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May 6, 2024

**VIA E-MAIL & POSTING TO
FCC ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: Response to Broadcast EEO Audit Letter
KASI(AM), Ames, Iowa (Fac. ID No. 2116)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of KASI(AM), Ames, Iowa (Fac. ID No. 2116), as well as the commonly owned stations in the Des Moines, Iowa station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 22, 2024 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. Per your request, this submission consists of a sworn statement by Seth Pitkin, Market President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Meredith G. Singer".

Meredith G. Singer

cc: Lynn Kalagian (FCC) *(via email)*

DECLARATION OF SETH PITKIN, MARKET PRESIDENT

I, Seth Pitkin, hereby declare as follows:

1. I am a Market President for iHM Licenses, LLC, the licensee of KASI(AM), Ames, Iowa (Fac. ID No. 2116), which is part of a station employment unit based in Des Moines, Iowa and which includes KCYZ(FM), Ames, Iowa (Fac. ID No. 2115); KXNO-FM, Ankeny, Iowa (Fac. ID No. 69635); WHO(AM), Des Moines, Iowa (Fac. ID No. 51331); KDRB(FM), Des Moines, Iowa (Fac. ID No. 51332); KKDM(FM), Des Moines, Iowa (Fac. ID No. 42108); and KXNO(AM), Des Moines, Iowa (Fac. ID No. 12964) (the “SEU” or “Unit”). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, “iHeartMedia”). This Statement and relevant attachments are being submitted in response to the March 22, 2024 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: <https://1075kissfm.iheart.com/>, <https://thebusfm.iheart.com/>, <https://whoradio.iheart.com/>, <https://now1051.iheart.com/>, <https://kxno.iheart.com/>, <https://1430kasi.iheart.com/>, and <https://969thebullfm.iheart.com/>.
5. A copy of the current EEO Public File Report is included on or linked to each of these websites.
6. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B in addition to those job notices sent to organizations that have notified the Unit that they want to be notified of the Unit’s job openings.
7. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
8. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit’s performance of four points worth of recruitment initiative activity during the period

covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 22 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

9. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

10. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that iHM Licenses, LLC deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the “Recruitment Plan” or “Plan”) in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR’s department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC’s EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, I am responsible for overseeing all day-to-day EEO compliance efforts, including recordkeeping and compliance monitoring. I am also responsible for overseeing the recruitment initiatives that our SEU participates in, such as speaking to students at local educational institutions about broadcast careers. Additionally, I oversee our SEU’s implementation of and compliance with iHeartMedia’s EEO policies and procedures. This SEU’s EEO compliance measures include identifying efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU’s employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

11. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company’s Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with an opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU also includes language on its

station websites encouraging qualified community organizations to contact the SEU to request its job notices. Further, this SEU offers training programs to management-level employees as to methods of ensuring equal employment opportunities and engages in activities like meeting with community members to discuss career opportunities in broadcasting.

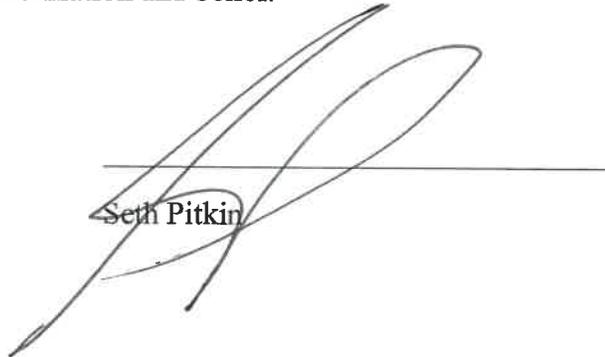
12. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: May 3, 2024

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF Seth Pitkin, Market President**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.



Seth Pitkin

ATTACHMENT A

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
Finance Specialist	1-22	19

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
2	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
3	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bv.u.edu Lisa Taylor	N	0
4	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmacc.edu Sara Moore Manual Posting	N	0
5	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	Y	0
6	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
7	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
8	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	0
9	iHM Human Capital Acquisition	N	6
10	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
11	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
12	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : http://www.goicdm.org/ Email : pspikeyone@gmail.com Career Services	N	0
13	Jewish Federation of Greater DSM 33158 Ute Ave Waukee, Iowa 50263 Phone : 515-987-0899 Url : http://www.jewishdesmoines.org/index Email : info@jewishdesmoines.org Sophie Homonoff	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
14	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Fax : 1-785-864-5318 Career Services	N	0
15	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
16	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0
17	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	2
18	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplasencia@aol.com Ila Plasecia	N	0
19	On-Air Announcement (One or More SEU Stations)	N	1
20	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
21	University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Career Services Manual Posting	N	0
22	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/15/2021	Participation in events or programs sponsored by educational institutions	A student from Grand View participated in a job shadow program. The student shadowed our Program Director and learned about his day-to-day duties at our stations. The student also had the opportunity to ask questions about our Program Director's career path and about careers in broadcasting generally.	1	Program director
2	1/1/2022	Participation in scholarship programs	Our SEU sponsors a scholarship program for local members of the Future Farmers of America. As part of our sponsorship, we contribute financially to the scholarship, assist in the selection process, and broadcast on-air announcements to promote the scholarship. Fifteen full-ride scholarships were awarded to attend Des Moines Area Community College.	1	Market president
3	6/1/2022	Establishment of an intern program designed to assist members of the community	Our SEU hosted an internship for a student for Iowa State University studying Agriculture Communications. During her internship, the student served as a member of our farm team where she wrote agriculture-focused stories, reported on-air from farm markers, and recorded interviewees. The student was supervised by our Program Director.	1	Program director
4	6/10/2022	Participation in events or programs sponsored by educational institutions	A student from Waukee High School participated in a job shadow program. The student shadowed our Program Director and learned about his day-to-day duties at our stations. The student also had the opportunity to ask questions about our Program Director's career path and about careers in broadcasting generally.	1	Program director
5	6/16/2022	Provision of training to management	Our Station Manager attended a presentation by FCC counsel entitled "EEO for Broadcasters." The presentation discussed the FCC's EEO rules and best practices for compliance.	1	Station Manager

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	8/11/2022	Establishment of an intern program designed to assist members of the community	Our SEU hosted an internship for four students representing two local 4-H chapters. The students worked with farm broadcasters to write, produce, and deliver on-air broadcasts of agricultural events at the Iowa State Fair. The students also compiled the results of livestock shows held during the fair and reported them on-air. The students were supervised by on-air staff.	1	On-Air Staff
7	9/16/2022	Provision of training to management	In September 2022, our SEU's SVP of programming 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 of programming

