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October 20, 2021

**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  
KOST(FM), Los Angeles, CA (FIN 34424)

Dear Ms. Goldin:

On behalf of KOST(FM), Los Angeles, California (FIN 34424), which is part of a station employment unit based in Los Angeles, California and which includes KEIB(AM), Los Angeles, California (FIN 19219); KFI(AM), Los Angeles, California (FIN 34425); KLAC(AM), Los Angeles, California (FIN 59958); KBIG(FM), Los Angeles, California (FIN 6360); KYSR(FM), Los Angeles, California (FIN 36019); KRRL(FM), Los Angeles, California (FIN 35022); KIIS-FM, Los Angeles, California (FIN 19218); KVVS(FM), Rosamond, California (FIN 49950); and KSRV(FM), Tehachapi, California (FIN 66228), the undersigned submits this response to your letter of August 6, 2021 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 Alexis Ginas, Market President, with copies of documentation responsive to your inquiry.

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

Sincerely,



Kathryne C. Dickerson

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

## DECLARATION OF ALEXIS GINAS, MARKET PRESIDENT

I, Alexis Ginas, hereby declare as follows:

1. I am a Market President for iHM Licenses, LLC and Los Angeles Broadcasting Partners, LLC, each of which is the licensee of one or more of the following stations: KEIB(AM), Los Angeles, California (FIN 19219), KFI(AM), Los Angeles, California (FIN 34425), KLAC(AM), Los Angeles, California (FIN 59958), KOST(FM), Los Angeles, California (FIN 34424), KBIG(FM), Los Angeles, California (FIN 6360), KYSR(FM), Los Angeles, California (FIN 36019), KRRL(FM), Los Angeles, California (FIN 35022), KIIS-FM, Los Angeles, California (FIN 19218), KVV5(FM), Rosamond, California (FIN 49950), and KSRY(FM), Tehachapi, California (FIN 66228). These stations comprise a station employment unit based in Los Angeles, California (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 August 6, 2021 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”).<sup>1</sup>

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.

The web addresses of the stations in this SEU are as follows: [www.alt987fm.iheart.com](http://www.alt987fm.iheart.com) (KYSR(FM) and KSRY(FM)), [www.1043myfm.iheart.com](http://www.1043myfm.iheart.com) (KBIG(FM)), [www.patriotla.iheart.com](http://www.patriotla.iheart.com) (KEIB(AM)), [www.kfiam640.iheart.com](http://www.kfiam640.iheart.com) (KFI(AM)), [www.kiisfm.iheart.com](http://www.kiisfm.iheart.com) (KIIS-FM), [www.am570lasports.iheart.com](http://www.am570lasports.iheart.com) (KLAC(AM)), [www.kost1035.iheart.com](http://www.kost1035.iheart.com) (KOST(FM)), and [www.real923la.iheart.com](http://www.real923la.iheart.com) (KRRL(FM)). A copy of the current EEO Public File Report is included on or linked to each of these websites.

4. In response to Question 2(b)(ii), 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 announcements sent to those sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in 47 C.F.R. § 73.2080(c)(1)(ii).

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<sup>1</sup> The SEU received an extension of time in which to reply to the EEO Audit Letter through October 20, 2021.

5. In response to Question 2(b)(iii) 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.

6. In response to Question 2(b)(iv) 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 201 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.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee is aware of the following complaint(s) alleging unlawful discrimination in the employment practices of one or more 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.

A complaint alleging discrimination based on race, color, and national origin was dual filed against KYSR(FM) by Joshua Escandon on April 23, 2018 at the EEOC and the California Department of Fair Employment & Housing. *See* EEOC 846-2017-25186. The EEOC issued Dismissal and Notice of Rights on February 6, 2019, stating the Commission was unable to conclude there was a violation of the statutes.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that iHeartMedia 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, this SEU's strives to ensure compliance with the FCC's EEO rules, including maintaining an extensive recruitment source list in an effort to provide information regarding each job opening to a broad cross-section of the community. Under my supervision,

Ashley Myers, Project Manager, handles day-to-day recruitment and recordkeeping duties. We review our recruitment source list annually to ensure contact information is accurate and to identify new sources to engage with in our community. This SEU's compliance measures include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 2(b)(vii) 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 strives to reach local community organizations and educational institutions to promote careers in broadcasting. Our SEU actively promotes employment opportunities at our stations through participating in events with local community groups or educational institutions. These events provide an opportunity for participants to engage station personnel in a smaller setting and learn about careers in the broadcast and media industry. Our SEU is also committed to mentoring employees, including via regularly scheduled one-on-one meetings, and to ensuring managers participate in trainings designed to foster an inclusive workplace free of discrimination or harassment.

