

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Key Account Coordinator	1-5, 7-9, 11, 14-15, 17-25, 28-33, 35-43, 46	46
Key Account Coordinator	1-5, 7-9, 11, 14-15, 17-25, 28-33, 35-43, 46	17
Promotions Engineer	1, 3, 5, 8, 11, 13, 22, 25, 30, 38, 46	46
Receptionist	1, 3, 5, 8, 11, 22, 25, 30, 38, 46	46
Account Executive - Radio	1, 3, 5, 8, 11-13, 16-17, 22, 25-27, 30, 34, 38, 45-46	45
Account Executive - Radio	1, 3, 5, 8, 11-13, 16-17, 22, 25-27, 30, 34, 38, 45-46	46
Account Executive - Radio	1, 3, 5, 8, 11-13, 16-17, 22, 25-27, 30, 34, 38, 45-46	45
Account Executive - Radio	1, 3, 5, 8, 11-13, 16-17, 22, 25-27, 30, 34, 38, 45-46	45
Account Executive - Radio	1, 3, 5, 8, 11-13, 16-17, 22, 25-27, 30, 34, 38, 45-46	46
Promotions Coordinator	1, 3, 5, 8, 10-13, 16-17, 22, 25-27, 30, 34, 38, 46	17
Market Financial Analyst	1, 3, 5, 8, 10-13, 16, 22, 25-27, 30, 34, 38	13
Promotions Coordinator	1, 3, 5, 8, 10-13, 16, 22, 25-27, 30, 34, 46	46
Receptionist	1-5, 7-8, 10, 12, 15-16, 18, 20-27, 29-38, 40-43, 46	46
Account Executive	1-9, 11-13, 15-16, 18, 20-27, 29-33, 35-38, 40-46	45
Account Executive	1-9, 11-13, 15-16, 18, 20-27, 29-33, 35-38, 40-46	45
Account Executive	1-9, 11-13, 15-16, 18, 20-27, 29-33, 35-38, 40-46	46
Account Executive	1-9, 11-13, 15-16, 18, 20-27, 29-33, 35-38, 40-46	46
Account Executive	1-9, 11-13, 15-16, 18, 20-27, 29-33, 35-38, 40-46	45
Integrated Media Project Coordinator	1-3, 5-9, 11-13, 15-16, 18, 20-27, 29-36, 38-43, 45-46	45

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

**KDGE, KDMX, KEGL, KF XR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****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>
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

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**

**EEO PUBLIC FILE REPORT**

**April 1, 2014 - March 31, 2015**

**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>
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	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> OpenHire Source Manual Posting	N	0
11	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0
12	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
13	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	13

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS**

**EEO PUBLIC FILE REPORT**

**April 1, 2014 - March 31, 2015**

**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>
14	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	3
15	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	0
17	Internal Transfer/Promotion	N	3
18	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
19	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Fax : 713-672-4129 Martha Bravo	N	0
20	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0

**KDGE, KDMX, KEGL, KF XR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****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>
21	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
22	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
23	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
24	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
25	Paul Quinn College 3837 Simpson Stuart Road Dallas, Texas 75241 Email : cmarshall@pqc.edu Cynthia Marshall	N	0
26	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****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>
27	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> OpenHire Source Manual Posting	N	0
28	South Plains College 1401 College Ave. Levelland, Texas 79339 Phone : 806-894-9611 Email : <a href="mailto:adixon@southplainscollege.edu">adixon@southplainscollege.edu</a> Amber Dixon	N	0
29	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
30	Tarrant County Community College 828 Harwood Rd Hurst, Texas 76054 Email : <a href="mailto:necareerservices@tccd.edu">necareerservices@tccd.edu</a> Victoria McClerry	N	0
31	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
32	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
33	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS****EEO PUBLIC FILE REPORT**

April 1, 2014 - March 31, 2015

**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>
34	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : craig@tab.org Craig Bean	N	0
35	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
36	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
37	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
38	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
39	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
40	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