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2022 - September 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
Outside Account Executive	1-12, 16-23, 25-28, 30	8
Account Executive	1, 6, 8, 11-12, 16-17, 20, 22, 30	8
Farm Director - WHO-AM	1, 5-6, 8-12, 16-17, 20, 22, 25, 27, 30	8
iHeartMedia, Multi-Market SVPP	1, 5-6, 8-12, 16-17, 20, 22, 25, 27, 30	12
Board Operator	1-4, 6-7, 11-13, 16-23, 26, 28-30	22
Morning Show Producer/Midday Personality (Full Time)	1, 6, 8, 11-12, 14, 16-17, 20, 22, 29-30	8
On-Air Personality (Full-time)	1, 6, 8, 11-13, 15-17, 20, 22, 24, 29-30	8

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****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	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
2	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
3	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bvu.edu Lisa Taylor	N	0
4	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmacc.edu Sara Moore Manual Posting	N	0
5	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	N	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting Prong 2 Ended Date: 8/1/2023	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****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
7	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0
8	Employee Referral	N	9
9	Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : http://www.gvc.edu/ unknown unknown Manual Posting	N	0
10	Hamilton College 4655 121st Street Urbandale, Iowa 50323 Phone : 515-727-6844 Url : http://portal.kaplanuniversity.edu/pages/micropory Email : lgelhaar@hamiltonia.edu Lori Gelhaar	N	0
11	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
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	3
13	Indeed.com - Not directly contacted by SEU	N	2
14	Internal Candidate	N	1
15	Internal Posting	N	1

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****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
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
18	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : http://www.goicdm.org/ Email : pspikeyone@gmail.com Career Services	N	0
19	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Fax : 1-785-864-5318 Career Services	N	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
21	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****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
22	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	5
23	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplascencia@aol.com Ila Plascia	N	0
24	Non-Employee Referral	N	1
25	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
26	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
27	University of Illinois Urbana-Champaign 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
28	University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Career Services Manual Posting	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	3
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/7/2023	Participation in events or programs sponsored by educational institutions	On April 7, 2023, our SEU's General Manager and Program Director met with a student from Mills County High School to discuss promotions positions within the broadcast industry and the skill sets necessary to work in promotions.	1	Program Director
2	5/8/2023	Participation in events or programs sponsored by educational institutions	May 8-10, 2023, our SEU participated in a multi-day learning opportunity for a student from Simpson College. As part of the program, our News Director met with the student to discuss news and talk show programming in the radio industry and the skill sets necessary to work in radio. The student then shadowed various on-air staff to learn about news preparation and delivery, story generation, and interviewing strategies.	1	News Director
3	8/16/2023	Provision of training to management	In August, 2023, our SEU's Program Director took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized how a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Program Director
4	8/16/2023	Provision of training to management	In August, 2023 our SEU's Program Director 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	Program Director
5	8/17/2023	Provision of training to management	In August, 2023, our SEU's Program Director took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Program Director

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	8/17/2023	Provision of training to management	In August, 2023, our SEU's Program Director took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Program Director

ATTACHMENT B

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Finance Specialist

Recruitment source referring hiree: On-Air Announcement (One or More SEU Stations)

Date of hire: 8/16/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
2	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
3	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bvu.edu Lisa Taylor	N	0
4	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmac.edu Sara Moore Manual Posting	N	0
5	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Finance Specialist

Recruitment source referring hiree: On-Air Announcement (One or More SEU Stations)

Date of hire: 8/16/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
6	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0
7	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
8	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	0
9	iHM Human Capital Acquisition	N	6
10	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
11	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Vacancy Data Form****Finance Specialist****Recruitment source referring hiree: On-Air Announcement (One or More SEU Stations)****Date of hire: 8/16/2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
12	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : http://www.goicdm.org/ Email : pspikeyone@gmail.com Career Services	N	0
13	Jewish Federation of Greater DSM 33158 Ute Ave Waukee, Iowa 50263 Phone : 515-987-0899 Url : http://www.jewishdesmoines.org/index Email : info@jewishdesmoines.org Sophie Homonoff	N	0
14	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Fax : 1-785-864-5318 Career Services	N	0
15	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
16	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Finance Specialist

Recruitment source referring hire: On-Air Announcement (One or More SEU Stations)

Date of hire: 8/16/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
17	<p>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</p>	N	2
18	<p>LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplasencia@aol.com Ila Plasecia</p>	N	0
19	On-Air Announcement (One or More SEU Stations)	N	1
20	<p>Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting</p>	N	0
21	<p>University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Career Services Manual Posting</p>	N	0
22	<p>www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com</p>	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Finance Specialist

Position: Finance Specialist

Hire Date: August 16, 2022

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Stations

Job Summary:

Provides administrative support in one or more of several specialty areas within the Finance and Accounting function including: Cost Accounting, Business Support, Financial Planning and Reporting, Tax, Audit, Accounting Services and Centralized Transactions.

Responsibilities

- Monitors processes and the effectiveness of business controls and initiates improvements.
- Ensures proper control, recording and classification of transactions.
- Uses appropriate systems and tools to input data, generate reports, conduct specialized research projects and respond to inquiries.
- Maintains established service level agreements with appropriate internal and/or external clients and provides quality customer service.
- Maintains working knowledge of current federal, state, and local regulations relevant to specific functional discipline.
- Prepares and reviews journal entries, schedules, filings and various reports including sales and purchase.
- Assists with researching, reconciling and resolving balance sheet, income statement and/or statement of cash

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Finance Specialist

flow inconsistencies.

- Assists with period end consolidations and financial statement preparation (i.e. income statements and/or balance sheets), including reviewing and interpreting financial reporting requirements in accordance with GAAP and iHeartMedia policies.
- Protects organization's reputation by keeping information confidential.
- May review various transactions and/or process transactions and assist with financial information surveys.
- May coordinate schedule preparation, requests for management reports and other related data requests required for internal and external reporting.
- May provide documentation from accounting records in support of company information audits.

Qualifications

- Strong analysis, problem solving, and research skills; can gather, assess and interpret information and comprehend financial impacts of business decisions
- Good judgment & decision-making skills
- Effective communications with multiple levels of employees and clients
- Excellent oral and written communication skills; can prepare and present complex data in a simple, understandable manner
- Stress tolerance & flexibility especially when working under pressure and on multiple projects with tight deadlines; ability to deal with ambiguity
- Ability to plan and organize, get things done in a team-oriented environment
- Excellent attention to detail and optimal work standards
- Demonstrated technical skills in accounting and financial information systems/applications
- Proficient in Excel and ability to learn new systems quickly; experience with Cognos, TM1, salesforce, Quattro and Sharepoint preferred

Work Experience

- Minimum 2-3 years of related experience, in an accounting/financial analysis role

Education

- Bachelor's degree in Accounting, Finance, or Business with an accounting or finance emphasis

Certifications

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Finance Specialist

- CMA a plus

Location

Des Moines, IA: 2141 Grand Ave, 50312

Position Type

Regular

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Some positions in certain divisions of the iHeartMedia family of companies are subject to mandatory vaccination requirements as a condition of employment. Candidates who have been offered employment for these positions at iHeartMedia, subject to applicable law, will be required to demonstrate they have been fully vaccinated for COVID-19 or qualify for a medical or religious accommodation from the vaccination requirement by their start

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Finance Specialist

date (which may be extended for such purposes). If the aforementioned requirements are not met, candidates who have accepted offers for such positions will have their offers rescinded and/or employment terminated in accordance with applicable law.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

Click [Here](#) to learn about the San Francisco Fair Chance Ordinance .

