria Mcclerry	N	0

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28	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
29	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
30	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
31	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : craig@tab.org Craig Bean	N	0
32	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
33	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
34	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	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
35	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
36	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
37	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
38	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
39	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
40	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
41	Word of Mouth Referral	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/15/2015	Participation in events or programs sponsored by educational institutions	Our SEU hosted 6 Seagoville High School Students and 4 Chaperones on Friday, May 15, 2015 for a station tour. Station Participants included our Public Affairs Director. Students worked closely with our staff to learn the “behind-the-scenes” functioning of a radio station, were given a hands-on tour of the studios and spoke briefly sharing career advice. They also had the opportunity to ask questions about careers in broadcasting with on-air personalities, promotions, production and marketing staff.	6	KZPS On Air Office Manager KHKS On-Air Public Affairs Dir
2	6/26/2015	Participation in events sponsored by community groups	Our SEU hosted 30 Students with Girls Inc. of Tarrant County and 3 Chaperones on Friday, June 26, 2015 for a station tour. Station Participants included our Promotions Coordinator, and Program Coordinator. Students worked closely with our staff to learn the “behind-the-scenes” functioning of a radio station, were given a hands-on tour of the studios and spoke briefly sharing career advice. They also had the opportunity to ask questions about careers in broadcasting with on-air personalities, promotions, production and marketing staff.	2	Promo Coord Program Coord
3	10/15/2015	Participation in events or programs sponsored by educational institutions	Our SEU participated in the University of Texas at Arlington, Department of Communication, UTA Radio Class on Thursday, October 15, 2015. Station participants included our Market President, who distributed information about our stations and spoke with the students about career opportunities in broadcasting and directed them to the iHeartMediacareers.com website.	1	Market President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/12/2015	Participation in Job Fairs	Our SEU participated in the Dallas' 15th Annual Diversity Employment Day Career Fair in Dallas, Texas, on November 12, 2015. Station participants included our an Account Executive and our Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	AE Public Affairs Dir
5	1/11/2016	Participation in Job Fairs	Our SEU participated in the 5th Annual Dallas Career Development Conference / Texas Tech University Media & Communications Recruiter Event in Dallas, Texas on January 11, 2016. Station participants included our Director of Events, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	1	Director of Events
6	2/17/2016	Participation in Job Fairs	Our SEU participated in the Dallas 16th Annual Diversity Employment Day Career Fair in Dallas, Texas on February 17, 2016. Station participants included our General Sales Manager and Public Affairs Director, who distributed information about our stations and job openings, accepted resumes, spoke with attendees about career opportunities in broadcasting and directed applicants to the iHeartMediacareers.com website.	2	GSM Public Affairs Dir

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/4/2016	Participation in events sponsored by community groups	Our SEU hosted the Alliance for Women in Media Annual Student Media Tour on Friday, March 4, 2016 at the iHeartMedia office in Dallas, Texas. Station participants included an Account Executive, Integrated Sales and Promotions Coordinator, and our General Sales Manager, who hosted tours and information sessions with 25 college students from Lone Star College, Texas Christian University, University of North Texas, Texas A&M, Texas Tech University, and the University of Dallas. The students had the opportunity to ask questions about careers in broadcasting with on-air personalities, AE's, promotions, events, production, marketing, finance and integrated media.	10	AE Integrated Sales Promo Coord GSM