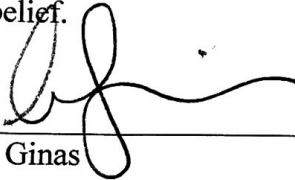
10. In response to Question 2(b)(viii) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. In addition, this SEU endeavors to fulfill the terms of current union agreements with SAG AFTRA.

Dated: October 20, 2021

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO  
DECLARATION OF ALEXIS GINAS, 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.

  
\_\_\_\_\_  
Alexis Ginas

**ATTACHMENT A**

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**I. VACANCY LIST**

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

| <b>Job Title</b>             | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|------------------------------|--|-------------------------------|
| Account Executive            | 2-8, 10-17, 20-28  | 20                            |
| Account Executive            | 3-10, 12, 14-17, 20, 22, 24-28                             | 9                             |
| Account Executive            | 3-10, 12, 14-16, 21-22, 24-28                              | 9                             |
| Sales Operations             | 3-10, 12, 14-17, 22, 24-28                                 | 9                             |
| Account Executive            | 3-10, 12, 14-16, 22, 24-28                                 | 9                             |
| Account Executive            | 3-10, 12, 14-16, 22, 24-28                                 | 9                             |
| Account Executive            | 3-10, 12, 14-16, 22, 24-28                                 | 9                             |
| Client Solutions Manager     | 3-10, 12, 14-17, 20, 22, 24-28                             | 9                             |
| Account Executive            | 3-10, 12, 14-16, 22, 24-28                                 | 9                             |
| Brand Coordinator            | 3-10, 12, 14-16, 22, 25-28                                 | 16                            |
| Director of Sales Operations | 3-8, 10, 12, 14-16, 19, 22, 24-28                          | 19                            |
| Digital Campaign Manager     | 3-8, 10, 12, 14-16, 19, 22, 24-28                          | 19                            |
| Board Op                     | 1, 3-10, 12, 14-16, 22, 24-28                              | 9                             |
| Producer                     | 1, 3-10, 12, 14-18, 22, 24-28                              | 16                            |

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR**

**EEO PUBLIC FILE REPORT**

**August 1, 2019 - July 31, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 1                | All Access<br>28955 Pacific Coast Hwy Suite 210<br>Malibu, California 90265<br>Phone : (310) 457-6616<br>Url : www.allaccess.com<br>Email : jdenver@allaccess.com<br>N/A N/A  | N  | 0   |
| 2                | Art Institute of California - Hollywood<br>5250 Lankershim Blvd.<br>North Hollywood, California 91601<br>Phone : 818-299-5219<br>Url : www.aii.edu<br>Email : nicsmith@aii.edu<br>Nicole Smith  | N  | 0   |
| 3                | Burbank Employment Student Training (BEST)<br>Burbank City Hall 275 East Olive Ave<br>Burbank, California 91502<br>Phone : 818-238-5021<br>Url : www.burbankca.gov<br>Email : burbankworkforceconnection@burbankca.gov<br>Fax : 1-818-238-5199<br>Lidia Termanyan | Y  | 0   |
| 4                | Cal State University, Los Angeles<br>5151 State University Drive<br>Los Angeles, California 90032<br>Phone : 323-343-3280<br>Url : www.calstatela.edu/careers<br>Email : careers@cslanet.calstatela.edu<br>Christopher Lenz                                       | N  | 0   |
| 5                | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : http://www.yourcba.com<br>Joe Berry<br>Manual Posting   | N  | 0   |