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Des-Moines-IA/Finance-Specialist_Req28015-1

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Finance Specialist

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 3/30/2022 11:05:04 AM
2	All Access.com Website E-mail: jdenver@allaccess.com	Sent: 3/30/2022 11:05:06 AM
3	Buena Vista University E-mail: career@bvu.edu	Sent: 3/30/2022 11:05:03 AM
4	Des Moines Area Community College E-mail: careers@dmacc.edu	Sent: 3/30/2022 11:05:01 AM
5	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 3/30/2022 11:05:01 AM
6	El Enforce E-mail: elenfoque@aol.com	Sent: 3/30/2022 11:05:02 AM
10	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 3/30/2022 11:05:00 AM
11	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 3/30/2022 11:05:00 AM
12	Islamic Center of Des Moines E-mail: pspikeyone@gmail.com	Sent: 3/30/2022 11:05:01 AM
13	Jewish Federation of Greater DSM E-mail: info@jewishdesmoines.org	Sent: 3/30/2022 11:05:03 AM
14	Kansas University Fax: 1-785-864-5318	Sent: 3/30/2022 12:01 PM
15	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 3/30/2022 11:05:00 AM
16	Latinos Unidos of Iowa E-mail: Info@latinosunidosofiowa.org	Sent: 3/30/2022 11:05:01 AM
18	LULAC Council 306 E-mail: irplascencia@aol.com	Sent: 3/30/2022 11:05:04 AM
20	Simpson College E-mail: careers@simpson.edu	Sent: 3/30/2022 11:05:02 AM
21	University of Missouri - Columbia E-mail: career@missouri.edu	Sent: 3/30/2022 11:05:02 AM
22	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 3/30/2022 11:04:59 AM

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 12/14/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
2	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
3	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bvu.edu Lisa Taylor	N	0
4	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmacc.edu Sara Moore Manual Posting	N	0
5	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	N	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 12/14/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0
8	Employee Referral	N	1
9	Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : http://www.gvc.edu/ unknown unknown Manual Posting	N	0
10	Hamilton College 4655 121st Street Urbandale, Iowa 50323 Phone : 515-727-6844 Url : http://portal.kaplanuniversity.edu/pages/micropory Email : lgelhaar@hamiltonia.edu Lori Gelhaar	N	0
11	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
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	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 12/14/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
18	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : http://www.goicdm.org/ Email : pspikeyone@gmail.com Career Services	N	0
19	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Fax : 1-785-864-5318 Career Services	N	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
21	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 12/14/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
22	<p>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</p>	N	0
23	<p>LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplasencia@aol.com Ila Plasecia</p>	N	0
25	<p>Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting</p>	N	0
26	<p>Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting</p>	N	0
27	<p>University of Illinois Urbana-Champaign 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting</p>	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Vacancy Data Form****Outside Account Executive**

Recruitment source referring hiree: Employee Referral

Date of hire: 12/14/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
28	University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Career Services Manual Posting	N	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: December 14, 2022

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Outside Account Executive

- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

Work Experience

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Outside Account Executive

- 2+ years in media/advertising sales is preferred, but not required
- Salesforce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Des Moines, IA: 2141 Grand Ave, 50312

Position Type

Regular

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions,

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Outside Account Executive

consultation on legal and financial matters, emotional well-being, family and caregiving

- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Some positions in certain divisions of the iHeartMedia family of companies are subject to mandatory vaccination requirements as a condition of employment. Candidates who have been offered employment for these positions at iHeartMedia, subject to applicable law, will be required to demonstrate they have been fully vaccinated for COVID-19 or qualify for a medical or religious accommodation from the vaccination requirement by their start date (which may be extended for such purposes). If the aforementioned requirements are not met, candidates who have accepted offers for such positions will have their offers rescinded and/or employment terminated in accordance with applicable law.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

Click [Here](#) to learn about the San Francisco Fair Chance Ordinance .

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Des-Moines-IA/Outside-Account-Executive_Req29661

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Fax and E-mail verification summary report for Outside Account Executive**

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 10/5/2022 1:59:17 PM
2	All Access.com Website E-mail: jdenver@allaccess.com	Sent: 10/5/2022 1:59:19 PM
3	Buena Vista University E-mail: career@bvu.edu	Sent: 10/5/2022 1:59:14 PM
4	Des Moines Area Community College E-mail: careers@dmacc.edu	Sent: 10/5/2022 1:59:11 PM
6	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 10/5/2022 1:59:10 PM
7	El Enforce E-mail: elenfoque@aol.com	Sent: 10/5/2022 1:59:14 PM
16	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 10/5/2022 1:59:08 PM
17	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 10/5/2022 1:59:10 PM
18	Islamic Center of Des Moines E-mail: pspikeyone@gmail.com	Sent: 10/5/2022 1:59:12 PM
19	Kansas University Fax: 1-785-864-5318	Sent: 10/5/2022 3:00 PM
20	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 10/5/2022 1:59:08 PM
21	Latinos Unidos of Iowa E-mail: Info@latinosunidosofiowa.org	Sent: 10/5/2022 1:59:13 PM
23	LULAC Council 306 E-mail: irplascencia@aol.com	Sent: 10/5/2022 1:59:16 PM
26	Simpson College E-mail: careers@simpson.edu	Sent: 10/5/2022 1:59:13 PM
28	University of Missouri - Columbia E-mail: career@missouri.edu	Sent: 10/5/2022 1:59:13 PM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 10/5/2022 1:59:07 PM

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Employee Referral

Date of hire: 12/14/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	N	0
8	Employee Referral	N	1
11	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
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	0
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Vacancy Data Form****Account Executive****Recruitment source referring hiree: Employee Referral****Date of hire: 12/14/2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
22	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	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Account Executive

Position: Account Executive
Hire Date: December 14, 2022

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Markets

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

The audio revolution is here – and iHeart is leading it! From broadcast radio to digital streaming radio to podcasting, audio continues to grow – and iHeart, which reaches 90% of Americans every month, is the #1 audio company in America across every one of those platforms. We're the home of many of the country's most popular and trusted on-air personalities and podcast influencers; we build important connections with hundreds of communities across America; we create and produce some of the most popular and well-known branded live music events in America; and we have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting. Only one company in America has the #1 position in everything audio: iHeartMedia.