**KDGE, KDMX, KEGL, KF XR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****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>
41	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
42	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
43	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
44	Walk In/Self-Referral	N	2
45	Wilson HCG 400 N. Ashley Drive Suite 3000 Tampa , Florida 33602 Phone : (813) 600-4303 Url : www.wilsonhcg.com Fax : 1-813-418-7437 Ashleigh Blackwell	N	13
46	Word of Mouth Referral	N	21
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>55</b>

# KDGE, KDMX, KEGL, KFJR, KHKS, KZPS

## EEO PUBLIC FILE REPORT

April 1, 2014 - March 31, 2015

### 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	10/8/2014	Participation in Job Fairs	Our SEU participated in the 14th Annual Diversity Employment Day Career Fair "Getting America Back To Work In 2014" in Dallas, Texas, on October 8, 2014. Station participants included our Senior Account Executive, Public Affairs Director, and On-Air Talent, who distributed information about our stations and job openings, accepted resumes and spoke with attendees about career opportunities in broadcasting.	2	Senior AE Public Affairs Director I On-Air
2	10/25/2014	Participation in Job Fairs	Our SEU participated in the NATPE 4 "Free Career Day, Job Fair, TV Station Tour" at the University of Texas at Arlington on Saturday, October 25, 2014. Station participants included two Senior Account Executives, 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.	4	Senior AE Senior AE AE Public Affairs Dir
3	11/30/2014	Participation in other activities designed by the station employment unit	Our SEU conducted a recruitment campaign designed to encourage listeners to pursue a career in Radio Sales with iHeartMedia Dallas during a sponsored event: 106.1 KISS FM's Jingle Ball on Sunday, November 30, 2014, at Verizon Theatre in Grand Prairie, Texas. During the event, a video loop directed listeners to stop by the Kiss booth where our Director of Events, President, General Sales Manager and an Account Executive distributed information about our stations, job openings and spoke with listeners about iHeartRadio and career opportunities with iHeartMedia Dallas.	10	Director Events President GSM AE

**KDGE, KDMX, KEGL, KFJR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2014 - March 31, 2015****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>
4	12/3/2014	Participation in other activities designed by the station employment unit	Our SEU conducted a recruitment campaign designed to encourage listeners to pursue a career in Radio Sales with iHeartMedia Dallas during a sponsored event: 102.1 The Edge - How The Edge Stole Christmas on Wednesday, December 3, 2014, at Verizon Theatre in Grand Prairie, Texas. During the event, a video loop directed listeners to stop by the Edge booth our Director of Events, President, Account Executive and Senior Account Executive distributed information about our stations, job openings and spoke with listeners about iHeartRadio and career opportunities with iHeartMedia Dallas.	10	Director Events President AE Senior AE
5	2/19/2015	Participation in Job Fairs	Our SEU participated in the 15th Annual Diversity Employment Day Career Fair "Getting America Back To Work In 2015" in Dallas, Texas, on February 19, 2015. Station participants included our Senior Account Executive and Public Affairs Director, who distributed information about our stations and job openings, accepted resumes and spoke with attendees about career opportunities in broadcasting.	2	Senior AE Public Affairs Dir
6	3/27/2015	Participation in events sponsored by community groups	Our SEU hosted the Alliance for Women in Media Sixth Annual Student Media Tour on Friday, March 27, 2015 at the iHeartMedia office in Dallas, Texas. Station Participants included our President, Senior VPS, Senior Account Executive, and Director IM, who hosted tours and information sessions with 25 college students and 5 chaperones. Station participants spoke briefly sharing career advice, insights on breaking into business and big picture changes our industry has seen or is experiencing. The students had the opportunity to ask questions about careers in broadcasting with on-air personalities, AE's, promotions, events, production, marketing and integrated media.	10	President Senior VPS Senior AE Director IM