**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 6                | California State University - Northridge<br>1811 Nordhoff Street University Hall, Suite 105<br>Northridge, California 91330<br>Phone : 818-677-2878<br>Url : www.csun.edu<br>Email : career.center@csun.edu<br>Fax : 1-818-677-4593<br>Career Services | Y  | 0   |
| 7                | CalJobs<br>Employment Development Dept 800 Capitol Mall, Suite 5000<br>Sacramento, California 95814<br>Phone : (916) 654-8210<br>Url : http://www.caljobs.ca.gov/<br>Email : wsbaru048imperialvalley@edd.ca.gov<br>Patty N/A                           | Y  | 0   |
| 8                | Colorado Media School<br>404 S. Upham Street<br>Lakewood, Colorado 80226<br>Phone : 303-479-4908<br>Url : http://beonair.com/denver<br>Email : dbyrd@beonair.com<br>Debbie Byrd  | Y  | 0   |
| 9                | Employee Referral  | N  | 14  |
| 10               | Fullerton College<br>321 E. Chapman Avenue<br>Fullerton, California 92832<br>Phone : 714-992-7121<br>Url : http://www.fullcoll.edu/<br>Email : jmerchant@fullcoll.edu<br>Jennifer Merchant   | Y  | 0   |
| 11               | GlassDoor - not directly contacted by SEU  | N  | 1   |
| 12               | Glendale Community College<br>1500 N Verdugo Rd SR 236<br>Glendale, California 91208<br>Phone : 818-240-1000 ext. 5405<br>Url : www.glendale.edu<br>Email : andrav@glendale.edu<br>Andra Verstraete  | Y  | 0   |

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR**

**EEO PUBLIC FILE REPORT**

**August 1, 2019 - July 31, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 13               | Homeboy Industries<br>130 Bruno St<br>Los Angeles, California 90012-1815<br>Phone : 323-526-1254 x329<br>Url : www.homeboyindustries.org<br>Email : adelvillar@homeboyindustries.org<br>Angel Del Villar       | N  | 0   |
| 14               | Homeboy Industries<br>130 Bruno St<br>Los Angeles, California 90012-1815<br>Phone : 323-526-1254 x342<br>Url : www.homeboyindustries.org<br>Email : mburton@homeboyindustries.org<br>Mary Ellen Burton         | Y  | 0   |
| 15               | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmedia.dejobs.org<br>Talent Acquisition Coordinator<br>Manual Posting              | N  | 0   |
| 16               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmediacareers.com<br>Talent Acquisition Coordinator<br>Manual Posting              | N  | 3   |
| 17               | Indeed.com - Not Directly Contacted by SEU   | N  | 5   |
| 18               | Internal Posting   | N  | 2   |
| 19               | Internal Transfer/Promotion  | N  | 2   |
| 20               | LinkedIn - Not directly contacted by SEU   | N  | 3   |
| 21               | Non-Employee Referral  | N  | 3   |
| 22               | Ohio Center for Broadcasting-Cleveland<br>9885 Rockside Rd. #160<br>Valley View, Ohio<br>Phone : 216-503-5900 x1104<br>Url : http://beonair.com/cleveland<br>Email : jhardy@beonair.com<br>Janice Hannah-Hardy | Y  | 0   |

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b>                               | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|--|--|--|---|
| 23   | SAE Institute, Los Angeles<br>6700 Santa Monica Blvd<br>Los Angeles, California 90038<br>Phone : 323-466-6323<br>Url : <a href="http://usa.sae.edu/campuses/losangeles/">http://usa.sae.edu/campuses/losangeles/</a><br>Email : <a href="mailto:e.hernandez@sae.edu">e.hernandez@sae.edu</a><br>Fax : 1-323-466-6321<br>Edgar Hernandez                | N  | 0   |
| 24   | SCBA (So Cal Broadcasters Assn)<br>1849 Sawtelle Blvd. Ste 543<br>Los Angeles, California 90025<br>Phone : 323-930-5599<br>Url : <a href="http://www.scba.com">www.scba.com</a><br>Liz Fancher<br>Manual Posting   | N  | 0   |
| 25   | SELA Worksource Center<br>3965 S Vermont Ave<br>Los Angeles, California 90037<br>Phone : 323.730.7900 x227<br>Url : <a href="http://www.letc.com">www.letc.com</a><br>Email : <a href="mailto:aguerrero@letc.com">aguerrero@letc.com</a><br>Arthur Guerrero  | Y  | 0   |
| 26   | University of California, Riverside<br>900 University Avenue<br>Riverside, California 92521<br>Phone : 951-827-2736<br>Email : <a href="mailto:linda.latendresse@ucr.edu">linda.latendresse@ucr.edu</a><br>Linda LaTendresse   | Y  | 0   |
| 27   | USC Career Planning & Placement Ctr<br>3601 Trousdale Pkwy Student Union Bldg 110<br>Los Angeles, California 90089-4897<br>Phone : 213-740-9538<br>Url : <a href="http://www.careers.usc.edu">www.careers.usc.edu</a><br>Email : <a href="mailto:recruit@usc.edu">recruit@usc.edu</a><br>Elizabeth Jordan  | Y  | 0   |
| 28   | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>33</b>   |