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

We're seeking a skilled Account Executive

What You'll Do:

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Account Executive

- Immerse yourself in learning iHeartMedia's Broadcast + Digital Marketing Products (we are constantly innovating and growing!)
- Identify and develop new business opportunities while maintaining a pipeline of sales prospects in Salesforce
- Foster and nurture relationships with the existing client base
- Identify new opportunities and develop persuasive proposals to meet each client/agency evolving needs
- Collaborate with internal partners to drive revenue and meet/exceed established sales targets
- Create effective marketing campaigns in line with the iHeartMedia brand and resources
- Deliver compelling sales presentations with confidence
- Maintain productive client communication to ensure client satisfaction
- Monitor competition to continually prospect new account leads
- Negotiate rates and ensures prompt payments
- Follow all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts, and competitive analysis

What You'll Need:

- A desire to learn and grow!
- Independent, self-motivated, competitive, assertive personality
- Strong problem-solving, analytical, and time management skills
- Persuasive communication skills: verbal, written, and presentation
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities, and multi-task in a fast-paced environment
- Stress tolerance, especially with tight deadlines and financial pressures
- Digital/Media Sales experience is a plus
- Proven sales experience

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Account Executive

- Salesforce experience is a plus
- Drive your own vehicle with a valid driver's license and state-mandated auto insurance
- Microsoft Office suite and social networking platforms skills

What You'll Bring:

- Respect for others and a strong belief that others should do this in return
- Confidence to prospect and quickly build rapport with customers
- Knowledge of the media industry and related sales processes
- Desire to broaden sales capabilities and knowledge base
- Accountability for your own work and a desire to provide guidance to new team members
- Ability to build a territory plan or account approach
- Objective judgement and prior experience to solve business problems
- Strong written and verbal communication, comfortable applying active listening and influencing skills to drive sales
- Understanding of impact of your own efforts to meet sales quotas

Location:

Des Moines, IA: 2141 Grand Ave, 50312

Position Type:

Regular

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Account Executive

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Des-Moines-IA/Account-Executive_Req30011

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Account Executive

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 11/16/2022 8:28:14 PM
6	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 11/16/2022 8:28:13 PM
16	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 11/16/2022 8:28:12 PM
17	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 11/16/2022 8:28:13 PM
20	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 11/16/2022 8:28:12 PM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 11/16/2022 8:28:12 PM

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Farm Director - WHO-AM

Recruitment source referring hiree: Employee Referral

Date of hire: 5/1/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
5	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	N	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	N	0
8	Employee Referral	N	2
9	Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : http://www.gvc.edu/ unknown unknown Manual Posting	N	0
10	Hamilton College 4655 121st Street Urbandale, Iowa 50323 Phone : 515-727-6844 Url : http://portal.kaplanuniversity.edu/pages/micropory Email : lgelhaar@hamiltonia.edu Lori Gelhaar	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Farm Director - WHO-AM

Recruitment source referring hiree: Employee Referral

Date of hire: 5/1/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
11	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
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	0
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Farm Director - WHO-AM

Recruitment source referring hiree: Employee Referral

Date of hire: 5/1/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
22	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
25	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
27	University of Illinois Urbana-Champaign 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting	N	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Farm Director - WHO-AM

Position: Farm Director - WHO-AM

Hire Date: May 1, 2023

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Markets

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

The audio revolution is here – and iHeart is leading it! From broadcast radio to digital streaming radio to podcasting, audio continues to grow – and iHeart, which reaches 90% of Americans every month, is the #1 audio company in America across every one of those platforms. We're the home of many of the country's most popular and trusted on-air personalities and podcast influencers; we build important connections with hundreds of communities across America; we create and produce some of the most popular and well-known branded live music events in America; and we have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting. Only one company in America has the #1 position in everything audio: iHeartMedia.

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

Farm Director with a strong knowledge of all aspects of Iowa agriculture and the ability to provide useful information to farmers and ranchers.

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Farm Director - WHO-AM

What You'll Do:

Responsibilities

- Performs news and talk program for broadcast information and entertainment.
- Establishes relationship with listeners by providing information consistent with the needs of the target audience.
- Establishes relationships with agriculture leaders in government and industry to discern trends and best practices.
- Adheres to all guidelines, policies and procedures of the station, iHeartMedia, the FCC and all other federal, state and local laws, including policies and procedures regarding indecency and obscenity.
- Prepares for an air shift using creativity, imagination and exercise of independent professional judgment in writing, producing, interviewing, taping or broadcasting on-air material.
- Ensures logged commercials, promotions and any other programming essential to the stations operation are aired.
- Maintains a website blog as social media pages.
- Participates in required station Programming, Promotions, and Sales staff meetings and events.
- Makes regular approved appearances at paid and non-paid station events; serves as ambassador for the radio station(s) when out in public.
- Serves as primary creative voice and directs support staff of show.
- Researches and gains knowledge of subject matter that facilitates speaking extemporaneously and providing immediate non-scripted analysis/commentary.
- Finalizes content using digital audio editing software.
- Prepares written content, visual images, audio material and video footage for websites, blogs, or other social media platforms.
- Checks studio equipment for proper functioning and notifies Engineering of technical malfunctions affecting quality of the broadcast.
- Handles emergency inserts (e.g. news updates and breaking stories, emergencies, alert system tests, etc.); is on call for possible disasters, breaking news, or acts of nature.

What You'll Need:

Qualifications

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Fax and E-mail verification summary report for Farm Director - WHO-AM

- Proficient in Microsoft Office suite and social networking
- Proficient in media production and broadcast systems; familiar with NexGen, Vox Pro, and Pro Tools
- Strong knowledge of all FCC rules and regulations
- Socially informed and perceptive; up-to-date and in tune daily with the local and national trends and/or specialized knowledge of topics/events related to on-air discussions
- Demonstrated upbeat personality, informative, entertaining and engaging on the air; able to relate to station audience
- Pleasant, charismatic and well-controlled voice; excellent pronunciation
- Excellent verbal and written communication and editing skills; proficient in grammar; ability to make others feel comfortable and open up on air
- Demonstrated creativity and imagination
- Able to maintain composure when faced with difficult situations and personalities
- Can work well in a team environment; collaborative
- Able to adapt to changes in schedules and maintain composure in a fast-paced environment with short deadlines
- May require other language proficiency, e.g., Spanish

Work Experience

- 3+ years of on-air farm radio experience is preferred.
- Audio demo of on-air interviews, commentary, announcements, etc.

Education

- A 4-year college degree is preferred, preferably in Communications, Agriculture, or Broadcast Journalism
- Equivalent work experience in farm broadcast or journalism is also acceptable.

