

**KDGE, KDMX, KEGl, KFXR, KHKS, KZPS****EEO PUBLIC FILE REPORT****April 1, 2017 - March 31, 2018****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Sales Account Executive	3-5, 7, 11-14, 16-17, 22, 31, 44	22
Outside Sales Account Executive	3-5, 7, 11-14, 16-17, 22, 31, 44	44
On Air Talent	3-4, 6-8, 10, 12-15, 18, 20-21, 23, 27-28, 30-35, 37-41, 43-44	18
On Air Talent	3-4, 6-8, 10, 12-15, 18, 20-21, 23, 27-28, 30-35, 37-41, 43-44	44
Financial Analyst	1, 3-4, 6-16, 19, 21-26, 30, 34-39, 41, 43	22
Outside Sales Account Executive	1, 3-4, 6-7, 9-10, 12-16, 19, 21-26, 29-31, 34-39, 41-45	44
Outside Sales Account Executive	1, 3-4, 6-7, 9-10, 12-16, 19, 21-26, 29-31, 34-39, 41-45	44
Outside Sales Account Executive	1, 3-4, 6-7, 9-10, 12-16, 19, 21-26, 29-31, 34-39, 41-45	14
KDGE AM Drive Co-Host	1, 3-4, 6-7, 9-10, 12-15, 19, 21, 23-26, 30-31, 34-39, 41, 43-45	44
National Promotions Coordinator	1-4, 6-7, 9-10, 12-15, 17, 19, 21, 24-26, 30-31, 34-39, 41, 43-45	44
Outside Sales Account Executive	1, 3-4, 6-7, 10, 12-15, 19, 21, 23-26, 30-31, 34-39, 41, 43, 45	14

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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>
1	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
2	African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Fax : 1-919-515-8078 Tracey Ray	N	0
3	Amercian Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	Career Connection 9800 Preston Rd #232 Dallas, Texas 75230 Phone : (214) 739-3924 Email : Lisa@CareerConnection.org Lisa Miller	N	0
5	Career Fair	N	1
6	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
7	Collegiate Broadcasters Inc Texas Email : cbjob@mailman.rice.edu Career Services	N	0
8	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

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9	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
10	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0
11	GlassDoor - Source Not Directly Contacted by SEU 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 4153399105 GlassDoor -	N	2
12	Hispanic Ad.com Texas Email : gbhms@mindspring.com Career Services	N	0
13	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
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	8
15	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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16	Indeed.com - Not Directly Contacted by SEU	N	11
17	Internal Posting	N	3
18	Internal Transfer/Promotion	N	1
19	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
20	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
21	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
22	LinkedIn / Word of Mouth	N	6
23	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
24	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
25	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0

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26	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
27	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
28	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : 1-801-697-6657 Todd Nelson	N	0
29	Organization of Chinese Americans 1001 Connecticut Avenue, N W Ste. 707 Washington, District of Columbia 20036 Phone : (202) 223-5500 Fax : (202) 296-0540 EEO Officer	N	0
30	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
31	Tarrant County Community College 828 W. Harwood Road Hurst, Texas 76054 Phone : 817-515-6692 Email : necareerservices@tccd.edu Jessica Olivera	N	0

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32	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
33	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
34	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
35	Texas Association of Broadcasters 502 E, 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
36	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
37	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
38	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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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	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
41	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
42	Unknown (source not adequately identified upon inquiry by SEU)	N	1
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	Word of Mouth Referral	N	13
45	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>46</b>

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	<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	5/17/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for 30 Broadcasting Club Students and chaperones from Harmony School of Innovation in Dallas, Texas, on Wednesday, May 17, 2017. The tour provided a “behind-the-scenes” view of what it is like to work in radio. The students also had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	3	AE Promo Coord Public Affairs Director
2	5/19/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Crowley ISD’s HF Steven’s Middle School Career Day in Crowley, Texas, on Friday, May 19, 2017. Station participants included our Public Affairs Director who talked about how they got into radio and distributed information about our stations and discussed the industry and open/potential positions.	1	Public Affairs Director
3	11/7/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for 28 students from Vandeventer Middle School in Frisco, Texas, on Tuesday, November 7, 2017. The tour provided a “behind-the-scenes” view of what it is like to work in radio. The students also had the opportunity to ask questions about broadcasting, which our SEU supported with this tour and exposure to station operations.	4	Public Affairs Director Marketing Director Engineer Receptionist

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4	3/2/2018	Participation in events sponsored by community groups	<p>Our SEU sponsored the Alliance for Women in Media Tenth Annual Student Media Tour on Friday, March 2, 2018 at the iHeartMedia office in Dallas, Texas. Station participants gave an informative presentation, coordinated different media tours in the North Dallas/Frisco area and organized a Breakfast and Media Tour for all 50 students.</p> <p>Our Vice Presidents, On-Air Talent, Marketing and Event Directors also spoke briefly sharing career advice and insights on the radio industry, along with hosting information session and tours with the college students and chaperones. The students had the opportunity to ask questions about careers in broadcasting with on-air personalities, account executives, promotion coordinators, events, production, marketing, and integrated media staff.</p>	10	AE Events Director Marketing Dir Public Affairs Director
5	3/21/2018	Participation in Job Fairs	Our SEU participated as a Co-Media Sponsor of the 2018 City of Dallas Diversity Employment Day Career Fair in Dallas, Texas, on Wednesday, March 21, 2018. Station participants included our VP of Sales 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.	3	VP of Sales VP of Sales Public Affairs Director