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>                      |
|---|-------------|---|--|-------------------------------------|---|
| 1 | 12/5/2019   | Participation in events or programs sponsored by educational institutions | On December 5, 2019, our SEU hosted a panel discussion for local California Community Colleges and other community leaders about increasing career and educational opportunities for the black community. SEU participants included our On-Air Personality, who spoke about his career path in the broadcasting industry.  | 3                                   | EVP Urban/Hip Hop On Air Personality Producer |
| 2 | 1/1/2020    | Establishment of a mentoring program                                      | During the reporting period, our SEU's Director of Sales mentored and trained a Promotions Assistant in the skills needed to obtain a management-level position in the Sales Department. The program included weekly in-person (and later, virtual) meetings as well as mentor-mentee shadow days. The sessions covered topics such as how to manage Account Executives, how to use sales software and reporting tools, how to develop client solutions, and techniques for making sales presentations. The program was focused on maximizing the mentee's skills and career development potential to qualify for higher-level positions within iHM. | 2                                   | Director of Sales Promotions Assistant        |
| 3 | 2/6/2020    | Participation in events or programs sponsored by educational institutions | Our SEU's Morning Show Producer participated in a Career Day at Lone Hill Middle School in SanDimas, California. At the event, our Producer spoke with students about her career path in broadcasting and the skills needed to succeed in the industry.  | 1                                   | Producer, Ellen K Morning Show                |
| 4 | 4/29/2020   | Participation in events or programs sponsored by educational institutions | Our SEU's Sales Manager served as a guest lecturer for students at the American Jewish University in Los Angeles. He gave a lecture to communications students about career opportunities in broadcasting and navigating the current media landscape.  | 1                                   | Sales manager                                 |

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR****EEO PUBLIC FILE REPORT****August 1, 2019 - July 31, 2020****III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b> | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>                       |
|---|-------------|--|--|-------------------------------------|--|
| 5 | 7/8/2020    | Establishment of a mentoring program                   | During the reporting period, our SEU's Senior VP of Sales mentored a Digital Campaign Manager in the skills needed to obtain higher-level positions within the Sales Department, including sales operation approaches, management techniques, and advanced sales software skills. The program included bi-weekly trainings as well as instructional sessions with on-the-job shadowing. The program was focused on maximizing the mentee's career development and culminated with the promotion of the mentee from Digital Campaign Manager to Director of Sales Operations. | 2                                   | Senior VP of Sales<br>Digital Campaign Manager |

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVS, KYSR**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 - July 31, 2021**

**I. VACANCY LIST**

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

| <b>Job Title</b>                             | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--|--|-------------------------------|
| News Editor                                  | 1-7, 9-14, 20-22, 24, 26, 28                               | 10                            |
| Account Executive                            | 1-9, 11-14, 20-22, 24, 26, 28                              | 8                             |
| Board Op                                     | 1-7, 9, 11-14, 18, 20-22, 24, 26, 28                       | 18                            |
| Vice President of Sales                      | 1-7, 9, 11-14, 20-22, 24-26, 28                            | 25                            |
| Digital Content Producer                     | 2-9, 11-14, 17-18, 20-22, 24, 26-28                        | 18                            |
| Executive Assistant                          | 1-9, 11-14, 20-22, 24, 26, 28                              | 8                             |
| KYSR PMD Talent                              | 1-7, 9, 11-14, 20-22, 24, 26-28                            | 27                            |
| Client Solutions Coordinator                 | 2-9, 11-14, 19-22, 24, 26, 28                              | 19                            |
| Digital Sales Strategist                     | 1-9, 11-14, 20-22, 24, 26, 28                              | 8                             |
| Project Manager                              | 1-5, 7-9, 11-14, 20-22, 24, 26, 28                         | 8                             |
| News Editor-Overnight (Midnight to 8am)      | 1-7, 9, 11-14, 20-24, 26, 28                               | 23                            |
| Manager, Video Production                    | 1-5, 7-9, 11-12, 15, 17, 20-22, 24, 26,<br>28              | 8                             |
| Board Op                                     | 1-5, 7-9, 11-12, 20-22, 24-26, 28                          | 8                             |
| Account Executive, Outside Sales             | 1-5, 7, 9, 11-12, 16, 20-22, 24, 26, 28                    | 16                            |
| Project Manager, Sales – Sports & Automotive | 1-5, 7-9, 11-12, 20, 22, 24, 26, 28                        | 8                             |
| Account Executive/Media Consultant           | 1-5, 7-9, 11-12, 14, 19-20, 22, 24-26,<br>28               | 8                             |
| Account Executive: KLAC AM 570 LA Sports     | 1-5, 7-9, 11-12, 14, 16, 19-20, 22, 24,<br>26, 28          | 8                             |
| Account Executive/Media Consultant           | 1-5, 7-9, 11-14, 19-22, 24, 26, 28                         | 8                             |
| Account Executive/Media Consultant           | 1-5, 7, 9, 11-12, 19-20, 22, 24, 26, 28                    | 19                            |
| Account Executive/Media Consultant           | 1-5, 7, 9, 11-12, 16, 19-20, 22, 24-26,<br>28              | 16                            |
| Account Executive: KLAC AM 570 LA Sports     | 1-5, 7, 9, 11-12, 19-20, 22, 24, 26, 28                    | 19                            |
| Facilities Director                          | 1-5, 7, 9, 11-14, 20, 22, 24-26, 28                        | 25                            |