Certifications

- None required

What You'll Bring:

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Farm Director - WHO-AM

Location:

Des Moines, IA: 2141 Grand Ave, 50312

Position Type:

Regular

Time Type:

Full time

Pay Type:

Salaried

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Farm Director - WHO-AM

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Des-Moines-IA/Farm-Director---WHO-AM_Req30361

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

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KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Farm Director - WHO-AM

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 12/28/2022 4:46:44 PM
6	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 12/28/2022 4:46:42 PM
16	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 12/28/2022 4:46:39 PM
17	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 12/28/2022 4:46:41 PM
20	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 12/28/2022 4:46:39 PM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 12/28/2022 4:46:38 PM

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Vacancy Data Form****iHeartMedia, Multi-Market SVPP**

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 4/1/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
5	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	N	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	N	0
8	Employee Referral	N	1
9	Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : http://www.gvc.edu/ unknown unknown Manual Posting	N	0
10	Hamilton College 4655 121st Street Urbandale, Iowa 50323 Phone : 515-727-6844 Url : http://portal.kaplanuniversity.edu/pages/micropory Email : lgelhaar@hamiltonia.edu Lori Gelhaar	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

iHeartMedia, Multi-Market SVPP

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 4/1/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
11	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
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	2
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Vacancy Data Form****iHeartMedia, Multi-Market SVPP**

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 4/1/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
22	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	0
25	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
27	University of Illinois Urbana-Champaign 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting	N	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for iHeartMedia, Multi-Market SVPP

Position: iHeartMedia, Multi-Market SVPP

Hire Date: April 1, 2023

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Markets

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

The audio revolution is here – and iHeart is leading it! From broadcast radio to digital streaming radio to podcasting, audio continues to grow – and iHeart, which reaches 90% of Americans every month, is the #1 audio company in America across every one of those platforms. We're the home of many of the country's most popular and trusted on-air personalities and podcast influencers; we build important connections with hundreds of communities across America; we create and produce some of the most popular and well-known branded live music events in America; and we have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting. Only one company in America has the #1 position in everything audio: iHeartMedia.

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

The Senior VP/Programming for Des Moines, the Mid-North Region, St. Louis and Indianapolis will oversee all aspects of programming and promotions in Des Moines, The Mid-North Region markets, St. Louis and Indianapolis.

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for iHeartMedia, Multi-Market SVPP

What You'll Do:

- Daily oversight of Des Moines market along with PD duties on one station
- Management of Mid-North Region, St. Louis and Indianapolis clusters
- Occasional travel to markets.
- Assist market/station PDs create an action plan for all stations.
- Digital growth strategy and monitoring
- Promotions/Revenue ideation
- Oversight of expenses, contracts, company initiatives

What You'll Need:

- Minimum 5 years programming experience
- Regional market oversight preferred.

What You'll Bring:

- Respect for others and a strong belief that others should do this in return
- Commitment to achieving results and exceeding expectations
- Ability to manage an operational team and set daily priorities
- Growth mindset and desire for continued knowledge sharing and learning
- Understanding of the impact of your own decisions and when to seek guidance
- Business insight and ability to apply knowledge
- Resourcefulness in accomplishing tasks
- Desire for continuous improvement not only personally, but for the whole team, across the business
- Comfort interacting with individuals of all levels
- Strong written and verbal communication skills
- Ability to set performance expectations and handle sensitive issues

Location:

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for iHeartMedia, Multi-Market SVPP

Des Moines, IA: 2141 Grand Ave, 50312

Position Type:

Regular

Time Type:

Full time

Pay Type:

Salaried

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for iHeartMedia, Multi-Market SVPP

of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Des-Moines-IA/iHeartMedia--Multi-Market-SVPP_Req30504

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Erick Espinosa at erickespinosa@iheartmedia.com

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Fax and E-mail verification summary report for iHeartMedia, Multi-Market SVPP**

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 1/14/2023 10:10:51 AM
6	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 1/14/2023 10:10:50 AM
16	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 1/14/2023 10:10:50 AM
17	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 1/14/2023 10:10:50 AM
20	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 1/14/2023 10:10:50 AM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 1/14/2023 10:10:49 AM

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Board Operator

Recruitment source referring hiree: LinkedIn – automatically posted from iHeartMediaCareers.com

Date of hire: 5/9/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
2	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
3	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bvu.edu Lisa Taylor	N	0
4	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmac.edu Sara Moore Manual Posting	N	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	N	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Board Operator

Recruitment source referring hiree: LinkedIn – automatically posted from iHeartMediaCareers.com

Date of hire: 5/9/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0
11	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
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	0
13	Indeed.com - Not directly contacted by SEU	N	1
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Board Operator

Recruitment source referring hiree: LinkedIn – automatically posted from iHeartMediaCareers.com

Date of hire: 5/9/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
18	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : http://www.goicdm.org/ Email : pspikeyone@gmail.com Career Services	N	0
19	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Fax : 1-785-864-5318 Career Services	N	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
21	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0
22	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	4

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

Board Operator

Recruitment source referring hiree: LinkedIn – automatically posted from iHeartMediaCareers.com

Date of hire: 5/9/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
23	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplasencia@aol.com Ila Plasecia	N	0
26	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
28	University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Career Services Manual Posting	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	1
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Board Operator

Position: Board Operator

Hire Date: May 9, 2023

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Markets

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

The audio revolution is here – and iHeart is leading it! From broadcast radio to digital streaming radio to podcasting, audio continues to grow – and iHeart, which reaches 90% of Americans every month, is the #1 audio company in America across every one of those platforms. We're the home of many of the country's most popular and trusted on-air personalities and podcast influencers; we build important connections with hundreds of communities across America; we create and produce some of the most popular and well-known branded live music events in America; and we have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting. Only one company in America has the #1 position in everything audio: iHeartMedia.

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

We're seeking a Board Operator to provide programming and control board support for live and networks programs.

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Board Operator

What You'll Do:

- Operate audio console and oversee station operations for 9pm to 5am, Sunday-Thursday
- Operate control board for local and network programs
- Regulate program timing, operate syndicated programming, and play commercials
- Working with news department to monitor and initiate severe weather or breaking news coverage, when warranted,
- Monitor the technical quality and accuracy of incoming and outgoing on-air programming from master control room
- Support off-air commercial production, dubbing music to hard disk and programming automation computers
- Protect station's license by censoring live programs and deleting words/phrases not permitted on air
- Execute playlists for server, tape, or simulcast programming
- Assist with adjusting signal and programming content to ensure transmission meets federally mandated broadcast standards
- Process time-out programming for accurate play back
- Monitor and update weather, traffic and news reports into automation equipment
- Check studio equipment for proper functioning and notify Engineering of technical malfunctions affecting quality of the broadcast
- Screen in-coming phone calls and selectively choose callers for On-Air Talent and talk shows
- Handle emergency inserts (e.g. news updates, breaking stories, alert system tests, etc.)

