

KCCY, KCCY-FM, KCSJ, KDZA-FM, KIBT, KKLI, KPHT, KVUU
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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
Account Executive	2-5	4
Account Executive	1	1
Account Executive	3	3

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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	Employee Referral	N	1
2	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
3	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	1
4	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	1
5	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	2/9/2023	Establishment of a mentoring program	Our Assistant Program Director trained, coached, and mentored our Promotion Director in programming skills which he will utilize to further develop his career in the radio industry. He worked in areas that were not included in his current job description. Such as, Sound + : where he worked with engineering team on operational issues, Nexgen: log loading live events and trouble shooting, creating images and promos: copywriting and promos and voice over submission for production, technical producer: on site live events, on-air talent: air checks, and podcasting: recording, editing, clipping, and marketing of podcast	1	Assistant Program Director
2	4/10/2023	Participation in Job Fairs	Our Market President participated in the Colorado Broadcasters Association Virtual Job Fair where she discussed careers in radio and broadcasting with interested attendees and answered questions about employment opportunities at iHeart Media.	1	Market President
3	10/27/2023	Provision of training to management	On October, 2023 our SVP Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	SVP Sales
4	10/27/2023	Provision of training to management	In October 2023, our SVP 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	SVP Sales