**KBIG, KEIB, KFI, KIIS-FM, KLAC, KOST, KRRL, KSRV, KVVU, KYSR**

**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 1                | All Access<br>28955 Pacific Coast Hwy Suite 210<br>Malibu, California 90265<br>Phone : (310) 457-6616<br>Url : www.allaccess.com<br>Email : jdenver@allaccess.com<br>N/A N/A   | N  | 0   |
| 2                | Burbank Employment Student Training (BEST)<br>Burbank City Hall 275 East Olive Ave<br>Burbank, California 91502<br>Phone : 818-238-5021<br>Url : www.burbankca.gov<br>Email : burbankworkforceconnection@burbankca.gov<br>Fax : 1-818-238-5199<br>Lidia Termayan | Y  | 0   |
| 3                | Cal State University, Los Angeles<br>5151 State University Drive<br>Los Angeles, California 90032<br>Phone : 323-343-3280<br>Url : www.calstatela.edu/careers<br>Email : careers@cslanet.calstatela.edu<br>Christopher Lenz                                      | N  | 0   |
| 4                | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : http://www.yourcba.com<br>Joe Berry<br>Manual Posting  | N  | 0   |
| 5                | California State University - Northridge<br>18111 Nordhoff Street University Hall, Suite 105<br>Northridge, California 91330<br>Phone : 818-677-2878<br>Url : www.csun.edu<br>Email : career.center@csun.edu<br>Fax : 1-818-677-4593<br>Career Services          | Y  | 0   |

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|------------------|---|--|---|
| 6                | <p>CalJobs<br/>           Employment Development Dept 800 Capitol Mall, Suite 5000<br/>           Sacramento, California 95814<br/>           Phone : (916) 654-8210<br/>           Url : <a href="http://www.caljobs.ca.gov/">http://www.caljobs.ca.gov/</a><br/>           Email : <a href="mailto:wsbaru048imperialvalley@edd.ca.gov">wsbaru048imperialvalley@edd.ca.gov</a><br/>           Patty N/A</p> <p>Prong 2 Ended Date: 2/11/2021</p> | N  | 0   |
| 7                | <p>Colorado Media School<br/>           404 S. Upham Street<br/>           Lakewood, Colorado 80226<br/>           Phone : 303-479-4908<br/>           Url : <a href="http://beonair.com/denver">http://beonair.com/denver</a><br/>           Email : <a href="mailto:dbyrd@beonair.com">dbyrd@beonair.com</a><br/>           Debbie Byrd</p>   | Y  | 0   |
| 8                | Employee Referral   | N  | 15  |
| 9                | <p>Fullerton College<br/>           321 E. Chapman Avenue<br/>           Fullerton, California 92832<br/>           Phone : 714-992-7121<br/>           Url : <a href="http://www.fullcoll.edu/">http://www.fullcoll.edu/</a><br/>           Email : <a href="mailto:jmerchant@fullcoll.edu">jmerchant@fullcoll.edu</a><br/>           Jennifer Merchant</p>  | Y  | 0   |
| 10               | Glassdoor - Not directly contacted by SEU   | N  | 1   |
| 11               | <p>Glendale Community College<br/>           1500 N Verdugo Rd SR 236<br/>           Glendale, California 91208<br/>           Phone : 818-240-1000 ext. 5405<br/>           Url : <a href="http://www.glendale.edu">www.glendale.edu</a><br/>           Email : <a href="mailto:andrav@glendale.edu">andrav@glendale.edu</a><br/>           Andra Verstraete</p>   | Y  | 0   |
| 12               | <p>Homeboy Industries<br/>           130 Bruno St<br/>           Los Angeles, California 90012-1815<br/>           Phone : 323-526-1254 x342<br/>           Url : <a href="http://www.homeboyindustries.org">www.homeboyindustries.org</a><br/>           Email : <a href="mailto:mburton@homeboyindustries.org">mburton@homeboyindustries.org</a><br/>           Mary Ellen Burton</p>   | Y  | 0   |