What You'll Need:

- Ability to master our digital on-air system, NexGEN
- Previous experience in a related role and/or technical training is helpful but not required.
- Experience with Microsoft Office, including MS Word, Excel, PowerPoint and SharePoint
- Ability to master digital audio editing using Adobe Audition
- Experience in digital audio editing, digital content management, podcasts, or related experience is also

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Board Operator

helpful

What You'll Bring:

- Respect for others and a strong belief that others should do this in return
- Ability to work within standardized procedures and an understanding of when to escalate
- Skills to solve straightforward problems using established procedures
- Close attention to detail, following up until issues are resolved
- Common courtesy when communicating with coworkers and outside contacts

Location:

Des Moines, IA: 2141 Grand Ave, 50312

Position Type:

Regular

Time Type:

Full time

Pay Type:

Hourly

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Board Operator

- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Des-Moines-IA/Board-Operator_Req30789

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Board Operator

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 4/17/2023 6:54:01 PM
2	All Access.com Website E-mail: jdenver@allaccess.com	Sent: 4/17/2023 6:54:02 PM
3	Buena Vista University E-mail: career@bvu.edu	Sent: 4/17/2023 6:54:00 PM
4	Des Moines Area Community College E-mail: careers@dmacc.edu	Sent: 4/17/2023 6:53:59 PM
6	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 4/17/2023 6:53:59 PM
7	El Enforce E-mail: elenfoque@aol.com	Sent: 4/17/2023 6:54:00 PM
16	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 4/17/2023 6:53:58 PM
17	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 4/17/2023 6:53:58 PM
18	Islamic Center of Des Moines E-mail: pspikeyone@gmail.com	Sent: 4/17/2023 6:53:59 PM
19	Kansas University Fax: 1-785-864-5318	Sent: 4/17/2023 8:01 PM
20	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 4/17/2023 6:53:58 PM
21	Latinos Unidos of Iowa E-mail: Info@latinosunidosofiowa.org	Sent: 4/17/2023 6:53:59 PM
23	LULAC Council 306 E-mail: irplascencia@aol.com	Sent: 4/17/2023 6:54:01 PM
26	Simpson College E-mail: careers@simpson.edu	Sent: 4/17/2023 6:54:00 PM
28	University of Missouri - Columbia E-mail: career@missouri.edu	Sent: 4/17/2023 6:54:00 PM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 4/17/2023 6:53:57 PM

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Vacancy Data Form****Morning Show Producer/Midday Personality (Full Time)**

Recruitment source referring hiree: Employee Referral

Date of hire: 7/17/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	N	0
8	Employee Referral	N	2
11	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
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	1
14	Internal Candidate	N	1
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Vacancy Data Form****Morning Show Producer/Midday Personality (Full Time)**

Recruitment source referring hiree: Employee Referral

Date of hire: 7/17/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
22	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	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	1
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Morning Show Producer/Midday
Personality (Full Time)

Position: Morning Show Producer/Midday Personality (Full Time)

Hire Date: July 17, 2023

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Markets

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

The audio revolution is here – and iHeart is leading it! From broadcast radio to digital streaming radio to podcasting, audio continues to grow – and iHeart, which reaches 90% of Americans every month, is the #1 audio company in America across every one of those platforms. We're the home of many of the country's most popular and trusted on-air personalities and podcast influencers; we build important connections with hundreds of communities across America; we create and produce some of the most popular and well-known branded live music events in America; and we have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting. Only one company in America has the #1 position in everything audio: iHeartMedia.

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

We're seeking a talented Broadcast Producer to assist with the planning and production of live morning radio show featuring news, talk, sports, traffic and feature productions; and do a voice-tracked midday shift for our Top 40 station.

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Morning Show Producer/Midday Personality (Full Time)

What You'll Do:

Leads in the Planning and Show Direction

- Participates in daily planning meeting with Show Hosts, News Staff, Farm Staff
- Contributes ideas .
 - Creates and communicates the daily show plan
 - Details implementation throughout the show
 - With particular emphasis on “Topic A” pieces
 - And key local and national events for consideration
 - identify stories
 - Secures and Identifies audio

Production for each show

- Produce daily show audio pieces.
- Capture and cut audio from current day show for use in promos and liners, social media, and recycle liners for the next days' show.

Guests

- work with show hosts to obtain contact information.
- setting up appearances and coordinate timing with guest and hosts.
- maintain the contact rolodex.

Operation of audio console

- familiar with both the all control room and host studio operations
 - talent studio
 - news studio
 - farm studio
- Understand operation of the Gentner Phone system
 - including interfaces with adjoining studios
 - Act as phone screener for all phone calls to the show
- Familiar with setting up remote broadcast connections and IFB ‘talk back’ connections.

Monitor EAS system.

- for Weekly and Monthly EAS Tests
- for unscheduled EAS Severe Weather Announcements

Monitor log compliance.

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Fax and E-mail verification summary report for Morning Show Producer/Midday Personality (Full Time)

- work with Traffic Director to insure 100% clearance of all scheduled commercials.
- notify Traffic Director of any missed commercials and begin working to get them rescheduled, due to breaking news, long running segments or other instances where commercials did not air as scheduled.

Monitor on air content.

- For Inappropriate comments and be prepared at all times to use delay to prevent them from airing.

Coordinate back timing.

- with show hosts to hit top/bottom of the hour newscasts and other key benchmarks.

Work with On Air traffic Anchor

- to monitor traffic flow in the city
- pass along reports on traffic tie ups and accidents
- and when traffic has returned to normal

Monitors radio stream during all live programs.

Coordinate Promotions and contests for the show

- Handling creation and execution of contests/promotions
- Tracking of prizes and entering winner info in PromoSuites
- Prize fulfillment
-

Daily posts content to website

- edits audio for podcasts
- uploads to the site

Daily posts content to social media

Monitors social media.

- Facebook
- Twitter
- Instagram
- Tik Tok
 - Looking for appropriate or engaged content.

Emails to show hosts.

- Forwarding them to the programming Team
- Send to Management when appropriate.

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Fax and E-mail verification summary report for Morning Show Producer/Midday Personality (Full Time)

Listener phone calls

- Handle listener phone calls
 - Directing them to the right station personnel
- Seeking information or expressing opinions

Influencer and Endorsement campaigns

- Instructs show hosts on upcoming live spots.
- Assists show host with timing of spots.

What You'll Need:

Ability to Voice Track midday shift on KKDM-FM

Daily Log Schedule

- Coordinate with traffic department
- Assist Program Director.
- Making sure each hour is filled in NexGen system.
- All other voice tracks are in the log.
- Back timing Elvis Duran Morning show
- Filling hard time stop sets.
- Make the show sound seamless.

Manage Prizing on KKDM-FM

- With Program Director vision
- Create client recaps and follow throughs.
- Manage Giveaways
- Execution of promotions,
- Coordinate all prizing.
-

Social Media content Monitoring for Facebook, Instagram, Tik Tok, Twitter

- Interact with Listeners in a timely fashion.
- Reply to any comments.
- Field any questions
-

Station Promotions

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Morning Show Producer/Midday Personality (Full Time)

- Coordinate w/ Program Director
- Figure out appropriate timing.
 - Execution of promotion

Influencer and Endorsement campaigns as needed by clients.

- Perform Influencer spots during Midday Show
- Record commercials that air outside of show.
- Discuss availability for client meetings with Account Executive
- Be available for Live Remotes
 - Outside of the midday show
- Provide audio.
 - Clips from remotes
 - Interviews
 - Commentary
 - To Account Executives
 - to be used in sales recaps
 - sales pieces.

Social media posts

- Execute all posts directed by account executives.
 - on Facebook,
 - On Tik Tok,
 - On Instagram
 - On Twitter.

What You'll Bring:

- Respect for others and a strong belief that others should do this in return
- Ability to work within prescribed guidelines without needing close supervision
- Problem solving skills within established procedures
- Understanding of when to seek guidance for unforeseen problems
- Close attention to detail
- Strong written and verbal communication skills
- Ability to act in a professional manner and collaborate with colleagues of different levels

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for Morning Show Producer/Midday Personality (Full Time)

Location:

Des Moines, IA: 2141 Grand Ave, 50312

Position Type:

Regular

Time Type:

Full time

Pay Type:

Hourly

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for Morning Show Producer/Midday
Personality (Full Time)

insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Des-Moines-IA/Morning-Show-Producer-Midday-Personality--Full-Time-_Req31404

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Erick Espinosa at erickespinosa@iheartmedia.com

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Fax and E-mail verification summary report for Morning Show Producer/Midday Personality (Full Time)**

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 5/29/2023 1:51:00 PM
6	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 5/29/2023 1:50:58 PM
16	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 5/29/2023 1:50:57 PM
17	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 5/29/2023 1:50:58 PM
20	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 5/29/2023 1:50:58 PM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 5/29/2023 1:50:57 PM

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

On-Air Personality (Full-time)

Recruitment source referring hiree: Employee Referral

Date of hire: 8/21/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	N	0
8	Employee Referral	N	2
11	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
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	0
13	Indeed.com - Not directly contacted by SEU	N	1
15	Internal Posting	N	1
16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Vacancy Data Form

On-Air Personality (Full-time)

Recruitment source referring hiree: Employee Referral

Date of hire: 8/21/2023

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
22	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	0
24	Non-Employee Referral	N	1
29	Unknown (source not adequately identified upon inquiry by SEU)	N	1
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
Fax and E-mail verification summary report for On-Air Personality (Full-time)

Position: On-Air Personality (Full-time)

Hire Date: August 21, 2023

This report, generated by Broadcast1Source, verifies that KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Markets

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

The audio revolution is here – and iHeart is leading it! From broadcast radio to digital streaming radio to podcasting, audio continues to grow – and iHeart, which reaches 90% of Americans every month, is the #1 audio company in America across every one of those platforms. We're the home of many of the country's most popular and trusted on-air personalities and podcast influencers; we build important connections with hundreds of communities across America; we create and produce some of the most popular and well-known branded live music events in America; and we have the only complete audio ad technology stack in the industry for all forms of audio, from on demand to broadcast radio, digital streaming radio and podcasting. Only one company in America has the #1 position in everything audio: iHeartMedia.

If you're excited about this role but don't feel your experience aligns perfectly with the job description, we encourage you to apply anyway. At iHeartMedia we are dedicated to building a diverse, inclusive, and authentic workplace and are looking for teammates passionate about what we do!

What We Need:

Creates, produces and announces local content for KASI-AM.

What You'll Do:

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO

Fax and E-mail verification summary report for On-Air Personality (Full-time)

Responsibilities

- Delivers newscasts; announces radio playlist of musical selections; gives weather and traffic conditions; delivers sport scores, statistics and upcoming game information.
- Comments on music and other matters of interest to audience (e.g. time, weather, traffic conditions) and may interview musical personalities and members of listening audience.
- Typically specializes in one type of music (e.g. classical, pop, rock, country and western, etc.).
- Writes, reviews and/or edits news copy, introductions, public service announcements, commercials, pre-recorded reports, contests, etc.
- Participates in promotional events.
- May be responsible for operating control board for studios and remote programming.
- May directly sell advertising space to advertisers.
- Regulates program timing, operates syndicated programming, and plays commercials.
- Monitors the technical quality and accuracy of incoming and outgoing on-air programming from master control room.
- Protects station's license by censoring live programs and deleting words/phrases not permitted on air.
- Processes time-out programming for accurate play back.
- Checks studio equipment for proper functioning and notifies Engineering of technical malfunctions affecting quality of the broadcast.
- Handles emergency inserts (e.g. news updates and breaking stories, emergencies, alert system tests, etc.).

Qualifications

- Socially informed and perceptive; up-to-date and in tune with the local and national trends and/or specialized knowledge of topics/events related to on-air discussions
- Pleasant, charismatic and well-controlled voice; excellent pronunciation
- Well-rounded communication skills for conducting interviews
- Ability to make others feel comfortable and open up on air
- Excellent writing and editing skills; proficient in grammar
- Proficient in media production and broadcast systems
- Proficient in Microsoft Office and social networking

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Fax and E-mail verification summary report for On-Air Personality (Full-time)

- May require selling skills

Work Experience

- 1-2 years' experience as an announcer in smaller market or college station environment is preferred

Education

- High School Diploma or GED

Certifications

- None required

What You'll Need:

What You'll Bring:

Location:

Ames, IA: 415 Main St, 2nd Floor, 50010

Position Type:

Regular

Time Type:

Full time

Pay Type:

Hourly

Benefits:

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Fax and E-mail verification summary report for On-Air Personality (Full-time)

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Ames-IA/On-Air-Personality--Full-time-_Req31586-3

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**Fax and E-mail verification summary report for On-Air Personality (Full-time)**

RS Number	Recruiting Source	Date and Time
1	Aging Resources of Central Iowa E-mail: jim.plorins@agingresources.com	Sent: 7/24/2023 4:31:07 PM
6	Easter Seals Iowa Prong 2 Ended Date: 8/1/2023 E-mail: careers@eastersealsia.org	Sent: 7/24/2023 4:31:07 PM
16	Iowa Broadcasters Association E-mail: info@iowabroadcasters.com	Sent: 7/24/2023 4:31:06 PM
17	Iowa Workforce Development Center E-mail: jonathan.murad@iwd.iowa.gov	Sent: 7/24/2023 4:31:07 PM
20	LaFuerza Latina E-mail: lfl@drake.edu	Sent: 7/24/2023 4:31:07 PM
30	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 7/24/2023 4:31:06 PM

ATTACHMENT C

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RECRUITMENT INITIATIVES FORM