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| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 13               | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 0   |
| 14               | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 3   |
| 15               | Indeed.com - Not directly contacted by SEU<br>6433 Champion Grandview Way Austin, Texas<br>78750<br>Career Services<br>Manual Posting   | N  | 0   |
| 16               | Indeed.com - Not directly contacted by SEU  | N  | 3   |
| 17               | Internal Posting  | N  | 2   |
| 18               | Internal Transfer/Promotion   | N  | 2   |
| 19               | LinkedIn - Not directly contacted by SEU  | N  | 13  |
| 20               | Ohio Center for Broadcasting-Cleveland<br>9885 Rockside Rd. #160<br>Valley View, Ohio<br>Phone : 216-503-5900 x1104<br>Url : <a href="http://beonair.com/cleveland">http://beonair.com/cleveland</a><br>Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a><br>Janice Hannah-Hardy | Y  | 0   |
| 21               | SCBA (So Cal Broadcasters Assn)<br>1849 Sawtelle Blvd. Ste 543<br>Los Angeles, California 90025<br>Phone : 323-930-5599<br>Url : <a href="http://www.scba.com">www.scba.com</a><br>Liz Fancher<br>Manual Posting  | N  | 0   |

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| <b>RS Number</b>                               | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|--|---|--|---|
| 22   | SELA Worksource Center<br>3965 S Vermont Ave<br>Los Angeles, California 90037<br>Phone : 323.730.7900 x227<br>Url : www.letc.com<br>Email : aguerrero@letc.com<br>Arthur Guerrero   | Y  | 0   |
| 23   | Twitter - Not directly contacted by SEU   | N  | 1   |
| 24   | University of California, Riverside<br>900 University Avenue<br>Riverside, California 92521<br>Phone : 951-827-2736<br>Email : linda.latendresse@ucr.edu<br>Linda LaTendresse   | Y  | 0   |
| 25   | Unknown (source not adequately identified upon inquiry by SEU)  | N  | 5   |
| 26   | USC Career Planning & Placement Ctr<br>3601 Trousdale Pkwy Student Union Bldg 110<br>Los Angeles, California 90089-4897<br>Phone : 213-740-9538<br>Url : www.careers.usc.edu<br>Email : recruit@usc.edu<br>Elizabeth Jordan | Y  | 0   |
| 27   | Word of Mouth Referral  | N  | 2   |
| 28   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com             | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>47</b>   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                        | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>   |
|---|-------------|---|--|-------------------------------------|--|
| 1 | 12/17/2020  | Provision of training to management   | On December 10, 2020, our Assistant Program Director took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.   | 1                                   | Assistant Program Director   |
| 2 | 3/4/2021    | Participation in events sponsored by organizations representing the community | On March 4, 2021, our SEU participated in the 2021 California Conference for Women as a partner. SEU participants, including several Promotions Brand Managers and Account Executives, participated on panels at the event to discuss career opportunities for women at iHM. In addition, our SEU ran a promotional campaign through on-air announcements and banner ads on our station websites to promote the event. | 4                                   | Promotions brand Manager<br>Promotions brand Manager<br>Account Executive<br>Account Executive |
| 3 | 6/8/2021    | Provision of training to management   | In June 2021, one of our SEU managers 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                                   | Director of Sales  |