October 1, 2021 - September 30, 2022

	Type of Recruitment Initiative	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participation in events or programs sponsored by educational institutions	10/15/21	A student from Grand View participated in a job shadow program. The student shadowed our Program Director and learned about his day-to-day duties at our stations. The student also had the opportunity to ask questions about our Program Director's career path and about careers in broadcasting generally.
2.	Participation in scholarship programs	1/1/22	Our SEU sponsors a scholarship program for local members of the Future Farmers of America. As part of our sponsorship, we contribute financially to the scholarship, assist in the selection process, and broadcast on-air announcements to promote the scholarship. Fifteen full-ride scholarships were awarded to attend Des Moines Area Community College.
3.	Establishment of an intern program designed to assist members of the community	6/1/22	Our SEU hosted an internship for a student for Iowa State University studying Agriculture Communications. During her internship, the student served as a member of our farm team where she wrote agriculture-focused stories, reported on-air from farm markets, and recorded interviewees. The student was supervised by our Program Director.
4.	Participation in events or programs sponsored by educational institutions	6/10/22	A student from Waukee High School participated in a job shadow program. The student shadowed our Program Director and learned about his day-to-day duties at our stations. The student also had the opportunity to ask questions about our Program Director's career path and about careers in broadcasting generally.
5.	Provision of training to management	6/16/22	Our Station Manager attended a presentation by FCC counsel entitled "EEO for Broadcasters." The presentation discussed the FCC's EEO rules and best practices for compliance.
6.	Establishment of an intern program designed to assist members of the community	8/11/22	Our SEU hosted an internship for four students representing two local 4-H chapters. The students worked with farm broadcasters to write, produce, and deliver on-air broadcasts of agricultural events at the Iowa State Fair. The students also compiled the results of livestock shows held during the fair and reported them on-air. The students were supervised by on-air staff.
7.	Provision of training to management	9/16/22	In September 2022, our SEU's SVP of programming 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.

NOTE: The slides from this webinar are intended as a general guide to identifying some of the legal and regulatory questions that may face your stations in connection with the FCC's EEO rules. This information should not be considered legal advice, as we do not have the specific facts of your situation which could affect how rules and policies apply. For legal advice, you should always talk to your own counsel.

EEO for Broadcasters: 2022

Iowa Broadcasters Association Convention
June 16, 2022

David Oxenford
Wilkinson Barker Knauer, LLP
Washington DC
202-383-3337
doxenford@wbklaw.com
www.wbklaw.com
www.broadcastlawblog.com

What You Need To Know About FCC EEO Obligations

- EEO performance being reviewed now as much as ever
- FCC requires non-discrimination, plus affirmative action in hiring
- Affirmative Action through a three-pronged recruitment program
 - Wide Dissemination of job openings
 - Notice to Community Groups
 - Supplemental Efforts – Menu Options - “Non-vacancy specific outreach efforts”
- Record-keeping Requirements
- Reporting Requirements

EEO for Broadcasters– 2022

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RECRUITMENT INITIATIVES FORM

October 1, 2022 - September 30, 2023

	Type of Recruitment Initiative	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participation in events or programs sponsored by educational institutions	4/7/23	On April 7, 2023, our SEU's General Manager and Program Director met with a student from Mills County High School to discuss promotions positions within the broadcast industry and the skill sets necessary to work in promotions.
2.	Participation in events or programs sponsored by educational institutions	5/8/23	May 8-10, 2023, our SEU participated in a multi-day learning opportunity for a student from Simpson College. As part of the program, our News Director met with the student to discuss news and talk show programming in the radio industry and the skill sets necessary to work in radio. The student then shadowed various on-air staff to learn about news preparation and delivery, story generation, and interviewing strategies.
3.	Provision of training to management	8/16/23	In August, 2023, our SEU's Program Director took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized how a diverse workforce and a culture of inclusion are a source of strength for an organization.
4.	Provision of training to management	8/16/23	In August, 2023 our SEU's Program Director 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.
5.	Provision of training to management	8/17/23	In August, 2023, our SEU's Program Director took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.
6.	Provision of training to management	8/17/23	In August, 2023, our SEU's Program Director took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.

PARROTT, STEVEN

From: McCrea, Joel
Sent: Friday, April 7, 2023 11:40
To: PARROTT, STEVEN
Subject: EEO

I hosted Jack [REDACTED] a High School student from Mills County on a shadow opportunity on April 7th. We discussed broadcasting and career opportunities. Mike Dorwart also participated in this.

Joel McCrea
Market President
[iHeartMedia Markets Group – Des Moines](#)

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From: Jack [REDACTED]@emschools.org>
Sent: Wednesday, March 29, 2023 11:43 AM
To: McCrea, Joel <JoelMcCrea@iheartmedia.com>
Subject: [EXTERNAL] Re: Legislative Event

Good morning Mr. McCrea,

I will be able to come in to your office on April 7th, at 10 am. I look forward to meeting you.

Thank you,

Jack [REDACTED]

On Tuesday, March 28, 2023, McCrea, Joel <JoelMcCrea@iheartmedia.com> wrote:

I will leave that decision up to you. You are more than welcome to come here. 2141 Grand Avenue in Des Moines. If it is more convenient, I can set up the Teams call.

Joel McCrea
Market President
[iHeartMedia Markets Group – Des Moines](#)

PARROTT, STEVEN

From: Wilde, Wendy
Sent: Tuesday, April 11, 2023 12:24
To: McCrea, Joel; Dorwart, Mike; Quinn, Bob; Fischer, Nathan
Cc: PARROTT, STEVEN
Subject: Re: College student request to shadow WHO - your show?

Taylor [REDACTED], a Journalism student at Simpson College in Indianola has requested to shadow our News Staff at WHO on May 8, 9, 10 for a total of 15-18 hours.

May 8 3am-9am Taylor will shadow Danielle Blake, Cooper Banks, and Emory Miller
Observing News preparation and delivery for various stations

May 9 9am-3pm Taylor will shadow Jeff Angelo Show, Bob Quinn, and Trent Rice
Observing two live News-focused talk shows, then later story generation

May 10 11am-4pm Taylor will shadow Dave Bohl and Sue Danielson
Observing news preparation plus interviewing for stories

Taylor [REDACTED]
[REDACTED]
[REDACTED]@yahoo.com

Thank you,
Wendy

Wendy Wilde
Midwest Region News Director
iHeartMedia – 24/7 News

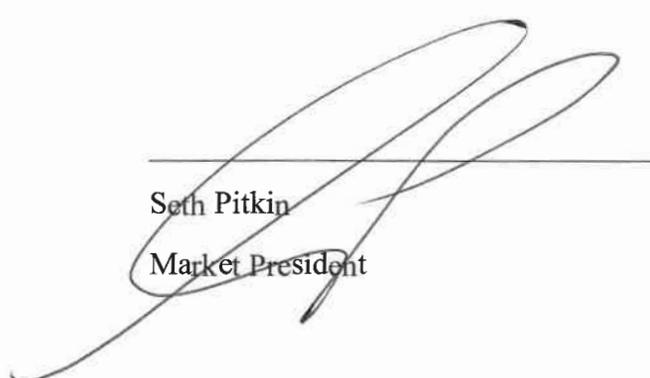
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iHeartMedia Des Moines

Our station employment unit (“SEU”) documents management-level employee participation in training programs using the attached internal log tool.



Seth Pitkin

Market President

